



INTERNATIONAL CONFERENCE FOR GENDER & SUSTAINABLE DEVELOPMENT

THEME

Gender and Sustainable Development: Interdisciplinary Perspectives

DATE: 17th – 18th March, 2020

VENUE: Centre for Conflict and Gender Studies, University of Port Harcourt

TIME: 9:00 am

CHIEF HOST

Prof. Ndowa E.S. Lale

Vice Chancellor, University of Port Harcourt

CONFERENCE CHAIRMAN

Dr. Bassey Anam

Director, IIPRDS

University of Calabar, Nigeria

LEAD SPEAKERS

Prof. B. F. Nwince

Dean, Faculty of Management Sciences

University of Port Harcourt, Rivers State

Prof. Comfort C. Zuofa

Faculty of Education, Niger Delta University

Wilberforce Island, Bayelsa State

Dr. G. M. Berezi

Dean of Students Affairs

Bayelsa Medical School, Yenegoa

Dr. Heoma G. Nsirim-Worlu

Ag. Director, Centre for Conflict &

Gender Studies, University of Port Harcourt

CONFERENCE CONTACT

Dr. Anuli Regina Ogbuagu

Alex-Ekwueme Federal University

Ndofu-Alike Ikwo, Ebonyi State

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SECRETARIAT

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KEYNOTE SPEAKERS

H.E. Dr. Bolere Elizabeth Ketebu-O'Kehie

Medical Doctor, USA

Prof. Agnes Ebi Maliki

Dean, Faculty of Education

Niger Delta University, Wilberforce Island

Bayelsa State - Nigeria

Ngozi O. Odukwe-Ighosevbe

Chairperson, FIDA Nigeria, Rivers State

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INTERNATIONAL CONFERENCE FOR GENDER & SUSTAINABLE DEVELOPMENT

CONFERENCE PROGRAMME

DAY ONE – Tuesday 17th March, 2020

Arrival of Guest/Conferees/Delegates

DAY TWO – Wednesday 18th March, 2020

OPENING SESSION/AWARD/PLENARY

Conference Registration	- 8:00am – 9:00am
Opening Prayer/Welcome Remark	- 9:00am – 9:15am
Institutional Brief/Chairman's Opening Remark	- 9:15am – 9:30am
Plenary Session	- 9:30am – 12noon
Launch Break/Group Photograph	- 12noon – 1:00pm
Awards	- 1:00pm – 2:00pm
Plenary Session 2	- 2:00pm – 4:00pm
Policy Review Session	- 4:00pm – 5:00pm

DAY THREE – Thursday 19th March, 2020

Departure of Guest/Conferee/Delegates

African-Global Academy for Women Research Experts

Aim of the Academy

The African-Global Women academy is established to achieve 2 key objectives;

1. Strengthen gender role in the development process, and
2. Foster advocacy against gender discrimination

Specific Objectives and Strategies

- a) Organise international policy summits, research conferences, career development and networking opportunities for women in the academia and the private sector at different stages in their careers.
- b) By actively participating in gender advocacy and international events, unite international women scholars and provides information on opportunities, regional and local events and access to capacity building.
- c) Present Awards to recognise and celebrate distinguished career women experts who have made significant contributions to research and education in their field.
- d) Award study fellowships and exchange programme, including scholarships and research grants for women researchers.

Institutional Research Projects

There are 5 basic institutional projects which provide a research framework for the Academy. Implementing these projects defines the role of members; Academic and Professional Members of the Academy.

1. International policy summits, research conferences, career development programs. Themes and advocacy can be developed from national and international conventions like United Nations Security Council Resolution 1325, Beijing Declaration and Platform for Action and the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)..
2. Publish an International Journal issue on Gender Studies and Development.
3. Publish an International Policy Editorial (IPE) on Gender and Development
IPE is an online free access policy blueprint, executive finding and researches on emerging themes. The research reports will provide a Research Outlook for the Academy.
4. Publish Edited Books/ Chapter Contributions
Book chapters focus on emerging issues which includes,
 - a) Gender and Economic Empowerment in Africa
 - b) Feminism: Theoretical, Empirical and Social Perspectives
 - c) Sexual and Gender-Based Violence against Women in Africa
 - d) Social Protection and Women Economic Empowerment in Nigeria
 - e) Socio-cultural determinants of Women's Health in Nigeria

5. Career development and networking on gender themes; Carried out through policy and research forums; distinguished lectures, seminars, etc. National and International collaboration for research fellowship, exchange programme and grant opportunities.

Institutional Collaborations

The following Institutions have provided institutional platform for collaboration with the Academy;

- Institute for Women's Policy Research
- Gender Research Institute at Dartmouth
- The Pembroke Center at Brown University
- Division for the Advancement of Women (DAW)
- University of Cambridge Center for Gender Studies
- United Nations Development Fund for Women (UNIFEM)
- Women's and Gender Studies Research Group, University of Portsmouth
- Women's Studies / Gender Studies, University of Northern British Columbia
- International Research Association of Institutions of Advanced Gender Studies, USA
- Office of the Special Adviser on Gender Issues and Advancement of Women (OSAGI)
- International Research and Training Institute for the Advancement of Women (INSTRAW)

Membership Structure

Members into the Academy will be properly inducted in a future research forum; conference. Inducted members must be fully involved in Institutional Research Projects of the Academy as listed in section (C) above. Most of the projects, especially publications are free for members. They must publish personal and group research findings which will be indexed in the Academy Page online and cited in Google Scholar and EBESCO. While enhancing the Academy Institutional Outlook through the publications will promote the author's research visibility online, through which the publications can be cited for further researches.

1. Academic Members

This includes Members of the Academia and Students. As a basic qualification to be a Member of the Academy, the applicant must show evidence in research scholarship in gender and/or development research and must submit an article for publication in the Women Academy Online Research Platform; International Editorial Brief on Gender and Development. The publication must be within 5-7 pages. It will be published as a Strategic Policy Finding(s) or Executive Research Summary and Report.

2. Professional Members

This includes Members of the Public and Private Sector. The intending professional member must show evidence of involvement in Gender and Development Advocacy, projects and support. Recipients of the Academy Award are automatic Professional Members of the Women Academy. Members inducted provide professional insights, experiences, linkages (connections) and finance to help the Academy achieve set goals and explore new opportunities.

