



# **NATIONAL CONFERENCE ON ELECTORAL PROCESS, GOVERNANCE AND PUBLIC SECTOR MANAGEMENT**

## **CONFERENCE THEME**

2019 General Elections and Nation Building: Addressing the Real Issues

## **CONFERENCE OBJECTIVE**

**T**he Conference provides a timely opportunity to examine past and emerging issues affecting the Nigerian electoral process, post electoral nation building strategies and sustainable strategies.

## **CONFERENCE DATE**

Wednesday 3rd - Thursday 4th October, 2018

## **CONFERENCE VENUE**

University of Abuja, Nigeria

**TIME:** 9:00 am

## **CONFERENCE CONTACT**

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University of Abuja,  
Abuja, Nigeria

### **Prof. Yusuf A. Zoaka**

Dean, Social Science,  
University of Abuja,  
Abuja, Nigeria

### **The Head of Department**

Department of Political Science,  
University of Abuja,  
Abuja, Nigeria

### **The Inspector General of Police**

Louis Edit House, Abuja.

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### **Prof. Mahmood Yakubu**

Chairman, Independent National Electoral Commission  
Federal Capital Territorial, Abuja - Nigeria

### **The Chairman**

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Abuja, Nigeria

## Conference Programme

|   |   |
|---|---|
| Day One: Wednesday 3rd October, 2018<br>Arrival of Guests/Conferees/Delegates |   |
| Day Two: Thursday 4th October, 2018<br>Opening Session/ Plenary               |   |
| 9:00 - 10:00am  | Conference Registration                       |
| 10:00 - 10:15am   | Opening Prayer/Welcome Remark                 |
| 10:15 - 10:30am   | Institutional Brief/Chairman's Opening Remark |
| 10:30 - 12:00noon   | Lead Speaker/Guest Speakers                   |
| 12:00 - 1:00pm  | Launch Break/Group Photograph                 |
| 2:00pm - 4:00pm   | Plenary Session                               |
| 4:00pm - 5:00pm   | Policy Review Session                         |
| Day Three: Friday 5th October, 2018<br>Departure of Guest/Conferees/Delegates |   |

# The Challenges of Electoral Process and Governance in Nigeria

**Nathaniel C. Ozigbo (PhD)**

*Department of Business Administration*

*University of Abuja*

*Abuja – Nigeria*



Distinguish Ladies and Gentlemen, we are here today to deliberate on the issues pertaining to our electoral process, governance and public sector management. Please permit me to emphasize that in a democratic society, elections are the major instrument for the recruitment of political leadership, the key to participate in a democracy and the way of giving consent to government. In other words, election is a process in the appointment of persons to manage the affairs of states and families or groups. It is a vital aspect of the global democratic practices. An election is a formal decision-making process by which the citizens choose an individual to hold public office. Nigeria as an entity has had her fair share of elections and electoral processes. A major determinant of democracy is the electoral process that provides the electorate the institutional framework for choosing representatives through a competitive free and fair election. Essentially, elections are the only acceptable institutionalized process enabling some or all of the recognized members of a democratic society to choose office holders. We have observed in the past that elections in Nigeria failed to promote the emergence of a democratic culture. Each set of elections seems to deepen the abuse of human rights, corruption and violence.

The emphasis on this paper for this conference is on the challenges of conducting free and fair elections in the forthcoming General elections in Nigeria. In the past, we observed that elections have been marred by unprecedented abuse of the electoral process in form of election rigging, ballot snatching, inadequate and late arrival of voting materials at polling centres, vote buying, connivance between the ruling party elites and Independent National Election Commission (INEC) to manipulate and even declare false elections results. Based on these observed abuses, we emphasize that representative democracy cannot be consolidated nor triumph where there is negation of democratic principles.

We examine election as a concept. It is a vital aspect of the global democratic process. The essence of this pre-occupation is not only to be armed with knowledge of elections but also to exude the lessons that can be learnt for the sake of the future.

Nigeria elects on the federal level, a head of state (the President of Nigeria) and a Legislature (the National Assembly). The president is elected by the people. The National Assembly has two chambers. The House of Representatives has 360 members, elected for a four year term in single-seat constituencies. The senate has 109 members, elected for a four year term. Each of the 36 states are divided into three senatorial districts, each of which is represented by one senator. The Federal Capital Territory is represented by one senator. The General election is an election held to choose among candidates nominated in a primary for federal, state or local office. The purpose of a General election is to make a final choice among the various candidates who have been nominated by parties.

The elections so far held in Nigeria can be categorized into five different phases:

1. Elections in the colonial period (1922 – 1959).
2. Elections in the early years of independence (1960 – 1965).
3. Elections during the years of military rule.
4. Elections under the civilian regimes in-between the years of military rule.
5. Elections during civilian to civilian transition (1999 to date).

