Volume 21 Issue 8
Originally issued as E1

Global Journal of HUMAN-SOCIAL SCIENCE: E
Economics
Volume 21 Issue 1 Version 1.0 Year 2021
Type: Double Blind Peer Reviewed International Research Journal
Publisher: Global Journals
Online ISSN: 2249-460x & Print ISSN: 0975-587X

A Microscopic View of the Effect of Unemployment on Economic Growth in Nigeria

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GJHSS-E Classification: FOR Code: 140299

AMICROSCOPICVIEWOFTHEEFFECTOFUNEMPLOYMENTONECONOMICGROWTHINNIGERIA

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I. Introduction

The Nigerian economy has undergone many structural changes since the attainment of independence in 1960, and is faced with many challenges despite the harvest of economic boom from oil. One of such challenges is a rising trend of unemployment. The domestic structural adjustments have not resulted in any significant and sustainable economic growth, and available data revealed that the Nigerian economy grew relatively in the 1970s due to the oil boom. The superfluous profits from the oil boom were not appropriately invested and went into wasteful expenditures in unviable projects such as the 1977 hosting of the Festival of Arts and Culture (FESTAC) with the slogan, “Money is not our problem but how to spend it.” The Yakubu Gowon administration distorted Nigeria's revenue base for policy planning when late Lt. Col. Odumegu Ojuku explained the cause factor of unemployment in his book "I am involved." He concluded that many graduates' production was not responsible for Nigeria's unemployment situation; instead, the social scourge of unemployment was caused by the inversely proportional pattern of education and economic advancement. He itemised other causes such as impropriety on the psychological "blindness of our economic planners in the oil boom days than on "over-production” of graduates.

However, Gbosi (1997) stated that unemployment is a situation in which people who are willing and able to work at the prevailing wage rate cannot find jobs. Therefore, anybody who is unwilling and actively seeking paid employment should not be counted as part of the unemployed workforce. On the other hand, additional workers should not count as part of the unemployed labour force. If we do so, we may be underestimating the official rate of unemployment. No matter how one defines unemployment, the underlying philosophy is that unemployment means a state of joblessness.

Unemployment is one of the major problems confronting the three tiers of government in Nigeria. The scenario cuts across virtually all strata of society. Unemployment is when some people who fall within the working population, capable and willing to work, cannot obtain befitting work to do at the prevailing wage rate. Put differently, it is a situation in which people who are willing and able to work for others at the predominant wage rate cannot find jobs. The primary causes of unemployment in Nigeria's economy in recent years include bad economic policies, bad educational planning, corruption, global financial crises, the poor performance of small-scale enterprises and imperfect flow of market information, rapid population growth, etcetera (Abomaye-Nimenibo & Inimino, 2016).

Unemployment has been one of the severe impairments to social progress, culminating in a massive waste of a country's workforce resources, generating welfare loss in terms of lower output, income generation, and well-being (Akinboyo 1987 and Raheem, 1993). Unemployment is a very serious issue in Africa, with Nigeria not being exempted.

Bello (2003) stated that from time immemorial, unemployment has always been an issue of great concern to economists, policymakers, and economic managers alike; and has a demoralising effect on the citizens, the state, and the nation.

The classical school of thought gave a central point of thinking on unemployment's undesirability. The Keynesian revolution of the 1930s, which appropriated the explosive attack on economic accepted belief

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seemingly, treated unemployment as a central issue of great concern.

The need to avoid the undesirable effects of unemployment has made the subject of unemployment feature a very pathetic problem in many developing countries. Parenthetically, the economies of these countries are also categorised as low productive. Thus, many policymakers saw the connectivity between productivity and unemployment, which calls for concern to discuss unemployment in their countries debate. Unemployment is a primary macroeconomic objective of the government. The government and the international agencies' primary policy aim is to reduce the unemployment rate in any country. The total labour force comprises all persons aged 15-64 years of all those not incapacitated to work and excludes students, home keepers, retired persons, and stay-at-home to work or not interested persons. Unemployment in Nigeria refers to the proportion of labour force available for work but did not work in the week preceding the survey period for at least 39 hours. The Bureau of Statistics in 2009 puts the figure of unemployed at 19.7 percent, i.e., about 30 million, excluding about 40 million other Nigerian youths captured in World Bank statistics in 2009. This unemployment figure revealed that about 70 million Nigerians are unemployed, meaning that 50 percent of the population of 140 million Nigerians are unemployed in 2009. Comparing Nigeria's situation of the unemployed with that of the Middle East within that same period, where unemployment and poverty played a significant role in their uprising, Nigeria's unemployment situation is a time bomb. The unemployment situation is threatening the existence, security, peaceful co-existence, and development of Nigeria.