Centre for Conflict & Gender Studies University of Port Harcourt

Centre for Conflict and Gender Studies in the University of Port Harcourt was at her beginning two separate Centres---Centre for Ethnic and Conflict Studies (CENTECS) and Patience Jonathan Centre for Gender and Women Development Studies (PJC-GWDS). The merger serves both academic and practical interests of a well-acknowledged synergetic relationship between gender and peace and conflict studies. Gender straddles both fields in significant ways. At the same time, it occupies an important position in awakening debates and policies where the fields are highly welcomed. Like creatures designed to smoothly cohabit, the original mandates for CENTECS AND PJC-GWDS, which border on research, teaching and community service, are now being pursued as one Centre since the official merger by the university authority in the last quarter of 2015. This is a bold initiative, to expand and enhance services in the areas of Conflict and Gender Studies, and contribute to the development of the fields of study in Nigeria. The merger has meant larger mandate and responsibilities for the management of the Centre.

The Centre conducts research, which provides useful evidence-based information for tackling conflict, especially those affecting the immediate environment and neighbouring states in the South-South region of the country. It has the potential to becoming a leading institution in the subfields of Peace and Conflict and Gender Studies in Africa. The Centre then is poised to make relevant contributions via teaching, research and community service, so as to help address development challenges in a developing economy where many citizens suffer severe security threats posed by violent conflicts, poverty, illiteracy, violence, human trafficking and gender inequality.

The Centre partners with a number of organizations in the areas of research, capacity building and knowledge-driven advocacy.



INTERNATIONAL INSTITUTE FOR POLICY REVIEW & DEVELOPMENT STRATEGIES

...Quality research begins here

About Us

The International Institute for Policy Review and Development Strategies (IIPRDS), Nigeria is a member of First Assured Brilliant Intl Limited, incorporated under the Companies & Allied Matters ACT of the Federal Republic of Nigeria. The Institute is a non-partisan organization, independent of government and other bodies. Since incorporated in 2013, IIPRDS has made significant contributions in quality research and international standard publications.

Vision/Mission

To be the world's leading research and publishing Institute on policy review and development strategies. Through independent, collaborative and institutional research, review existing development policies especially in developing economies of the world, research into evidence-based strategies to advance new measures for achieving sustainable development.

Research Focus & Publication

IIPRDS has organized several international research conferences and published proceedings in International multi-disciplinary journals indexed and domiciled in reputable Universities. Special issues are published in the African Development Charter series; a strategic economic and policy blueprint for Africa development.

IIPRDS international journals are published and indexed in 3 directories;

1. Science Publishing Corporation (SPC) Germany
2. International Scientific Research Consortium (ISRC) United Kingdom and
3. International Journals of Advanced Scientific Research (IJASR), Nigeria, Nairobi, Ghana and Tanzania. IJASR are online international open access peer review scholarly journals. Click this links for published Journals:
<http://www.internationalpolicybrief.org/journals>

Exchange of Idea Initiative (EII)

The Institute currently operates an Exchange of Idea Initiative (EII) with other International Research Organizations and Libraries to enhance wider researcher of its journals. With this initiative, Academic Journals are published in various Countries by reputable publishers and research organizations not minding where the conference is held. This dynamism has diversified and improved the quality of the Institute Journals, enhanced International acceptance by indexing research agencies, built confidence in conferees and enhanced their disciplinary relevance.

We conduct our work with strict independence, objectivity, and non-partisanship.

See website: <http://www.internationalpolicybrief.org>

First International Conference on Gender & Sustainable Development: Interdisciplinary Perspective

Welcome Address

- The Vice Chancellor Sir, University of Port Harcourt
- Our Special Guest
- The Keynote Speakers: Dr. Elizabeth Ketebu-O'kehie, Prof. A. E. Maliki, Bar. N. Odukwe-Ighosevbe
- The Lead Speakers: Prof. B. F. Nwinee, Dr. G. M. Berezi, Prof. Comfort C. Zuofa
- The Centre for Conflict and Gender Studies, University of Port Harcourt, Professors, Colleagues, Conferees, Students, Ladies, and Gentle Men.

Onbehalf of the African Global Academy for Women Research Experts (A-GAWRE) which is a Directorate of International Institute for Policy Review & Development Strategies (IIPRDS), we welcome you all to this Inaugural conference.

Gender issues and concerns continues to form part of the sustainable developmental goals globally, across all discipline and profession. It is very important to note that we cannot transform our world, without having a clear understanding of gender issues and concerns.

World Development Report (2012), defines gender as a socially constructed norms and ideologies which determine the behavior and actions of men and women. Understanding these gender relations and the power dynamics behind them is a pre-requisite for understanding individual access to and distribution of resources, the ability to make decisions and the way men and women, boys and girls are affected by policies, political processes, and socio-economic development.

Gender must be viewed in a bi-directional ways with the mind to acknowledge and incorporate the obvious inequalities and disparity in providing women and girls with equal access to education, health care, decent work and representation in political and economic decision making processes.

In line with the objectivesof African-Global Academy for Women Research Experts (A-GAWRE) in uniting academia both men and women from the developing and developed worlds which is well articulated in the inaugural speech on 28th March, 2019 at University of Lagos.

Our core mandate includes focusing on research and capacity building programmes:

- a) Conferences and seminars
- b) Participation in genders studies and workshops
- c) Research collaboration and institutional supports
- d) Media chart
- e) School campaigns

For clarifications, A-GAWRE is a directorate of the International Institute for Policy Review and Development Strategies (IIPRDS) which is an accredited, leading international research Institute that provides the Platform for independent, collaborative and institutional based research. In affiliation with International Universities, the Institute is the official host of the International School of Advanced Research Study (ISARS), First Assured International School of Business (FAISB) and the International School of Energy Study (ISES).

Given the importance of the conference theme, we appreciate your presence and hope that your contributions will provide an intellectual platform to address emerging issues of gender in development process in Nigeria, Africa and the World at large.

Once again, on behalf of the Directorate, and the organizing committee, thank you so much for honouring us with your presence.

Thank you for being part of this unique gathering today.

Dr. Anuli Regina Ogbuagu

Department of Economics and Developmental Studies

Faculty of Management and Social Sciences,

Alex-Ekwueme Federal University, Ndufu Alike IkwoEbonyi State.

Citation of International Strategic Gender Advocate Awardees

1. Citation of Barr Mrs. Ngozi O. Odukwe-Ighosevbe

Barr Mrs. Ngozi O. Odukwe-Ighosevbe was called to the Nigerian bar as an advocate and solicitor of the Supreme Court, in 1992. She attended the then Bendel State University Ekpoma. A trained journalist and accredited registered member of the Nigerian union of journalists. She is a graduate of All Nations for Bible Institute International, Benin City. She is a past lecturer in the then Christian Faith University now Benson Idahosa University and the All Nation for Christ Bible Institute International.