For history, the 2015 general elections was originally scheduled to hold on 14<sup>th</sup> February but was later postponed to 28<sup>th</sup> march. Current president of the APC emerged as the winner of the presidential elections and was sworn in on 29<sup>th</sup> may 2015, it was the first time in the history of Nigeria that an incumbent president was overthrown. There will be general elections in Nigeria in 2019, including the presidential election.

Notwithstanding, the features of election in Nigeria can be characterized as follows:

- i. Elections in Nigeria have been particularly characterized by massive frauds, the intimidation of political opponents and controversy.
- ii. Elections are devoid of continuity in the political organizations through which both violence and warfare have been noticed. Each period thus produced new political formation.
- iii. Elections lack defined patterns to the way in which members of the class change their political allegiance.
- iv. Elections have failed to promote the emergence of a democratic culture.

With each successive election, the ruling elites are not only more and more isolated from the people. They come to relate with them increasingly through violence, contempt, repression and authoritarianism. It is possible that the 2019 general elections would be one of the most intense events in our political history. For this reason, combating hate speech, fake news and other forms of reporting likely to inflame passion and trigger crisis will be of critical importance to the peaceful conduct of the elections.

Basically, there are conditions for the conduct of free and fair elections in Nigeria. These conditions are mentioned hereby;

- i. There is the need for the establishment of an independent judiciary to interpret the electoral laws.
- ii. An honest, competent, non-partisan electoral body to manage the elections.
- iii. A developed system of political parties.
- iv. A general acceptance of the political community of the rules of the game.

At this juncture, permit me to discuss the standards which might contribute to uniformity, reliability, consistency, accuracy and overall professionalism for smooth electoral process. These standards consist of the following:

- i. Constitutional provision that provide the foundation for the key elements of electoral framework which include electoral rights and the basic principles of the electoral system.
- ii. Electoral law that guide the conduct of elections including the powers of the electoral management bodies and government bodies.

- iii. The legal framework that ensure that all eligible citizens are guaranteed the right to universal and equal suffrage as well as the right to contest elections without any discrimination.
- iv. The electoral management bodies established and operate in a manner that ensures the independent and impartial administration of elections.
- v. All political parties and candidates should be able to compete in elections on the basis of equitable treatment.
- vi. All political parties and candidates should have access to the media owned or controlled by the state governments.
- vii. All political parties and candidates are equitably treated by legal provisions governing campaign finances and expenditures.
- viii. All voters are counted and tabulated according, equally, fairly and transparently.
- ix. To enable transparency and to increase credibility, there should be provision for election observers to observe all stages of the election process.
- x. Finally, there should be compliance with the enforcement of the electoral laws.

We submit that a political culture that is defined by violence makes development impossible because by its very nature such a political culture is destructive of the need and motivation for the achievement of nation-building. Hence, the media has an important role to play especially in the forthcoming general elections.

Again permit me to share with you briefly the role of media in Nigeria electoral process. The critical role of media to democracy cannot be overemphasized. Some scholars hold the view that democracy is impossible without the media. This position is rooted in the recognition and understanding that the media monitors and strengthens the entire electoral processes from the registration of voters through the actual voting process and the announcement of electoral outcomes or results as well as the management of public opinions and perception of post election period.

Similarly, the media acts as an Ombudsman, a general overseer safeguarding the transparency of the electoral process, ensuring not only that information is available to voters, but also that the activities of stakeholders in the electoral and political processes are consistent with laid down rules and international best practice. The media has both a duty to ensure effective coverage of the electoral process, the obligation to protect voter's rights and accurate information, participation in debates and dialogues on the electoral process and engagement with stakeholders in the entire process. In performing these roles, the media should be professional, accurate in its reporting and impartial in its coverage. Without professionalism, the media could become an impediment to the democratic process.

In this age of digital technology where information is easily accessible with just a click of the button, any media organization whose reports are considered inaccurate and biased runs the risk of losing public confidence and good-will in the long-run. With exactly few months to the General elections, it is important for the media to begin to actively address critical information deficits in public discourse. Given the nature of political contest in Nigeria, inaccurate or biased reports could endanger peace leading to violence before, during or after elections. It is possible that the 2019 General Elections would be one of the most intense media focused events in Nigeria political history. Stakeholders are likely to rely heavily on broadcast media as

well on the social media. For this reason, combating hate speech, fake news and other forms of reporting likely to inflame passion and trigger crisis will be of critical importance to the peaceful conduct of the General elections.

As we move closer to the 2019 General Elections, my appeal is that individual(s) should remain vigilant and constantly look out for those who seek to divide and incite Nigerians through fake narratives. It is our hope that we continue to count on the support of the media. Only by working together can we continue to deepen our democracy.