Economists all over the world and at all times have indicated various degrees of concern over the threat of the gargantuan creature called unemployment. Unemployment has something to do with the population of a nation which is commonly divided into two separate distinctions called:

i. The economically active population and
ii. The economically inactive population.

The economically active population refers to the labour force or working population that is willing and able to work but not employed and are engaged in producing goods and services (i.e., the physically working).

The economically inactive population are those neither working nor looking for jobs.

The International Labour Organization (ILO) talks of the unemployed as the number of the economically active population without work but available for and seeking for job. They include people who have lost their jobs and those who have voluntarily left work (World Bank, 1998) which consist of homemakers, full-time students, invalids, those below the legal age for labour, old, and retired persons.

Englama (2001) states that unemployment causes misery, social unrest, and hopelessness for the unemployed. Most ethnic and religious crisis in some parts of Nigeria was due primarily to unemployment issues. Similarly, the problem of armed robbery and other social vices are traced mainly to unemployment (Abomaye-Nimenibo, 2015).

II. Literature on Unemployment

Generally, unemployment means a state of joblessness. According to Briggs (1973), unemployment is defined as the difference between the amount of labour employed at current wage levels and working conditions and the amount of labour not hired at these levels. However, Gbosi (1997) has defined unemployment as a situation in which people who are willing and able to work at the prevailing wage rate cannot find jobs. Anyone unwilling and not actively seeking paid employment should not be counted as part of the unemployed workforce; otherwise, we may be overestimating unemployment's official rate.

On the other hand, additional workers should not count as part of the unemployed labour force; if we do so, we may be underestimating the official rate of unemployment. No matter how one defines unemployment, the underlying philosophy is that unemployment means a state of joblessness.

a) The Nigerian Unemployment Status

Since the attainment of independence in 1960, Nigeria has undergone various fundamental structural changes, which have not resulted in significant economic growth and development irrespective of economic growth in the 1970s. The oil boom of the 1970s brought outrageous profits but relatively encouraged wasteful expenditures. However, primary school education accounted for 76.8/80.6 percent of the unemployment in 1974 and 1978, respectively. Recently, the situation was compounded by the increasing unemployment of professionals such as accountants and engineers.

Aigbokhan (2000) has stated that unemployment accounted for less than 1% of the unemployed in Nigeria. Between 1974 and 1984, the unemployment rate rose to 4% for urban areas and 2.2% for rural areas. In 2005, the Nigerian's unemployment rate declined to 11.9% from the 2003 figure of 14.8% due to the government's various efforts through poverty alleviation programmes. NBS (2010) has given us the different state unemployment rate as tabulated below:

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Table 2.1: Unemployment at State Levels

S/N.	Name of State	Unemployment Rate
1.	Akwa Ibom	34.1%,
2.	Adamawa	29.4%,
3.	Bayelsa	38.4%,
4.	Bauchi	37.2%,
5.	Borno	27.7%,
6.	FCT	21.5%
7.	Gombe	32.1%,
8.	Imo	20.8%
9.	Jigawa	26.5%,
10.	Kano	27 6%,
11.	Katsina	37.3%,
12.	Niger	0.2%
13.	Plateau	7.1%
14.	Taraba	26.8%,
15.	Yobe	27.3%,
16.	Zamfara	51.1%