She has served as the company secretary/legal adviser of the church of God mission international and all its subsidiaries under the leadership of Archbishop Idahosa of blessed memory and Archbishop Margaret Idahosa. She is a private legal practitioner and has served as the treasurer, secretary, vice chairperson and she currently serves as the Chairperson of the FIDA Nigeria Rivers state branch. She is a life member of FIDA international and a member of other associations including the Nigerian Bar Association, International Bar Association, Advocate Africa and Africa Women Empowerment Group

2. Citation of Barr. Deborah Effiong

Barr. Deborah Effiong holds an LL.B and B.L degrees in Law and also holds a Post Graduate degree in Peace and Conflict Studies. She is the Executive Director of Arise for Gender and Livelihoods Initiative (ALIVE). She anchors and manages the grant making portfolio of the organization. She also serves as the National Coordinator of Gender Advocacy Network (GANET), a regional network of women's rights groups with a focus on building partnership that connects Women and Girls. Her work centres on Governance and Democracy, Human Rights, Peace Building and Sustainable Development.

She has a proven track record and cutting edge expertise in addressing several policy issues bothering on Governance, Human Rights and Development, Political Participation and Leadership. She has been at the centre of designing and implementing Advocacy Campaigns, leading progressive social movements and speaking up against Injustice. Her areas of specialty and interest include; Research, Policy Analysis, International Human Rights Law and Development, Alternative Dispute Resolution (ADR) and Gender Justice. Deborah has worked at the grassroots, regional, national and international levels focusing on Equality Rights, Constitutionalism, Policy/Legal Reforms, and Alternative Dispute Resolution (ADR).

She is passionate about women's rights issues and as a professional lawyer; she has used her skills to advocate for gender responsive and women –friendly policies within the frameworks of Government, its agencies and other International Agencies. Deborah's leading interventions have focused on addressing the social inequalities evident in our social justice system and empowering vulnerable groups and communities to assert their rights. She is a

member of several professional bodies such as the International Federation of Women Lawyers (F.I.D.A), The International Bar Association (I.B.A), The Nigeria Bar Association (N.B.A), The Chartered Institute of Arbitrators (CIARB) in the UK.

3. Citation of Dr. Vetty Rolegherighan Agala (MB.BS, MPH, MHDgN)

Dr Vetty Agala is a highly self-motivated, result-oriented public health practitioner working with the Rivers State Ministry of Health. She has special interest in the areas of Healthcare Financing, Sexual and Reproductive Health and Rights (SRHR). As the current President of the Medical Women's Association of Nigeria (2019-2021) she collaborates with relevant State and non-State actors to seek opportunities for sustainable healthcare financing and extend sensitization, awareness, preventive care and support services for improving the health of women and children.

A native of Abua in Abua / Odual LGA of Rivers State, she attended the prestigious FGGC Abuloma after her primary education in St. Mary's Primary School. Dr Vetty Agala graduated from the University of Port Harcourt as a Medical Doctor in 2002. She holds a Masters in Public Health and is currently a Senior Resident in the Department of Community Medicine University of Port Harcourt Teaching Hospital and a Ph.D student in Health Systems Management, University of Port Harcourt School of Public Health.

Dr Vetty works with the Rivers State Ministry of Health as the head of the Health Financing unit. In the last 2 years she has been the main driver of the health financing reforms in the state including the proposed health insurance scheme for universal health coverage. Volunteerism with Medical Women's Association of Nigeria (MWAN) & Nigeria Medical Association (NMA) (2006 – Date), served in various capacities as MWAN Assistant Secretary, Secretary, National Young Doctors Coordinator, head of Technical Committee and President Elect during which time she has fought against all forms of violence against women & girls and has implemented activities that promote the health of women and children Served in NMA Physicians Week committees and currently serving in the NMA Rivers Anti-quackery / anti-kidnaping committee

Awards

1. Award by Federation of Women Lawyers (FIDA), Rivers State in recognition of Unparalleled Partnership and contributions-(2019)
2. Service Award for outstanding leadership in the TREM Port Harcourt We Care Ministry---(2019)
3. Ordained Deaconess by the Bishop of the Redeemed Evangelical Mission (TREM) - (2018)
4. Girl Child Ambassador Award - (2018)
5. Award as Woman of Impact by The Mother of Good Counsel Initiative (MOGCI) -- (2018)
6. PUMSA Award of recognition for outstanding contributions--(2018)
7. MWAN Rivers State Award for most available & committed executive member --- (2017)

8. MWAN National Award for most outstanding young doctor ----- (2009)
9. Vice Chancellor's Scholarship Award for first ever distinction students in College of Health Sciences, UNIPORT (1999)

Dr Vetty Agala is a member of several Boards and the Treasurer of the Board of Trustees, Mother of Good Counsel Initiative (MOGCI). She is a Christian and a Minister ordained by Dr Mike Okonkwo, the Bishop of the Redeemed Evangelical Mission (TREM) Worldwide. Dr Agala is married to Barr. Vincent Ogechukwu Agala and blessed with 3 lovely sons.

4. Citation of Dr. Barr. (Mrs.) Amy Jude-Peters

Dr. Barr. (Mrs.) Amy Jude-Peters is one of Nigeria's young most accomplished and visionary women; a distinguished Lawyer of over 12 years in Corporate & Procurement Law; an exceptional senior Public Servant in the Regulatory Industry; a Co-Pastor of HPICC; a Leadership & Entrepreneurship Coach; a Management Consultant; a certified Marriage & Relationship Mentor awarded by TIMFA USA; and the Founder/President & Member of the Board of Trustees – The Real Encounter Leadership & Development Foundation (TRE), an NGO that provides bespoke transformational leadership and business programs, which helps youths attain their potentials by helping them locate their core essence and talent.

As an Inspirational Speaker who is focused on capacity building, leadership, career trajectory development and entrepreneurship, she has awards and publications to her credit. She is passionate about her calling and encourages youths to be purpose-driven to attain success.

Dr. Barr. Amy Jude-Peters is an outstanding and certified member of the – Nigerian Bar Association (NBA); Nigerian Institute of Management (NIM); Association of Professional Negotiators & Mediators (APNM); Hive Global Leaders (USA); African Women in Leadership Organization (AWLO); etc. She is a virtuous woman who loves to learn and impact positively on others through her capacity building and community service programs, in a bid to improve the livelihood of youths, assist in wealth creation & investments, and support in the achievement of the UN Sustainable Development Goals for Africa. She is an alumnae of Rivers State University (RSU) and University of Port Harcourt (UPBS) respectively. She is elegantly married with three children, to the glory of God Almighty.