Once again, thank all of you for being part of this conference. The conference provide timely opportunity to examine past and emerging issues affecting the Nigerian electoral process, nation building strategies and sustainable public sector management.

Thank you!



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# Conference Abstracts

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# Democracy: The Electoral Process and Good Governance in Nigeria

**Dr Ibrahim Adamu**

*Department of Public Administration,  
Ahmadu Bello University, Zaria, Nigeria*

## Abstract

Democracy is considered as a form of government in which the sovereign power resides in and is exercised by the whole body of free citizens directly or indirectly through a system of representation as distinguished from a monarchy, aristocracy or oligarchy." Thus the central issue in democracy is the promotion of the interest of all the members of a politically organized community as opposed to advancing the interests of a few powerful minority groups. In Nigeria, however, democracy has come to mean oligarchy, decorated with beautiful flowers of democracy seen at a distance. All politically democratic structures are beautifully put in place but consciously or unconsciously, they are not allowed to function normally. Thus, the business of government keeps on circulating among a few political maneuvers who almost totally neglect the interest of the populace for their own selfish gain. Nigeria, as such, ends up with the ironical situation of being the 'Giant of Africa', very rich but the citizens are poor. The paper tries to identify and analyze the causes and consequences of abuse of democracy in the country through the electoral system and the impact on Good Governance. As a phenomenological, qualitative study, the research is much more concerned with how the electoral system is used to turn democracy into oligarchy and how political actions and inactions constitute a barrier to Good Governance and deter the realization of the dividends of democracy in the country. A combination of library research and survey were adopted. The data gathered were subjected to content analysis to establish causality among the relevant variables. It was established that Nigeria does not qualify for a true democracy since politics in the country is subjected to anomalies like vote rigging, money politics, manipulation and influence of the rich ones over the press etc. It is recommended that the government must embark upon massive political orientation campaign and to be part of school curriculum.

**Keywords:** *Democracy, Nigeria, Electoral System, Development, Oligarchy*

## The Roles of an Office Manager in Minute Taking Techniques to an Organization

**Sani Bala**

*Federal Polytechnic, P.M.B. 1012,  
Kaura Namoda, Zamfara State, Nigeria*

### Abstract

Taking minutes at a meeting has been around since the existence of government or official circle. Organizations transact business through communication both within and outside their area of operation. There is no doubt that such business transactions need to be coordinated for future references and for the smooth running of the organization. It is widely believed and agreed that organizations that keep minute of their meeting are more efficient and effective than those that do not. The purpose of taking minutes is to provide a transcription of what transpired; it is much like a court clerk, taking down transcripts of a given trial. Minutes of a meeting can be used as a reference document for those who attended the meeting and those who did not. Some of the objective of this research work is to determine essential things needed by an office manager before, during and after the meeting, to determine the best method of keeping records of happens in organization. The findings of this research work will be of significance to office managers, organizations, and the business and management students. It also help office manager to know the essential documents needed before, during and after the meeting. This will give them guidelines for writing minutes of the meeting. The findings of the study will also be significant to various organizations, they will state the benefits derived as result of minutes taking. Instead of having information transmitted by word of mouth, the study will make the executives appreciate the importance of assigning of an office manager to take minutes of meeting. The researchers recommended that only qualified office manager should be assigned to take minutes of meetings. This will enhance good minutes-taking that will be geared towards the achievement of organizational.

**Keywords:** *Role, Office manager, Techniques, Organization*

## Girl-Child Education in Northern Nigeria: Challenges and Prospects

**Abubakar Aminu Boyi**

*Department of Social Studies Education,  
Shehu Shagari College of Education, Sokoto*

### Abstract

The intensification of the girl-child education by the governments in northern Nigeria is something which is monumentally significant towards the socio-cultural, political and economic development of the country particularly in the global contemporary era of development. The paper critically identifies the socio-cultural and economic factors which are excruciatingly bedeviling the development of the girl-child education in northern Nigeria. Some of the factors comprised illiteracy, low community participation, gender stereotypes, hawking, poverty etc. and it also suggests a possible scenario that can be effectively deployed to rectify the challenges in order to create an enabling environment for the development of the girl-child education in northern part of the country. This can be done through the creation of awareness, encouraging the participation of community initiatives, fighting against gender stereotypes, the girl-child empowerment as well as the provision of social welfare services in the area of education, food security and other social funds which can boost development of the girl-child.