In 2005, Niger State has the lowest unemployment rate of 0.2%

Zamfara has the highest unemployment rate of 51.1%

The general rate of unemployment in Nigeria as 2005 was 11.9%

Table 1.1: Unemployment Rate from 1980 to 2018

Year	Rate (%)
1980	5.3
1981	4.8
1982	5.4
1983	5.2
1984	6.2
1985	6.1
986	5.3
1987	7.0
1988	5.1
1989	4.5
1990	3.5
1991	3.1
1992	3.5
1993	3.4
1994	3.2
1995	1.9
1996	2.8
1997	3.4
1998	3.5
1999	17.5
2000	13.1
2001	13.6
2002	12.6
2003	14.8
2004	13.4
2005	11.9
2006	12.3
2007	12.7
2008	14.9
2009	19.7
2010	21.1
2011	23.9

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2012	22
2013	23.1
2014	24.5
2015	26.7
2016	13.4
2017	17.5
2018	22.6

b) Types of Unemployment

Economists have generally used several theories to explain the phenomenon of 'unemployment' in an economy. Unemployment in Nigeria is of different kinds, but we shall confine ourselves to the following: seasonal, factional, structural, and cyclical (insufficient aggregate demand) unemployment. The review will explain better the various types of unemployment and their implications for Nigeria's economic growth and development.

i. *Seasonal Unemployment*

This type of unemployment occurs due to seasonal fluctuations or variations in the activities of a named industry caused by climatic changes, changes in fashions, changes in occupations, and the inherent nature of such businesses.

Seasonal unemployment will always occur because the demand for some workers varies widely over the years. Structural unemployment occurs mainly because seasonal employees' skills are not required in the specific labour market for some part of the year. Seasonal unemployment is not as challenging as chronic structural unemployment because the demand for seasonal skills resurfaces reasonably.

For example, the raincoat factories are closed down in the dry season, throwing the workers out of their jobs because there is no demand for raincoat during the dry season. Likewise, the sugar industry is seasonal because sugar-cane crushing is not done at all seasons but a particular season.

Elrenberg and Smith (1982) observed that agricultural workers' demand declines after the planting season and remains low until the harvesting season.

Similarly, the request for construction workers usually falls during the rainy season and picks up during the dry season.

ii. *Frictional Unemployment*

By frictional unemployment, we mean that unemployment occurs when workers spend time searching for new jobs. It is unemployment that arises because it takes workers some time to move from one occupation to another. A worker must look around for an excellent fitting job, and this process takes some time. During this time, the individual is considered unemployed. However, frictional unemployment last only short periods and not be specifically problematic from an economic standpoint. Technology helps both workers and companies make the job search process more efficient.

For example, a worker in Port Harcourt may leave his present job to Lagos with the expectation of getting a higher paid job, which may not be available immediately. Hence, people got interregnum time in waiting for a job. During this period the job seeker is classified by labour economists as a frictionally unemployed person. It is important to note that several factors are responsible for frictional unemployment. One such factor is the imperfect flow of information in the labour market as they are dynamic, as the neo-classical economists contended. Second, it usually takes a long time for unemployed workers to get in touch with potential employers who have available job openings. There are always new entrants in the labour market at every point in time. Some of these workers may be searching for employment, while other employed or underemployed individuals will be leaving the labour force. Frictional unemployment is determined by how individuals flow in and out of the labour market in search of and secure jobs (Gbosi, 1997).

Akpakpan (1999) believed that Frictional Unemployment is unemployment that is an outcome of the standard workings of the labour market, where people change jobs at any time. People who are in the course of changing jobs suffer unemployment, called frictional unemployment, which is temporary.

iii. *Structural Unemployment*

Structural unemployment is the unemployment that exists when an economy is in full employment, and there are some structural changes in the structure of an industry or economy. Such changes take the form of decreased demand for specific skills or a change in technology in a particular trade. Some structurally unemployed workers do not have jobs because the industry they would have liked to work in may decrease output. These declining industries, therefore, have a falling demand for labour. It may also occur due to movement in the natural employment rate itself, as changes in labour market institutions, demographic shifts, etcetera, brought about by economic variables, such as aggregate demand and actual and expected real wage rate.

Structural unemployment occurs because some labour markets have more workers than available jobs. For some reason, wages do not decrease to bring the market into equilibrium. Structural unemployment may

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result when workers possess skills that are not in high demand in the market place and lack skills that are in high demand123. In other words, it results when there is a mismatch between workers' skills and employer's needs.