5. Citation of Dr. Blessing Nkiruka Jonathan

Dr. Blessing Nkiruka Jonathan

(PT, NRPT, CSPT, PhD, FCALMT, FIPMAN, FIHSD, FMCDI)

A Public Servant, Reverend, Author, Public Speaker, Mentor and Distinguished Humanitarian.

Area of Expertise:

1. Women's health physiotherapy
2. Spine and orthopaedics
3. Community health education
4. Community development

5. Advocacy
6. Mentorship

Workplace:

University of Port Harcourt

Position: Assistant Director of Physiotherapy Services

Education:

1. B.Sc. Physiotherapy - Bayero University, Kano.
2. M.Ed. Occupational Health and Safety Education -University of Port Harcourt
3. PhD.: Community Health Education- University of Port Harcourt.
4. M.Sc. Gender Studies and Development (in view) - University of Port Harcourt.
5. M.Sc. Health Care Management (in View)- UNICAF University.
6. Leadership and Management in Health (In view) -University of Washington.
7. Fundamentals of Global Research (in View) - University of Washington.

Certifications

1. Certified Spine Physiotherapist
2. Certified Marriage and Relationship Mentor (USA)
3. Certified Mental Health and Addiction Counselor (USA) (in view)

Fellowships

1. Fellow Mentorship and Career Development Institute of Nigeria
2. Fellow Institute of Humanitarian Services and Social Development
3. Fellow Institute of Professional Managers and Administrators of Nigeria
4. Fellow Consortium for Advanced Leadership and Mentorship Training

Membership of Institutions and Associations

1. Association of Academic and Clinical Physiotherapists of Nigeria
2. Institute of Mentorship and Career Development of Nigeria
3. Institute of Professional Managers and Administrators of Nigeria
4. Nigeria Association of Health Educators
5. Nigeria Women's Health Physiotherapy Association
6. Nigeria Association of Orthopaedic Manual Therapists
7. Gender Studies Association of Nigeria
8. Chartered Institute of Safety Professionals of Nigeria
9. Society for the study of Pain
10. Health Promotion Research Association of Nigeria
11. Women without Borders (Global Women without Borders for Development Initiatives)
12. University of Port Harcourt Teaching Hospital Anti Corruption Transparency and Monitoring Unit
13. Association of Female Physiotherapists of Nigeria
14. Physiotherapy Education Committee, UPTH
15. Publication Committee.

Current Position Held

1. Nigeria Coordinator, International Continuing Education Network (ICEN)
2. Regional Vice- Chairman, Mentoring and Career Development of Nigeria (MCDI)
3. Chairman Conference and Internationalisation Council, Association of Academic and Clinical Physiotherapists of Nigeria (ACAPN)
4. Chief Editor Physiotherapy Department Publication, UPTH
5. Rivers State Coordinator, Association of Academic and Clinical Physiotherapists of Nigeria (ACAPN)
6. Vice Chairman, Rivers State ACAPN
1. 7. Supervisor and Head of Women's Health Physiotherapy, UPTH
7. Supervisor and Head of Physiotherapy Palliative Care Unit, UPTH
8. President, Women Arise International Fellowship
9. Executive Director, Women Arise for Development and Social Change Initiative.
10. President, Women Arise Cooperative Thrift Society

Journal Publications: 11 journal publications

Paper Presentations: 37 paper presentations

Awards

1. Award of Excellence as the Best Physiotherapist for Clinical Competence and Team Spirit in UPTH
2. Award of Recognition as Ambassador in Service by Church Management Support Ministry

Personal Data

Sex: Female

Date of Birth: 25th April 1972

Marital Status: Married

State of Origin: Abia

Languages: English, Igbo, Hausa and Yoruba

Hobbies: Reading books, Music, teaching, coaching, mentoring, travelling and dancing.

6. Citation of Dr. Lady Doris Onyeneke

Dr. Lady Doris Onyeneke is an exceptional, passionate, committed and multi- skilled social entrepreneur. She holds her HND, PGD and MSC (In-View) in Estate Management. An Associate Member of the Nigerian Institution of Estate Surveyors and Valuers. She holds an Honorary Doctorate Degree in Gender Management from the Win Institute of Gender Studies. She is the Executive Director of Mother of Good Counsel Initiative (MOGCI), a community based Not for Profit Organization that caters for the social and economic needs of less Privileged and Vulnerable Women and Girls in Nigeria.

The Founder Mater Dei Girls Center; A Centre to Train, Counsel and Rehabilitate out of school and Less Privileged Girls in Rivers State. She is also the Visioner of Women in Political Leadership Network (WIPLN), a Capacity Building Network for Women and Girls who are

interested in Political Leadership. Doris is an experienced and ardent Promoter of Women's rights. She is a diverse and dynamic change maker who has not only achieved distinction in her chosen career but has also made indelible impacts in the society through Women/Girls Empowerment. Doris has acquired several trainings both locally and internationally on Gender Management. She is happily married with kids.

7. Citation of Prof. Zuofa Comfort Chiegenashi

Prof. Zuofa Comfort Chiegenashi is a Professor of Adult Education in the Department of Educational Foundations, Niger Delta University Wilberforce Island, Bayelsa State currently on Sabbatical leave in Federal University Otuoke, Bayelsa State. She holds the following qualifications; Nigeria Certificate in Education (NCE), from Rivers State College of Education, a Bachelors Degree in Psychology/Guidance& Counselling/ English from University of Port-Harcourt, Masters of Education Degree in Educational Management from Rivers State University of Science and Technology, Nkpolu Oroworukwo and a PhD in Adult Education from Enugu State University of Science and Technology, Enugu State.

Professor Comfort C. Zuofa has several academic publications locally and internationally. She has attended many local and international Conferences and workshops. A member of many academic Professional Associations including Standing Conference on University Teaching and Research in Education of Adults (SCUTREA) United Kingdom, Nigerian National Council for Adult Education (NNCAE) and Teachers Registration Council of Nigeria. In terms of University administration, Professor Comfort C. Zuofa was Acting Head of Department, Educational Foundations and Dean Student Affairs among others.

Prof. Comfort C. Zuofa is blessed with one lady and one man as children and has three grand children.