**Keywords:** *Girl-Child, Education, Enlightenment, Empowerment, Change*

## Challenges of Information and Communication Technology and Election Management in Rural Areas in Nigeria

**Hamisu Mu'azu Ladan**

*Computer Science Department*

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### Abstract

ICTs as an Accelerator for sustainable development are an exciting challenge in projects and researches in both developed and developing countries can equally contribute and benefit. In a sustainable economic, human and material resources are limited. Studies carried out on the utilization of ICTs in electoral processes have been focused on the use of the digital gadgets on election conducted in developed nations like U.S.A, China, Britain, etc. and some underdeveloped countries like South-Africa, Botswana, Malaysia, etc. The present study has been focused on examining the challenges facing the use of ICT devices in election management in rural areas in Nigeria with a specific reference to the Northwestern part of the country. The methods of gathering the data were through oral interview and participants observations. Findings revealed that the use of ICTs in election management in the rural areas in Nigeria are faced with the problems of epileptic power supply, insufficient personnel to handle ICT facilities, malfunctioning of the ICT facilities in the rural areas, problem of vandalism and snatching electoral materials by political thugs, etc. This paper concludes that Nigerian rural areas should be provided with electric power, qualified ICT personnel and reliable ICT facilities in order to improve the e-voting process in those areas.

**Keywords:** *ICT, Election-management, Northwestern, Rural-areas*



## A Dynamic Analysis of the Impact of Education on Income Inequality in Nigeria?

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### Abstract

Inequalities in income have been a raging issue in economics theory and practice especially among Less Developed Countries (LDCs) over the years. In Nigeria in particular, the dimensions of inequality have transcended geo-spatial, gender, and different income groups. Thus, a major goal of the national education policy is to make social investments on education in order to ensure adequate access of all citizens to education, and thereby bridge the income inequality gap. An important question that arises in this direction is whether differences in educational attainment and individual human capita development are responsible for this large income gaps experienced by many individuals in Nigeria. This study sets out to address this question by examining the effects of government educational spending as well as actual education output on wages and overall income inequalities in Nigeria. The study employs a dynamic framework to investigate the relationships, using the cointegration and error correction technique to perform the empirical analysis. Annual data covering the period 1981 to 2016 are used to conduct the empirical analysis. It is expected this analytical procedure will generate estimates that will show both short run and long run impacts of education on income inequalities in Nigeria. Indeed, with more spending on education, and increases in educational output, overall wages could rise thereby cutting inequalities in Nigeria. Policy issues such as the aspects of education that needs more focus in terms of spending, as well as understanding the aspects of educational spending that yields more on come results can be proffered from the study.

**Keywords:** *Education output, Education spending, Income distribution, Social welfare*

## History of Political Parties and the Denial of 'Meritocracy' through Periodic Elections in Nigeria: Philosophizing on the Need to Rebrand Elections in Nigeria and the Global Image of Security Personnel under Successive Elections or Stand the Risk of a Political Revolution

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### Abstract

Political Parties are among some of the instruments and frameworks out of which leaders are elected or appointed into public offices through periodic elections. Hence, the importance of political parties and the sanctity of the police and other security personal in any votive election cannot be over-emphasized. The current essay sets out to investigate a diversity of themes in Nigeria's electoral history, including those of: the history of political parties, the denial of 'meritocracy' through 'arranged elections' and the growing need to re-brand the poor images of the police and other security personnel under successive elections. The essay examines the history of political parties and the decaying image of Nigerian security through Nigeria's amalgamation, independence, first, second, third and fourth republic elections. And from deep philosophical reflections, the essay makes the thesis that the poor imaging of elections by Nigerian security and contemporary party politics in the country, are major denials of 'meritocracy' which will in no distant future cause political revolutions, unless such factors as: religion, ethnicity, non-ideological basis of political parties, and the numerical strength of Nigerian electorates, are identified and put under control

**Keywords:** *History, Political parties, Meritocracy, Philosophy, Police and Security Images under Successive Elections*

## Frederick Nietzsche's 'Will to Power' and the Credibility of 2019 Elections in Nigeria: A Philosophical Rejection of Imposition and Impunity in Nigeria's Electoral System

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### Abstract

In the global count-down to an expected credible 2019 general elections in Nigeria, the wind of defection in the country and the fitness of the INEC Chairman as a credible umpire, have been among key issues. Yet, little is said about the tendency among political parties and the country's electoral body, INEC, to always replace what Frederick Nietzsche calls Mecht (genuine political power) with what Nietzsche calls Kraft (acquisition of power through imposition and other forms of impunity). The current essay is both a contribution to the foregoing debate and a philosophical rejection of such a Nietzscherian imposition of candidates and electoral impunity in Nigeria. The essay begins by speculating over some of the crisis of imposition and impunity to be expected ahead of 2019 elections if the current INEC boss is not removed, before giving an overview of Nietzsche's teachings on this. And after due analysis, the essay predicts that unless the current INEC chairman is replaced with a neutral one, 2019 election is bound to be like any other previous elections in the country.