Solomon (1980) stated that structural unemployment might occur when individuals look for jobs in a particular location with no industry to utilise their skills. Alternatively, these individuals possess the wrong skills that employers are looking for and so could not be employed.

iv. *Cyclical unemployment*

Cyclical unemployment occurs due to fluctuations around the natural employment rate due to aggregate demand changes. This situation occurs when there is an inadequate level of aggregate demand. In every market economy, producers produce goods in anticipation of request, but when aggregate demand in any economy is deficient, unemployment will arise. Because factory workers will be laid off, which may lead to depression, and according to Keynes, the great depression of the 1930s was as a result of deficient aggregate demand. This type of unemployment is also known as Keynesian unemployment due to the business cycle's operation. It arises at a time when the sufficient aggregate demand of the community becomes deficient concerning the productive capacity of the country.

It is probably not surprising that unemployment is higher during recessions and depressions and lower during high economic growth. Thus, the Economist has coined the term cyclical unemployment to describe the unemployment associated with the business cycles occurring in the economy. It occurs during recessions because when demand for goods and services in an economy falls, some companies respond by cutting production and laying off workers rather than reducing wages and prices. As an economy recovers from recession or depression, cyclical unemployment tends to disappear naturally.

v. *Real Wage (Classical) Unemployment*

This is a form of dis-equilibrium unemployment that occurs when real wages for jobs exceed the market cleaning level. Traditionally, trade unions and wages councils are the institutions causing this type of unemployment. However, the importance of trade unions in the UK labour market has diminished significantly over recent years. Unemployment has not stopped reaching nearly three million, twice in the last twenty years. Classical unemployment is as a result of real wages being above their market-clearing level leading to an excess supply of labour. Some economists believe that the national minimum wage (NMW) introduction may create some classical unemployment in industries where average wage rates are closer to the NMW level. International competition from low labour cost producers is severe.

vi. *Hidden Unemployment*

Whatever the published figure for unemployment, there are bound to be people who are interested in taking paid work but who, for one reason or another, are not classified as unemployed. The unemployed are discouraged workers or people who have effectively given up the active search for jobs, perhaps because they have been out of work for a long time and have lost both the motivation to apply for trades and may not also have the requisite skills. Financial incentives created by the income tax and state benefits incentives may make jobless labour lazy and no longer interested in applying for jobs.

vii. *Voluntary Unemployment*

Voluntary unemployment occurs when some people refuse to take up any paid employment or decide not to do any work. For example, some husbands may order their wives not to do any work but to stay at home as full-time housewives. Alternatively, some wives (the well-to-do) may command their husbands not to do any work but to stay at home as full-time househusbands for whatever reasons.

viii. *Under-Employment*

This is when a worker's potentialities are not fully exploited. There are financial, mental, and physical under-employment. It is financial when the worker is not getting equal pay from the work he is doing; mental when there is a mismatch between the job a person is doing and what he studied; and physical when the worker is underutilised.

ix. *Technological Unemployment*

This is unemployment resulting from switching from labour-intensive production to capital-intensive production. Those who are skilled are retained while the unskilled labourers are replaced with machines.

x. *Residual Unemployment*

This is the type of unemployment that faces people who are so low in a standard of efficiency that few occupations may be open to, meaning that a segment of the labour force cannot contribute substantially to the physical economy disability. Such labour includes physically disabled persons or handicaps.

xi. *Search Unemployment*

This arises when some people turn down offers to work, searching for highly paid jobs. It is not sure how long the search will last, depending on its prevailing economic situation.

xii. *Deficient Demand Unemployment*

This occurs where there is not enough aggregate demand to produce work for the whole labour force, no matter how they are trained.

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xiii. *Natural Unemployment*

There will always be some natural unemployment level, even in a healthy economy. The lowest unemployment rate is 2.5%, but some natural unemployment level, usually around 4%, is a healthy indicator.

xiv. *Under Employment*

This type of employment occurs when a worker's potential is not fully explored or when a worker earns less than the effort he puts into the job. An example, is that of a graduate doing the work of a cleaner).

xv. *Disguised Unemployment*

It refers to both mass unemployment and underemployment, being a situation that prevails in the agricultural sector of an underdeveloped and overpopulated country. For example, suppose four persons are trying to cultivate an acre of land supposedly meant for only three persons to nurture. In that case, only three of them are employed, and the remaining fourth person represent disguised unemployment.