8. Citation of Dr. Heoma G. Nsirim-Worlu

Dr. Heoma G. Nsirim-Worlu is a Nigerian and a Development Sociologist whose areas of research interest are in environment, health, peace and gender studies. She is also a certified University of North Texas Social Gerontologist. She has published materials internationally and nationally. She is a student of philosophy and so, very interested in harmonious co-existence among all God's creation. Currently, she is the Acting Director Centre for Conflict and Gender Studies, University of Port Harcourt.

9. Citation of Prof. Agnes Ebi Maliki

Prof. Agnes Ebi Maliki was born in Ibadan to (ACP) Ekofade Patani and Mrs. Evelyn Patani both of blessed memory. She started her primary school education at Ayaba Alafia Catholic Primary School Okebola, Ibadan and finished at Army children's school, Akure in 1979. She obtained her West African School Certificate in 1984 at St. Louis Girls Grammar School, Ikere-Ekiti. She obtained the Bachelor of Education Degree (French) in 1992 at Delta State University. She obtained her masters' Degree in Guidance and Counselling at Ambrose Alli University Ekpoma in 2000 and obtained the Doctor of Philosophy Degree in Guidance and Counselling in 2007 at University of Calabar.

Prof. Agnes Ebi Maliki taught at the University Secondary School, Ekpoma. She joined the Niger Delta University in 2002 as a Lecturer II in the Department of Educational Foundations, Faculty of Education. She rose through the ranks and was promoted to the rank of a Professor of Guidance and Counselling in October 2016.

Prof. Agnes Ebi Maliki served her Department and Faculty in various capacities. She was appointed the Pioneer Ag. Director, Counselling and Human Development Center in 2009 till 2018 and elected Dean, Faculty of Education, Niger Delta University in 2018. Over saw accreditation of nine programmes, all with full accreditation. She is external examiner to various Nigerian Universities. She is a member of various learned societies and organizations. Prof. Agnes Ebi Maliki has over 100 research publications to her name in reputable international and national journals. She is blessed with two children, two grandsons and a son-in-law.

The African-Global Academy for Women Research Experts

List of Members/Conference Committee

S/N	Name	Address
1	Dr. Anuli Regina Ogbuagu	Alex-Ekwueme Federal university Ndufu Aliko Ikwo Ebonyi state
2	Dr. Judipat Obiora	University of Port Harcourt
3	Dr. Alozie, Elsie Nkemdilim	Department of Hospitality Management and Tourism, Michael Okpara University of Agriculture, Umudike
4	Dr. Irene Uzezi Berezi	Faculty of Education, Department of Educational Foundation, Niger Delta University, Wilberforce Island, Bayelsa State
5	Dr. Angelinah Kurubo Osu	Economics Department, Ignatius Ajuru University of Education, Rumuolumeni, Port Harcourt

List of Awardees for the International Strategic Gender Advocate Award, 2020

S/N	Names of Awardees	Address
1	Barr. Mrs. Ngozi O. Odukwe -Ighosevbe	Chairperson FIDA Nigeria, Rivers State
2	Barr. Deborah Effiong	Executive Director, Arise for Gender and Livelihoods Initiative (ALIVE)
3	Dr. Vetty Rolegherighan Agala	President, Medical Women's Association of Nigeria
4	Dr. Barr. (Mrs) Amy Jude -Peters	Founder/President, The Real Encounter Leadership & Development Foundation (TRE)
5	Dr. Blessing Nkiruka Jonathan	University of Port Harcourt Teaching Hospital
6	Dr. Lady Doris Onyeneke	Executive Director, Mother of Good Counsel Initiative (MOGCI)
7	Prof. Zuofa Comfort Chiegenashi	Department of Educational Foundations, Niger Delta University Wilberforce Island, Bayelsa State
8	Dr. Heoma G. Nsirim-Worlu	Ag. Director, Centre for Conflict and Gender Studies, University of Port Harcourt
9	Prof. Agnes Ebi Maliki	Dean, Faculty of Education, Niger Delta University, Wilberforce Island, Bayelsa State



MEMBER

UNITED NATIONS-AFRICAN

International Partnership for Sustainable Development Goals

The United Nations- African International Partnership for Sustainable Development Goals (UN-African IP-SDGs) is a strategic research and policy framework of the International Institute for Policy Review and Development Strategies (IIPRDS) with support from UNDP, International Research Institutions and Universities. The strategic framework is designed to help Countries achieve the objectives of sustainable development goals through research interaction, policy determination and implementation framework.

Membership offers opportunities for research training, provision of technical support for International Research Projects in Africa, field study reporting, and publication of economic reviews in the African Development Charter Series.

Given this day 22nd February, 2019 at the University of Dar Es Salaam, Tanzania

Bassey Anam
 Director - IIPRDS & UN-African IP-SDGs
 University of Calabar-Nigeria

Paul Henderson
 United Nations Research Consultant
 New York, United States

Project Coordinators
P. R. Gillah
 Sokoine University of Agriculture
 Morogoro, Tanzania

Jonah Ulebor
 ED, Lextra Education Ltd.
 Leeds, LS 11 7HL, United Kingdom

Chukwuemeka Diji
 University of Ibadan-Nigeria

Esther Adebitan
 Kenyatta University, Nairobi

Hussein Botchway
 University of Energy & Natural Resources, Ghana

Congratulations!

MEMBER

EXPERT TECHNICAL PANEL FOR ASIAN-AFRICA'S POLICY REVIEW, INVESTMENT & DEVELOPMENT PROFILE

Led by International Institute for Policy Review and Development Strategies (IIPRDS), International Universities and Industrial Partnership, the Panel examines policy framework and investment initiatives design to achieve goals of sustainable Development in Developing Economies of Asia and Africa. Policy outcome aims at strengthening institutions of development administration.

Dated this day 5th November, 2019
 University of Ghana, Accra



Professor Havindra Kumar
 former Vice Chancellor
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Conference Abstracts

The Role of Spiritual Intelligence in the Nigerian Tourism Industry: Implications for Sustainable Development

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Abstract

This paper addressed the role of spiritual intelligence in the Nigerian tourism industry. The paper focused on the implications of spiritual intelligence – expressed in terms of (a) connectedness with significant others (b) meaning-making (c) transcendence, and (d) maturity, for the tourism industry towards sustainable development, with regards to observed gaps in infrastructure, insecurity, database connectivity, road networks and awareness. Literature review offered a position which identified spiritual intelligence as imperative to enhanced levels of understanding, collaboration, support and cooperation between stakeholders and key players of the industry; thus, promoting increased funding and responsibility towards the Nigerian tourism industry. In conclusion it was affirmed that the adoption and practice of spiritual intelligence, drives and enhances the relationship between stakeholders and key players within the tourism sector, improves on the formulation of policies designed to tackle insecurity and infrastructure and also enhances the level of collaboration and cooperation between various stakeholders and potential investors in the sector.