**Keywords:** *Frederick Nietzsche, the 'Will to Power', the credibility of 2019 elections in Nigeria, Impunities and Imposition in Nigeria's Electoral System*



## Workers Training and Productivity Growth in Small and Medium Scale Enterprises (SMEs) in Nigeria

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### Abstract

Firm productivity has become a crucial component of competitive advantage in modern firms, prompting concerted efforts towards understanding the underlying factors that drives it. On the other hand, many business enterprises in Nigeria have been bedeviled with perennial challenge of stagnant or even declining productivity of labour in recent years. One basic issue that has been observed in this direction is the problem of proper training of employees and the attendant challenge of improving their contribution to total output in the firms. The effects of such challenges not only have effects on employee productivity, but also on organizational performance. In this study, impact of workers' training by firms on the firms' productivity is investigated for SMEs in Nigeria. That data used is based on the World Bank Enterprise Survey that was conducted for Nigerian SMEs in 2015. It is argued that firms that regularly train staff members would more generally adopt better production techniques, especially the use of technology which will aid labour productivity thereby reducing cost of operations and leading to higher performance. The Generalized Method of Moments (GMM) and Qualitative Response modeling techniques were used in the empirical analysis. It is shown that workers' training is crucial in stimulating productivity as well as ensuring long term performance stability among the sampled firms. The study therefore suggests that in-service training should be made available to eligible employees as a matter of right rather than of privilege. In the same vein, training of newly recruited staff should be made mandatory as a policy for enterprises in Nigeria. Focus should be given to induction and orientation courses which should be pursued vigorously in view of its relevance to newly recruited employees.

**Keywords:** *SMEs, Workers training, Productivity growth, Nigeria*

## Real Estate Sector, Financial Management and Economic Growth in Nigeria

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### Abstract

The real estate sector investment has been one of the major sources of strength for the Nigerian economy in the last decade. This has been particularly true of the residential property sector: in most parts of the country, housing prices have been quite strong over the past few years. Looking more deeply at the composition of bank credit, the rapid growth of housing and real estate lending has been one of the driving forces behind the remarkable change in the composition of banks' balance sheets in Nigeria. In regions like Lagos and Abuja, there has been massive expansion of the real estate sector and housing in the past two decades. Real estate markets world-wide have always been noted to be unstable in terms of prices. Thus, falling property prices tend to impose downward pressure on the banking sector, not only because of increases in bad debt expenses for real estate loans, but also because of a deterioration in the balance sheets of corporate borrowers that rely on real estate as collateral. Hence, questions about the movements of real estate prices and the extent to which they interact with the financial sector and the macro economy have come to the attention of monetary authorities and financial regulators. In this study, the major linkages and characteristics of real estate sector output, the financial sector management (especially money market) and economic growth in Nigeria is investigated. In particular, the study seeks to show how real estate output and its financing patterns affect financial sector performance as well as total economic growth in Nigeria. Annual data covering the period 1981 to 2016 is employed in the estimation analysis. All the data are obtained from the Central Bank of Nigeria (CBN) Statistical Bulletin for 2017. The study also employs the Vector Autoregressive Cointegration Mechanism (VECM) for the analysis of the relationships. The study reveals that the real estate sector investment has a strong effect on both financial sector and economic growth in Nigeria. The nexus comes as either the sector having direct impact on economic growth or having a significant long run indirect impact through the financial sector. The study therefore shows that financial sector is a major channel through which the real estate sector investment exerts impacts on the economy leading to recession over time. The implications of the strong link of the real estate sector with financial sector performance therefore calls for appropriate monetary and fiscal policy responses, especially in the long run.

**Keywords:** *Real estate sector, Financial management, Economic growth*

## Entrepreneurship Training and Intentions among University of Abuja Students


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### Abstract

This study evaluates the impact of Entrepreneurship Training as a course of study and the intentions of students upon graduation. High rate of unemployment has occasioned an alteration in the economic plans of Nigerians. Following this, government introduced compulsory Entrepreneurship Development Training in tertiary institutions in the country to enable these institutions produce self-dependent graduates whom will rather become employers of labour than depend on government for employment. Unemployment rate has continued to soar, hence a call to investigate the efficacy of the Course of study on the intentions of the students upon graduation. Based on Ajzen's theory of Planned Behaviour, this survey study generated data using 150 copies questionnaire administered to selected students of University of Abuja using stratified sampling techniques and was subjected to chi-square test of significance. The study found that entrepreneurship training among students in the University does not have significant impact on the students' intentions. The study therefore recommends an overhaul of the training method for the Course.