c) Effects of Unemployment

i. *Brain drain*

Refers to unemployment prevailing among university graduates, resulting in youths' emigration and active adult population to other countries such as advanced nations of Europe and America. This brain drain leads to the loss of a highly educated and skilled workforce in Nigeria.

ii. *Increase in Social Vices and Crimes*

Frustrated unemployed youths could be a recruiting source of armed robbers, prostitutes, economic saboteurs, human traffickers, smugglers, militants, militias, etcetera to the detriment of the nation.

iii. Increase in Rural-Urban Migration

Unemployment aggravates rural-urban movement among youths who move to cities searching for non-existent jobs that also puts more pressure on existing food and social amenities in the cities.

iv. *Fall in National Output*

The existence of unemployment means that a nation cannot maximise the use of its labour force for increased output.

v. *Increased Drain on Government Finances*

The presence of unemployment necessitates an increase in government expenditure in the payment of unemployment benefits in civilised nations. The government also spends more on the provision of social services while it collects less revenue from taxes.

vi. *Potential Sources of Political Instability*

The army of unemployed youths serves as recruiting ground for disenchanted, disgruntled, and revolutionary elements in the society that are ready to cause political instability. Such social and political instability is inimical to economic development.

vii. *High Dependency Ratio*

The mass of unemployed persons will depend financially on the small number of the working population for their survival, reducing efficiency and savings.

vii. *Low Investment and Low National Income*

As a result of low savings, the investment will fall. As a result of the multiplier effect, income will also be low, thus creating a vicious cycle of poverty as investment is low, leading to low national income.

viii. *Fall in the Standard of Living*

Unemployment, through the resulting poverty and income inequality, reduces the standard of living of the masses. Unemployment widens variation gap, impoverishes the masses, and lowers their standard of living.

ix. *Stabilisation Policy*

There are some economic objectives (usually referred to as macro-economic objectives) which policy variables are to achieve monetary stability. The economic objectives are commonly referred to as target variables, while the policy variables for attaining them are instrumental variables. The instrumental variables are those that the authority in charge of balance can manipulate to achieve some specified economic objectives. Thus, stabilisation policy refers to those measures or actions by the government and apex monetary authority designed to increase income and employment, promote price stability, and maintain external balance (Onuchuku, 2000).

d) Causes of Unemployment

Several factors are responsible for unemployment in Nigeria and are discussed below as follows:

i. *Low Economic Growth Rate:* The country's overall economic situation in the eighties and nineties has been hostile and crawling. The high level of corruption and mismanagement of public funds have caused harsh economic policies. The Nigerian environment's insecurity, coupled with long-term despotic rule of the military, among other factors, has dampened the spirit of economic growth for a long time. In the nineties, the situation was so terrible that analysts described the period as a lost decade to Nigeria's economic growth.

ii. *Untimely Economic Policy Measures:* A crucial factor that has elicited the unemployment problem overtime is the small scale and cottage industries' demise. The Structural Adjustment Program (SAP) introduced in September 1986 ushered in liberalisation, deregulation, and the domestic currency devaluation program. Many of the domestic firms collapsed, resulting in loss of jobs,

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rendering many people jobless. Irrespective of the policies designed to jump-start the economy's growth, wrong timing makes some policy packages unfriendly to the economy given the Nigerian economy structure.

iii. *Impression About Technical and Vocational Studies:* First impression matters in everything, considering the wrong impression of students about technical and vocational education accounts for unemployment in technical education. Damachi (2001) pointed out that there is a societal bias against technical and vocational education, whereby many job seekers do not have practical skills to afford them self-employment. The unemployed graduates, therefore, depend on the government and the private sector for employment offers.

iv. *The Neglect of the Agricultural Sector:* The agricultural sector, the leading provider of employment in Nigeria, in the sixties and the seventies, employed over 60% of Nigerians. However, in the wake of oil discovery in Nigeria, the attention on this anchor sector of the economy shifted to the oil sector, where employment capacity is deficient. The oil industry has tried but not sufficient enough to absorb the teeming population of the Nigerian unemployed. Unemployment has continued to exist in a greater dimension.