Keywords: *Tourism, Spiritual intelligence, Connectedness, Meaning-making, Transcendancy, Maturity*

The Role of Classroom Management towards Improving Classroom Teaching in Nigerian Public Elementary Schools

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Abstract

Classroom management is a precondition for effective teaching- learning outcome. This is so because effective teaching and learning process cannot take place under a chaotic, disorganized and poorly coordinated learning environment. In the light of this, this paper presents a discussion on the role of classroom management in promoting better classroom teaching-learning outcome. Accordingly, the paper explains the concept of classroom management as the process of coordinating human and material resources in the classroom to achieve better learning outcome. The paper also discussed the importance of classroom management in character development, ensuring goal realization of the objective of specific lessons among others. Highlight of factors affecting classroom management such as the teacher, the classroom and the students' population factors use also explained. In the same vein, factors involving effective classroom management such as learning facilities, teacher's professionalism etc were discussed. The paper was rounded up with conclusion and some recommendations that include, among others, the need for encouraging professionalism in teaching provision of necessary and adequate learning facilities, keeping to the policy of recommended student-teacher ratio as stated in the National Policy on Education etc.

Keywords: *Classroom management, Teaching and Learning outcome*

Gender Equality/Inequality and Sustainable Development

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Abstract

Sustainable development can be said to be “development that meets the needs of the present without compromising the ability of future generations to meet their own needs.” In fact sustainable development refers to a development process which enhances peoples' capacity to create and consume wealth on a lasting basis. The social relationships between individuals and communities can either promote or constrain sustainable development. This paper is concerned that no sustainable development stride can be achieved in the face of the enormous gender challenges in the country. Using secondary data, the author observed that strong political will, monitoring and evaluation, among other factors, are lacking in the implementation of gender mainstreaming in Nigeria. This paper tries to provide a critical perspective on the current sustainable development paradigm and tries to integrate a human rights approach too. In the Beijing Platform for Action, governments agreed that Equality between women and men is a matter of human rights and a condition for social justice and is also a necessary and fundamental prerequisite for equality, development and peace. Finally, this paper will examine policies and programmes in Nigeria that will bridge the gender gap, examine gender equality/inequality and the Nigeria situation as it affects the place of women in the constitution.

Keywords: *Environment, Gender Equality/Inequality, Human rights,
Socio economic, Sustainable Development*

Gender Roles and National Development in Nigeria

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Abstract

National development implies the full participation of cooperation of men and women. However, a gender role impairs or retards the development of a nation. This study examines gender roles and national development in Nigeria. Marxist conflict and functionalist theoretical perceptive were used in analyzing the study. The study found that a gender role creates dichotomies in the society by structuring the roles and behavior of men and women in the society. Gender roles are also found to limit women chances of participating in the development and growth of the nation thereby by affecting the society indirectly since the society losses women's contributions and significant support. It was recommended that women's group, human rights activist, government, comminute leaders, policy makers, international organizations, traditional and religious leaders should work together to effectively advocate against discriminatory gender roles. Moreover, government should take effective measures to ensure that women have access to and control over economic resources, including land, credit, employment and other institutional facilities. The study concludes that there is urgent need for government at all levels to take appropriate measures with a view to achieving the elimination of a form of traditional cultural norms and customs that undermines women and tend to regulate them from active participation in socio-economic development access.

Keywords: *Gender Roles, National Development*

Macroeconomic Effect of Female Health on Sustainable Development in Nigeria

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Abstract

Human capital is key to achieving growth and sustainable development. Therefore, economies that wish to develop invest massively on improving the quality and quantity of its stock of human capital. Aspects of human capital, health alongside education is given priority in the development agenda. Unfortunately, this is not the case in Nigeria as public investments in health through budgetary provisions have consistently remained below levels recommended by the United Nations (UN). For instance, health spending in Nigeria for the past two decades has consistently remained below 10% of annual budget; this is against 26% as recommended by the UN. The implication of these is that Nigeria's dismal performances in all indices of development (growth, employment, inequality and poverty levels) may find explanation on poor indices of health as an aspect of human capital – particularly female health. For instance, maternal mortality rate as an index of female health for Nigeria far exceeds that for Africa and global average respectively according to report by World Health Organisation (WHO). This has negative consequences on growth and development; evidence has shown that when a particular member of the family suffers health challenge, the entire family suffers, resulting in dwindling long run income earnings. Against this backdrop, this study examined the macroeconomic effect of female health on sustainable development in Nigeria using the Autoregressive Distributed Lag (ARDL) approach. Data on Sustainable Society Index (SSI) was utilized as a measure of sustainable development. Findings provided evidence of importance of female health to sustainable development in Nigeria.

Keywords: *Female Health, Sustainable Society Index, Sustainable Development, Nigeria*

Assessment of the Utilization of Educational Technology Resources in Teaching Primary School Pupils in Sokoto State

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Abstract

The study examines the level of the utilization of modern educational technology resources in teaching among NCE graduates from Shehu Shagari College of education, Sokoto. It was conducted using causal comparative design. The data collected was analyzed using statistical package for social sciences (SPSS) version 20, for both descriptive and inferential statistics. The outcome of the study revealed no significant difference between schools in the use of modern educational technology resources by the participating teachers ($F [8, 32] = 2.69, P > 0.05$), but significant difference exists between teaching subjects ($F [10, 30] = 4.98, P < 0.05$). Whereas, no significant difference between the area of specialization in the use of modern educational technology resources in teaching ($F [2, 38] = 1.84, P > 0.05$). Gender has no significant impact on teachers' utilization of modern educational technology resources in teaching ($t [39] = .968, P > 0.05$). Location of the school also has no significant impact on teachers' utilization of modern educational technology resources ($t [39] = 1.794, P > 0.05$), meaning that urban and rural schools did not differ in the use of modern educational technology resources in teaching. Similarly, no difference exists between urban and rural male teachers ($t [20] = 1.021, P > 0.05$), as well as female teachers ($t [17] = 1.189, P > 0.05$) in the utilization of modern educational technology resources in teaching. There is need for primary school teachers to be encouraged, as well as sensitized in the use of the affordable and available modern ICT resources in their teaching.