**Keywords:** *Entrepreneurship training, Entrepreneurship intentions, Planned behaviour, University of Abuja*



## Gender Inequality in Education and Challenges of Sustainable Peace and National Development in Nigeria

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### Abstract

The paper talks about Gender Inequality in Education and Challenges of Sustainable Peace and National Development in Nigeria. It begins with an introduction and conceptual clarifications of the key issues – gender inequality, education, peace and sustainable national development. Various efforts have been made both by the Government and Non-governmental organizations in Nigeria towards promoting gender equality in Education which are part of the discussions in the paper. There are many challenges that are adversely affecting gender inequality in education which the paper also discusses. Some of the challenges include religion and culture, inability of the government to implement policies, the parental factor, low male and female enrolment in schools, and the economic value of girls. However, the paper comes out with conclusion and useful recommendations. It is suggested in the paper that the government should put up more efforts in enrolling both the male and female children in schools, proper and sound policies should be made to implement gender equality in education; the girl child education should be promoted by the parents. In addition to that, the idea of hawking and enslaving the girl child at home should be stopped and lastly, a public enlightenment programme should be organized by the government in order to make the people understand that the religion and culture are important in our societies and they all support the gender equality in education.

**Keywords:** *Gender inequality, Education, Peace, Sustainable National Development, Challenges, and Positive Changes*

## Impact of Web-Based Solutions on Student Related Services: Case Study of the University of Maiduguri, Nigeria

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### Abstract

In the crusade towards delivering world-class services, universities are relying increasingly on web-based solutions such as web-sites for information dissemination and web-based portal solutions for student university interactions to make their operations more cost-effective and timely, and to reach a wider audience. In Nigeria, several universities have adopted web-based solutions in the delivery of student related services and this paper examines the extent of use and the impact using the University of Maiduguri (Unimaid), Nigeria, as a case study. The data collected includes the identification of the various student related announcements/services on the Unimaid website over a 12-month period as well as identifying what students go to the Unimaid website to do and how the various stakeholders perceive the web-based solutions. Of particular interest is the identification of the use, if any, of web-based services such as e-payments and web-to-mobile phone services. From the analyses of data collected, conclusions are reached regarding the impact of the various web-based solutions on key student related services while recommendations are made for enhancement and future research.

**Keywords:** *Web-based solutions, Portal, Information dissemination, Student services, Service delivery, University of Maiduguri*



## The Impact of Structural Changes on Employment Growth in Nigeria

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### Abstract

Economic growth in modern times has the focus of spurring more productive employment that are highly accessible in every sphere of the economy. This is the growth that has more relevance in terms of income distribution and poverty reduction. In Nigeria, however, the high growth rates experienced between 2002 and 2014 did not lead to similar high employment levels. Indeed, the growth in the country over the period has been classified as “jobless growth”. During the period of the growth, unemployment was also on the increase. The question then is, how economic growth can be translated to employment growth. Structural theories have linked the poor growth-employment nexus to the inadequate structural changes that have occurred in most developing countries over the years. It has been observed that it is only economic growth that is accompanied by more structural changes in the economy can lead to strong employment generation over time. In this study, the effects of structural changes characterized through structural inter-linkages among the sectors, size of government, size of external participation, and employment shares in sectors are investigated. Their contribution to growth and other structural factors in the growth process was examined. Using data for the period 1980 to 2016, the study adopts the dynamic analytical framework. The Autoregressive Distributed Lags (ARDL) methodology is used for the empirical analysis. The empirical analysis showed that structural transformation that involved sectoral shares do not have significant impacts on employment economic growth in Nigeria. Rather, structural changes that involved increases in productivity and movement of labour to modern sector had more significant positive impacts on employment. Thus, labour productivity needs to be improved in the Nigeria. Structural changes should also involve productivity growth since this provides the foundation for reaping any positive outcomes of employment movement into any sector. Productivity growth can be achieved by diversifying capital accumulation away from the mining sector into other sectors, especially where more labour is found. The skills level of workers in the region need to also be improved through intensification of skills acquisition programmes and industrial attachments.

**Keywords:** *Structural challenges, Employment growth, Economic growth*

## Use of Information and Communication Technology (ICT) for Youth Empowerment

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### Abstract

Today, there is need to reposition the mental reasoning of Nigerian youths and economically empower them in order to certify the demands of the modern world. Enlightening the Nigerian youths is one of the actual tools to achieve this objective. Unless the awareness directs the power and energy of Nigerian youths towards academic and productive goals, the country keeps on experiencing social vices, moral and academic degradation. In order for the youths in Nigeria to be info-empowered, there has to be awareness of the use of ICT for empowerment, greater access to ICT tools, and an obstructed free flow of information. This research investigate the extent to which youths use ICTs for empowerment.