v. *Sour high, despite all the various channels created in a Low Enabling Environment:* The low economic enabling environment that characterises the economy has continued to pose severe employment challenges in Nigeria. The security challenges have continued to hamper the various internal and external investment drives, thereby further exasperating unemployment in Nigeria. So, many job seekers who were not engaged in self-employment programs cannot do so because of the hostile production environment. Others attempt to wind up due to the absence of infrastructures and the overall heat of the investment environment.

vi. *Bad Educational Planning:* It is a widely held view that Nigerian graduates' high unemployment rate is ascribed to our educational system. The proliferation of higher education institutions and those seeking higher education for white-collar jobs is the leading cause of the problem. The creation of higher qualification that is closely related to the delinquent mismatch between educational planning and economic planning. Specifically, the rate of graduates turns out rises faster than the expansion of job opportunities.

vii. *Bad Economic Policies:* Over the years, the Nigerian government had adopted and implemented several economic policies. Some of these policies did not create new jobs. For example, the SAP adopted in 1986 and is technically implemented which has worsened Nigeria's unemployment problems. Most economic reforms have led to rising interest and exchange rates, causing many private enterprises to cut down on their workforce. These policies have also increased the frequency of retrenchment in the Nigerian economy's public and private sectors.

viii. *Pitiable Performance of Small and Medium Scale Industries:* Small and medium scale enterprises predominantly dominate the Nigerian industrial sector. In recent years, most of these enterprises have been operating at a marginal level. Any increase in costs of production usually forces many of these enterprises out of business. A case in point is what happened to Nigeria's Flour Mill Industry when embargo on importation of wheat the primary raw material was placed. The industry had to depend mainly on local raw materials, which, of course, were scarce and relatively expensive. Those enterprises that could not relate the increase in costs to the productive capacity had no other option than to reduce their workforce or fold up. This development eventually led to a fall in employment, and the nation's unemployment worsened again. We still have the same experience today.

ix. *Rapid Population Growth:* In recent years, Nigeria's population is on the increase. Nevertheless, the growth of the economy cannot catch up with rapid population growth. Consequently, the swelling of the inhabitants, spherically in the cities, led to high unemployment levels in Nigeria.

x. *Imperfect Flow of Labour Market Information:* A market is a place where the exchange takes place. It is where demand and supply work themselves out. In every marketplace, there are buyers and sellers. The labour market is no exception because there are inadequacies that create the usual rate of unemployment. The natural rate of unemployment arises due to imperfections in the labour market. Information in the Labour market is probably non-existent in Nigeria. If it does, it is usually unreliable and misleading. Lack of labour market information hinders the mobility of labour across geographical regions. For example, rural-dwellers may not have information on job openings in urban areas. As a result, they remain unemployed (Gbosi, 2015).

e) Consequences Of Unemployment In Nigeria

Bello (2003) has itemised the consequences of unemployment in Nigeria, which are very severe and threatening to the citizenry and the economy. While some of these consequences directly affected the unemployed, others, like epidemics, are limitless in effects.

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They include:

i. *Contributions to low GDP:* It is an established economic reality that the workforce's size directly impacts a country's GDP. The workers produce manufactured goods and services or agricultural produce unswervingly and brings in its wake, increasing purchasing power. Unemployment brings a reduction in the potential of a country's GDP.

ii. *Crimes and Violence: Unemployment contributes to crime and violence* in our society. Youth unemployment specifically, cuts across the rich and the poor, resulting in social tensions that could affect the entire fabric of a community, state, and the whole country, as is the case with the Niger-Delta Region of Nigeria.

iii. *Contributes to drug addiction:* Due to frustration resulting from not gainfully employed, most people, especially our youths, resorts to drugs which they erroneously believed to ease unemployment trauma/frustration.

iv. *Unemployment contributes to the weak labour force:* The most direct impact on a frail labour force and the economy is a loss of the output of goods and services. Bellemare and Poulin-Simon (1994) had observed that a weak labour force having no income tax to collect brings loss of receipts from indirect taxes such as Pay-as-you-earn (PAYE), and value-added tax, making the government take less tax revenue.