Keywords: *Educational Technology, Modern Resources, Teaching, Pupils*

Gender Based Violence in Nigeria and the Challenge of Sustainable Development in the Fourth Republic

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Abstract

This paper examined the incidence of gender based violence in Nigeria and the challenge it has posed to sustainable development in the country. Some scholars have focused attention on some other factors that have crippled sustainable development in Nigeria. Little or no attention has however been given to gender based violence as a constraining factor against sustainable development in Nigeria. This is therefore what forms the focus of this study. Thus, despite series of efforts and strategies that have been put in place to ensure the meaningful survival of the women folk and encourage them to play active role in national development, their efforts in this regard have remained largely insignificant due essentially to issues connected with gender based violence. This violence has continued to manifest in the areas of rape, electoral violence, domestic violence, ritual killings, and other forms of human rights abuse against the women folk. Methodologically, materials for the study shall be sourced through the secondary means of data collection. Similarly, the content method shall be applied in the analysis. This paper is predicated on the gender socialization model which is a variant of the social learning theory. Sustainable development simply has to do with concerted efforts aimed at meeting the current needs of the people as well as making provision for future generations. The findings of the study shows that Nigerian women have continued to face series of gender based violence that have crippled their meaningful survival and contribution to sustainable development in Nigeria.

Keywords: *Sustainable Development, Nigeria, Rape, Violence, Gender*

Re-Socialization, Gender Equality and Women Access To Justices in Nigeria

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Abstract

The ability to seek and obtain a remedy through formal or informal institutions of justices for grievances in compliance with human rights standards is open for all. However, when people lack information or knowledge of their rights together with a weak justice system, access to justice becomes a mirage and abysmal. Women and girls experience rights abuses and infringements in various degrees without obtaining justice nor remedy for their pains. In Nigeria, rights denial, physical, sexual, emotional, social and economic abuses amongst others are more predominant with the female folk than their male counterparts. In some cultures in Nigeria, women perceive injustices and dehumanization as deserving and repercussions and therefore do not seek justice for their pains and grievances in marriage, socio-political, economic and cultural environments. Applying qualitative research design and the theory of justice the paper provided answers to the following questions: What are the real reasons why women fail to obtain justices for their hurt, is the justice system in Nigeria pro or against women, how can women access justice and remedy for their grievances in Nigeria? Majority of women are ignorant of their right which stifles the efforts of stakeholders in the struggle for women access to justice. There is need for re-socialization revolution to educate and empower women about their rights. For sustainable access to justice women need to be equipped and empowered from generation to generation to demand for justice when aggrieved. Civil society other stakeholders need to be engaged in aggressive women rights advocacy.

Keywords: *Resocialization, Fairness, Access, Justice*

Opportunities for Women in Politics: Impediments and Way Forward

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Abstract

This paper explored opportunities for women in Politics in Africa. The specific objective was to evaluate the political prowess of women in Nigeria and other African countries irrespective of the socio-cultural, religious and traditional impediments. Politics is an act associated with the governance of an area or country. Over the years, from childhood, a woman has mastered the act of nursing, teaching, raising the family as mothers, wives, sisters, etc. multitasking and managing series of things successfully with some support from family, relatives, friends, the woman can venture into politics by: Joining a political party at grassroots' level; Setting goals and targets of achievement; and Engaging in some trade or business. With proper consultation and mentorship, women should be able to vie for elective office as a legislator or party officer or get appointed into the executive arm of government and become relevant as leaders in the local government, state or federal government of their community/country, strive to deliver and be successful to make way for more women in politics, and then grow higher politically. In this paper, thorough meta-analytical review were done, Conclusions reached and appropriate recommendations were made. Obviously, there still exist opportunities for African women in politics.

Keywords: *Appointments, Governance, Opportunities, Politics, and Women*

Information and Communication Technology a Tool for Sustainable Livelihood Activities in Rural Kauru, Kaduna State

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Abstract

The influence of information and communication technology (ICT) in the activities of farmers' in Kauru Local Government Area of Kaduna state were determined with 300 farmers using closed structured questionnaire. The instrument was randomly distributed in five villages in each of the selected three districts. In each village, 20 farmers were randomly selected. Data were subjected to descriptive statistics and mathematical techniques using confrontation indexes (CI). Results indicated that 80 % were male within 15-25 years (52.7 %). Majority of the farmers were married (51 %) and educated (86 %). Of the 6 sources of information acquisition, radio (29.7 %) and mobile phone (22.5 %) dominated. On the awareness of ICT facilities in agriculture, food processing for homes (2.68) dominated followed by use of computer in storage of information (2.44) while use of CD in market price ranked low (2.13). Farmers' perception revealed that ICT increases efficiency (3.5) and helps in market price of goods (2.2) *inter alia*. Although farmers' were aware of the roles and benefits of ICT, their efforts were limited by lack of ICT infrastructures and maintenance (3.5), poor community involvement and inadequate skill personnel (3.2). The study concluded that provision of ICT facilities, infrastructures, training and good community leadership will improve farmers' livelihood for sustainable agricultural development.

Keywords: *Information, Communication, Technology and Sustainable Livelihood*

Small Scale Rice Farmers' Production Information Needs for Sustainable Development of Bakori Local Government Area, Katsina State

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Abstract

The recent Nigeria Federal Government interest in agriculture with particular reference to rice production necessitated evaluation of small scale information needs in Bakori Local Government, Katsina State being one of the major rice producing areas in the Northern part of the country. A total of 120 farmers were investigated using closed structural questionnaires in 15 villages of Tsiga, Kwanki and Magawata districts. Data were subjected to descriptive statistics and mathematical techniques using confrontation indexes (CI). Results showed that 70.8 % of married men (65 %) dominated rice production with experience of ≥ 16 years (41.7 %). Of the 14 identified information need, 12 were highly needed with pest management (2.11) and marketing (2.0) ranking high while information on knowledge of planting technique (1.48) and soil fertility (1.46) ranked low. It was also observed that, Non-Governmental Organization (15.3 %), farmers based organization (14.9 %) and advice among farmers (14.6 %) dominated sources of technological information in Bakori. Although Bakori rice farmers were experienced, production is impeded by inadequate technological information dissemination (2.09), poor educational background in rice production (2.03) and lack of fund (2.02). Hence, there is a need to involve women for gender balance in rice production. Furthermore, farmers should be assisted in funding of their farming activities while extension agents are needed in guiding and retraining of farmers through farm shows and demonstration in modern information systems that improves production for sustainable development of agriculture in Bakori and Nigeria in general.