**Keywords:** *ICT, Youth Empowerment*



## Political Activities and Small Business Growth in Nigeria

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### Abstract

Political parties in Nigeria display political activities such as campaign, distributing campaign materials, organizing and managing political rallies, working to register voters, circulating and nominating petitions, making campaign speeches and these activities may affect small businesses' growth in Nigeria. The study examines the nexus between political activities and small business growth in Nigeria. The research design adopted is descriptive research design. The study used experience and past books to drive the conceptual hypotheses in the study. The population of the study is 68 political parties as at 2018 and 1691 small businesses in Nigeria. The study found that political party's activities are associated with small businesses' growth in Nigeria. This implies that activities of political parties in Nigeria are determinant factor for small businesses' growth in Nigeria. The study also found that small businesses growth is also determinant factor for political party's activities in Nigeria. The study recommended that political activities such as campaign, distributing campaign materials, organizing and managing political rallies, working to register voters, circulating and nominating petitions and making campaign speeches should be carefully conducted and ammonized to favour small businesses growth in Nigeria. It is also recommended that small businesses should be careful in supporting the activities of political parties.

**Keywords:** *Political activities, Political parties, Business Growth and Small Business*





## Effect of Political Environment on Entrepreneurship Development: A Small Business Perspective in Abuja, FCT

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### Abstract

The study examines the effect of political environment on entrepreneurship development using small businesses in Abuja, FCT. Over the years, government of Nigeria have used bureaucracy in administering their activities, fighting corruption and making employment law in order to ensure that the activities of small business in Nigeria improve. Yet, despite government involvement in monitoring and checkmating political environment for the development of entrepreneurs, the small business owners are not innovating and developing. The study employed survey research design and questionnaire were administered to owners of small business in Abuja. The population of this study is the owners of small business in Nigeria which is 650 and the sample size was reduced using Taro Yamane formula to 280. The study used descriptive statistics, charts, correlation analysis and regression with a statistical package for social sciences (SPSS, 23.00). The study found that political environment such as bureaucracy, corruption and employment law is significant to entrepreneurship development in Abuja. The study found that government of Nigeria should reduce the bureaucratic bottleneck, ensure corruption free economy where not only those in opposition party should be fought against. They should re-design employment to favour the timing youths and federal character system since it has a positive effect on entrepreneurs in Abuja.

**Keywords:** *Political environment, Entrepreneurship development, Innovation, Bureaucracy and Corruption*

## Proposed United Nations Reforms: Implications for Africa

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### Abstract

Actors in the international system have widely recognized the need to reform the United Nations and shape the organization into a new global power structure. This examines the key areas of reform, their effects on Africa and outlines possible ways forward. This study also reflects major criticisms addressed to the United Nations, especially the UNSC and discusses the various forms of reform, including the reform of the Security Council, suggested by various states. It is argued that such reforms should address the engagement and limits of the UN in the socio-economic matters of states. The paper is narrative and descriptive in nature, as it adopts a documentary method of data collection based on secondary sources. The methods of data analysis include context and textual analysis, and the research design qualitative. The Game and Realist Theories were employed for this study. Findings show that the current global order is unequally and partially structured. Hence, it is recommended that the UN and the UN Security Council should be restructured in order to create a platform for wider opinion and views of players and actors in the international system thereby establishing a just global system.

**Keywords:** *Africa, Global Power, International System, Reform, Security Council, United Nations*




## Delegation of Responsibility and Authority in Organization and its Implication to Secretarial Staff Cadre

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### Abstract

The research work is on the delegation of responsibility on the staff of Maiduguri Flour Mills with a total population of 80 managerial staff a questionnaire tagged delegation of duty and authority questionnaire (DDAQ) was used to elite respondents from the sampled population. The study reveals that without delegation of responsibility no meaningful work will be achieved and productivity will not be high, thus it was recommended among others there should be free flow of delegation of responsibility to all staff for optimal production and sense of belonging.

**Keywords:** *Delegation, Responsibility, Authority, Implication and organization*



## Impact of Effective Leadership on Organizational Performance in Nigeria: The Case of Nigeria Breweries PLC Sango Otta Branch

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### Abstract

This paper examines the impact of effective leadership on organizational performance in Nigeria, a study of Nigeria Breweries PLC Sango Otta branch. Leadership is an important function of management which helps to maximize efficiency and to achieve organizational goals. In fact, leadership is an essential part and a crucial component of effective management within an organization. Effective leadership style plays pivotal role in organizational growth and performance at any point in time. The overall and effective improvement of organizations depend on the inputs of the leaders. The study further indicated that the need of an effective leadership roles at any interval impact positively on the stated objectives of any organization if needed resources are put in place. This work adopted the qualitative approach and on content analysis. Major findings show that effective leadership promote mutual collaborations between a leader and followers in the organization. The study also revealed that effective leadership is a unique ways and integrating employees with the organization to achieve its vision or objectives and that to a larger extent the effectiveness of a leader is largely dependent to the styles adopted by the managers which he says is central in the management of the organization. The study concludes that Leaders in Sango Otta brewery had greatly helped in influencing the organization's effectiveness by motivating and inspiring the workforce. Therefore, the paper recommends among others that there should be mutual collaboration between organization leaders and employees for efficient and effective service delivery, Those factors that will help to improve organization should always be identified and pursue with strong interest among employees and management. The study anchored on path-goal theory on it framework of analysis.