v. *Psychological trauma:* The Nigerian Youths and graduates who have spent years in Schools acquiring skills to complete study develop psychological trauma when unemployed, thereby dashing and shattering their dreams and aspirations. They have visions of securing satisfying jobs following their years of struggle to meet up with their basic needs, wants, and necessities of life such as food, shelter, clothing, and healthcare. Their expectation of being a graduate has brought nothing to their expectant life of comfort and dignity, which elude them as they were not gainfully employed. The trauma of seeing their dreams shattered month after month leads to deep psychological scars in their young minds, culminating in clinical depression.

vi. *Lack of Family Support:* Unemployment of youths has resulted in adolescences not fending and caring for their aged parents who are retired in their primes with little or non-pension that could not sustain them. In such a situation, the calamity, sorrow, and woes experienced are unimaginable and incredible, sending many of them to their early graves.

vii. *Breakdown of Law and order:* It was established that educated unemployed are likely to take to crimes such as blue-collar or white-collar crimes more quickly than others. At some stage of their careers, the theory that they would have seen good life failed in seeing these dreams turn to reality, causing a lot of them to turn to sophisticated crimes.

viii. Health hazards: It is equally comfortable to visualise that lack of steady income could, apart from the above ills, lead to inadequate nutrition and adversely affect the health of the youth and their families.

ix. *Political instability:* When unemployment rises in a community, dissatisfaction with the incumbent government leads to frequent government changes that are not healthy enough for a nation, and that could cause political upheavals and frequent political changes in leadership. President Franklin D. Roosevelt of USA observation has it that "Not only our future economic soundness but the very soundness of our democratic institutions depends on the determination of our government to give employment to idle men." That unemployment and underemployment are the saddest sights in human life.

f) Theoretical Review

We use the Keynesian theory of unemployment; this is because it is more relevant to the Nigerian situation. And it varies with the model specified in Section three, i.e., GDP depends on unemployment, government expenditure and money supply (MS). Keynesian Economists see unemployment as a situation in which the number of people able. They are willing to work at the prevailing wage rate exceeds the number of jobs available, and at the same time, firms are unable to sell all the goods they would like to sell (bannock et al., 1998). When carefully analysed, the Keynesian unemployment applies to situations in Nigeria (Bello 2003). Here, unemployment can result a state where many Nigerian consumers including the government, prefer foreign goods to domestic goods, thereby causing the domestic producers to face with the problems of low demand that naturally forces them to lower output and, of course, reduces workforce. This experience continues in some firms, especially the small-scale ones, till they are push them out of the market resulting in the loss of more jobs, the long- term unemployment remains in the market for too long and thereby reducing the costs of job finding. Keynes economists believed that government interference is beneficial to any economy, and that through fiscal and monetary policies, the government uses goods or services produced to reduce the business cycle. Government spending reduces the price for goods and services, making them more affordable, which increases demand and consumer costs. Over the years,

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corruption, civil war, military rule, and mismanagement have delayed the economic growth of the country. Nigeria is rich in both human and material resources. However, years of negligence and deprived government policies have led to the underutilization of these resources. According to Toluene (2006), classical economists argued that unemployment exists when unions maintain wages above their equilibrium level. When this happens, we have a situation of involuntary unemployment. Cyclical unemployment differs from structural and frictional unemployment (Lindbeeket et al., 1999). It is unemployment that results from a lack of aggregate demand in a downswing in the business cycle (Bannock et al., 1998).

Professor A.C. Pigou, in his theory of unemployment (1934), makes the volume of employment depend on the real rates of wages and the actual demand function for labour. These two fundamental factors interplay in the market to determine equilibrium employment, assuming there is no involuntary unemployment. As noted by Keynes (1936), changes in the investment rate can shift the volume of engagement, thus a change in unemployment. Involuntary unemployment is possible, as evidenced during the great depression. Against the popular view of the orthodoxy (classical economics), Keynes showed that it is possible for any economy to go into depression when factors of production were unutilised to achieve optimum economic configurations.