Keywords: *Small Scale, Rice Farmers' Production, Information, Sustainable Development*

Communication and Public Service Delivery in Nigeria

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Abstract

In recent time, there has been paradigmatic shift of emphasis or changes in public administration. This is largely due to the changing nature of the function of government which witness a shift in emphasis from organizational efficiency and maintenance of law and order to effective service delivery and socio-economic development. In order to effectively meet up the new challenges, the role of communication in governance become necessary; public administrators need to use effective means of communication in order to succeed in practicing open, transparent, responsible, responsive and development engineering governance. It has however been observed that, the intrinsic role of communication in reinvigorating public service delivery in Nigeria has not been given prime attention. This study entitled, Communication and Public Service Delivery in Nigeria seeks to investigate challenges confronting or hindering effective communication and service delivery in the public sector. The paper adopts the conceptual approach mainly through the use of secondary data. The theoretical framework adopted in this paper is David Easten system approach. The study found amongst other things that there are several barriers arising from the adoption of the traditional public administrative system standing against the implementation of e-governance in the public sector that would give birth to better service delivery which include lack of quantity and quality infrastructure and non-implementation of e-governance. It is in recognition of the above challenges that this paper recommends amongst others that for better public service delivery, there should be effective implementation of e-governance, training and adapting technologies that is accessible to citizens, and effective information through reporting, records, research and inspection which involve using vertical, downward, and horizontal passage of information.

Keywords: *Communication, E-governance, Public Service, Service Delivery*

A Critical Analysis of Migration in ABC Duruaku's *A Mirage for a Dream* and the Nigerian Experience

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Abstract

Until recent past, migration which is often a palatable means of development, assimilation, exposure, wealth creation between a state and her citizen has ironically positioned as menace ridiculing the development of the Nigerian space in the 21st century. This is fathomed through the consistent repatriation, killings, destruction of life and properties, and heinous prison sentences of Nigerian nationals in other nations of the world as a result of crime related activities. These crimes ranges from drug trafficking, armed robbery, human trafficking, and other malicious activities that ridicules the identity of the country as portrayed in ABC Duruaku's *A Mirage for a Dream*. This consistent migration by Nigerians into other countries for greener pasture is often as a result of an increase in the level of corruption that has unequivocally affected her fronts – economically, politically socially, and otherwise. The gargantuan effect of this is seen in the consistent increase in poverty, lack of job opportunities, suffering, death, sickness, and pain of the people and underdevelopment to the nation. This cankerworm has thus prompted the citizenries to seek greener pasture in other nations of the world, thereby engaging in any malicious activities. This issue has therefore created impetus for creative portraiture in dramatic and argumentative representations by dramatist and critics. Thus, with content analytical methodology, this study therefore investigates how ABC Duruaku attempts to establish the cause and effect of migration on the Nigerian space using the instrument of drama. The effect of it will create positive change amongst Nigerians, thus, create change in their society. The study therefore recommends that maximum attention be made against corrupt practices as that would create massive development in the Nigerian space.

Keywords: *Critical Analysis, Effect, Migration, A Mirage for a Dream, Nigerian Experience*

A Critical Examination of the Implications of Gender Based Violence in Workplaces in the Contemporary Society

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Abstract

Women around the world are disproportionately impacted by gender violence including sexual harassment and assault especially in workplaces such that gender based violence is now considered a global issue. It is so common that one begins to wonder whether women are safe to work. Gender based violence stops women and girls from reaching their potentials. It also increases women's risk of a number of other health problems, physical disability, drug abuse, depression, chronic pain etc. However, the causes of gender based violence are multi dimensional including social, economic, cultural, political and religious factors of which the senior and male co-workers were reported to be the main perpetrators. Hence, this article argues that there is immediate to establish work friendly environment so that all senior as well as junior workers treat each other as a family member and also encourage victims to report violence providing them with necessary support system including legal assistance, help etc. In order to achieve this, the article made use of newspapers, textbooks, conference and workshop papers, internet material, reputable journals etc.

Keywords: *Violence, Workforce, Women, Inequality, Society*

Family Disintegration: A Threat to Sustainable Development

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Abstract

Nations of the world are working round the clock, strategizing and re-strategizing to ensure that sustainable development is attained as outlined in the sustainable development goals. As important as this is, there are prevalent conditions in the society that needed serious attention if sustainable development must be achieved. This paper considered why sustainable development cannot be attained in the face of family disintegration. Its objective is to find out the roles of family in achieving sustainable development and the effects of family disintegration. The researcher used open-ended questionnaire/interview and observation to collect data for the study. The study revealed that family disintegration encourages lack of respect for human life and distortion of values; it breeds violence and encourages gangsterism; and it leads to a collapse of traditional family life. The following recommendations among others are – provision of marriage training manual, inculcation of values and morals, establishment of guidance and counseling unit in schools and promotion of traditional family life through family life campaign and family life bill.

Keywords: *Family disintegration, Strategizing and Sustainable Development Goals*

Working Conditions and Labor Turnover in Hospitality Industry: A Study of Selected Hotels in Rivers State

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Abstract

This study “explored the nature of Working Conditions and Labor Turnover in the Hospitality Industry: A Study of Selected Hotels in Rivers State. Quantitative methodology was used to capture and range of problems were presented. Rather than using frequency with which each occurred, we focused primarily on the difficult nature of Hospitality Work. The conclusions were largely informed by Herzberg's (1959) “Two Factor Theory”; which stated that unless employees “Hygiene Factors” are satisfied, “Motivating factors”, such as opportunities for advancement have no effect; leaving the employees unmotivated and dissatisfied. Dipietro and Condly (2007) found significant link between poorly motivated employees and their desires to quit their jobs. The findings provided important but logical connection between “Herzberg's Hygiene Factors” and “Staff Turnover”. It was concluded that Employees motivation have been severely impeded because of dissatisfaction of their wages, supervisions and general working conditions. The most likely outcome for the employees would be seeking alternative workplaces. It was concluded that organizations should examine the sources of Employees' Turnover and recommend best approach to filling the gap to enhance competitive advantage. Employees must be treated as the most liquid assets of organizations. The researchers therefore recommended that Hospitality Industries should consider conducive working conditions through motivations to enhance employees' performance and increase productivity.

Keywords: *Working Conditions, Staff Turnover, Unfair Attitudes, Unethical Behavior, Illegal Practices*