**Keywords:** *Effective leadership, Organizational Performance, Nigeria breweries PLC*

## A Study of Democratic Elections and the Quest for Proportional Representation System in Nigeria

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### Abstract

This paper is interested in investigating the relationship between democratic elections and the need to introduce the proportional representation system in the Nigerian electoral process. The paper is motivated by the fact that there is a higher tendency of the people's decision of who represents them to be lost while relying on the simple majority system in Nigeria. This is because, the proportional representation system upholds that the number of seats won by a party or group of candidates is proportionate to the number of votes received and hence does not provide opportunity for vote void as obtained in other voting system especially the simple majority type that Nigeria practices. The paper is rooted in the theory of liberal democracy and its principles. The materials needed to actualize the aims of the study are largely accessed from the library hence, the analysis is qualitative. From the review of extant literature, the paper concludes that proportional representation in Nigeria is a way of reducing the wastage of votes that is associated with first past the post system (FPTPS), which we have been practicing in Nigeria. The FPTPS which has been in practice in Nigeria since independence is replete with several challenges as posited by several scholars. However, inspite of the shortcomings of this electoral model, several efforts have been directed at reforming the system to make it better, but these efforts at reform has not achieved the desired outcome because the system promotes violence and a winner takes all syndrome. The paper therefore recommends that the adoption of PR will promote less tension as it promotes inclusiveness and reduces wastage of votes cast in an election.

**Keywords:** *Democratic elections, Quest, Proportional Representation System*

## Community Policing and Public Sector Management in Nigeria: Relishing the Gains and Regretting the Pains

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### Abstract

As it relates to public service delivery, devolution of security via community policing is a manifest function of tackling a huge range of community problems. The evolution from customary policing to community policing has no bias for national boundary. It is a universal trend and the policing system in Nigeria cannot be an exception. Since the Nigeria police in 2004 embraced community policing as a hardnosed approach to police reforms, the stage was indeed set for a clear departure from primary policing, that was reactive and incident based, to a problem – solving oriented policing that is proactive with the community as the cornerstone of policing objectives. Arising from the above, this research intends to appraise this concept and practice of security devolution as a way of driving effective and efficient policing service in the country. The premise is based on the fact that democratic nations world over allows for the police and the policing mandate to be interested by their fellow citizens to protect and serve the public's fundamental rights to liberty, equality and justice under the law. Hence, to actualize that responsibility, the police must be a part of, not apart from, the communities they serve. In doing this, data will be sourced from both primary and secondary sources. The argument will be anchored on the decentralization principle of federalism as put forward by K. C. Wheare. It is hoped that the process of devolution of security via community policing will bring a paradigm shift that will focus on constructive engagement with people who are the end users of the police service and re – negotiate the contract between the people and the police thereby making the community co – producers of justice and a quality police service.

**Keywords:** *Community policing, Public sector management, Gain, Pains*

## Money Politics, Vote Buying, and Election in Nigeria: The Implication on Good Governance

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### Abstract

Nigeria over time has experienced governmental instability in the form of policy formulation, prediction, forecasting and implementation. Basic infrastructure needed for economic growth and development are still lacking in the country since the entrapment of democratic governance in the fourth republic on May 29<sup>th</sup> 1999. The citizens are far disconnected from the government. Money politics and vote buying have polluted the good quality of democracy in the country. The destructive power of money politics has been pointed out as one of the factors militating against good governance in the country. This paper examines the effect of money politics, vote buying and election, and the implication on good governance. The paper further reviewed that the problem associated with bad governance as a product of corrupt electoral process. The paper recommended that in order to address the issues confronting money politics and vote buying, that there should be a need to address the challenges of economic poverty and social deprivation of the people in accessing the basis necessity of life which will give confidence to the people in the entrenchment of good governance and capacity building for social justices and empowerment of the people to express their civic right. It was also recommended that family should inculcate in their wards the values of honesty and transparency and the importance of a single vote to the development and progress of the country, and that anti-corruption agencies should collaborate with banks and other financial institutions to monitor the movement of cash during elections. Lastly, democratically elected leaders should ensure good governance and improve the conditions of living of the ordinary people in the society.

**Keywords:** *Money Politics, Vote Buying, Election, Good Governance*