i. *Classical Theory*

The views of most economists always go with their thinking at that particular time. The two most important schools of economic thought were the "classical and Keynesian" The two have different ideas on the effect of unemployment. The classical was the school of thought that emphasized the role of money in explaining short term changes in national income. Historically, this theory view unemployment in terms of aggregation. So, involuntary unemployment was a short-term phenomenon resulting from discrepancies between the price level and the wage level. Unemployment was because of high wage paid to workers which to the classicalist should be reduced, which will eliminate unemployment except for frictional unemployment. They believed strongly in the theory of demand and supply. So, urban unemployment is an offshoot of a low labour supply above the capacity of the economy. Consequently, the school argued that the demand for too high a worker wages with no corresponding increase in productivity, and with higher product cost, thereby discouraging competitiveness among local and foreign industries. Hence, the reduction in sales, causing mass retrenchment of workers resulting in unemployment.

ii. *Keynesian Theory*

John Maynard Keynes' ideas revolutionized thinking in several areas of macroeconomics including unemployment, money supply, and inflation, which are published in his book on the general theory of unemployment, interest and money.

Keynesian unemployment, also known as cyclical or demand deficient unemployment, occurs because of deficiency in aggregate demand in the economy. Cyclical unemployment rises when the economy is at downturn and cascades when it improves. Demand for most goods and services cataracts, less production is needed; wages do not decrease to meet the equilibrium level, and mass unemployment results.

Thirlwal (1979), Grill and Zanalda (1995), and Hussian and Nadol (1997), examined the Keynesian theory, and posit that increase in employment, capital stock, and technological change are endogenous and fundamental determinants of long-term growth of output hire of workers. Keynesian theory of employment is depended on real demand, resulting in increased output, which creates income to aid further production, that calls for more labour. The aggregate supply is a function of physical, and technical conditions that do not change in the short run, which remains stable. Keynes concentrated on aggregate demand function to fight depression and unemployment. Thus, consumption and investment demands are increased by raising the propensity to consume goods and services to create proceeds and engage workers. However, the psychology of the people 's taste, habit, etc. (propensity to consume) remains constant in the short run.

iii. *Marxian Theory*

It is in the very nature of the capitalist mode of production to overwork some workers while keeping the rest as a reserve army of unemployed393 people. Marxists also share the Keynesian view of the relationship between economic demand and employment, but with the caveat that the market system's propensity to slash wages and reduce labour causing crises of unemployment and periods of low economic activity. To Karl Marx, unemployment is rooted in an unstable capitalist system, that provides a "reserve army of labour" that exerts descendant burden on wages. These reserve armies of labour fight among themselves for scarce jobs at lower and lower wages. The Marxian's advocated the abolition of capitalism and shift to a socialist or communist economic system, that has nothing doing with unemployment, which is a proof of the inability of a capitalist system.

iv. *Efficiency Wage Theory*

Efficiency wage theory is a macro-economic approach to explaining unemployment. The rationale behind the theory is as follows; assume that workers

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others and are therefore less likely to work harder. The effort is a function of costly monitoring, i.e., if you are closely monitored. An employer cares about the cost of labour (the wage rate). However, the salary is dependent upon the productivity of the workers. So, the objective is to minimize the wage by dividing the productivity per unit produced. There are at least two methods to solve: Firstly, you can increase productivity by increasing wages. The reason for this is that as wages increases, the cost shrinking becomes higher because if you are caught stealing, you are fired and lose your wages. The higher the salary, the more you lose by being fired. Therefore, a higher pay means that you work even harder since it is more imperative for you to earn more money than fired.

III. Method of Study

According to Osuala (2005), research is simply the process of arriving at dependable solutions to problems through the planned and systematic collection, analysis, and interpretation of data. Research advances knowledge, promotes progress, and enables man to relate more effectively to his environment, accomplish his purposes, and resolve his conflicts.

Asika (2004) defined research as any organised inquiry that aims at providing information for solving identified problems. These problems must of necessity use scientific inquiry method, inherent in research as consisting of five steps: identification of problems, its definition, and analysis, a deduction based on the investigation including recommendations of solutions to the delinquent, and implementation of the proffered solutions.

To Fox (1969) and Nwankwo (1984), research is a process of gathering information and drawing conclusions. Fred Kerlinger (1973) and Nwanna (1981) defined research as finding a solution to a problem.

Mouly (1970) opined that research is a systematic, objective, and accumulated search for the solution of a well-defined problem. Best and Kahn (1989), their contribution, defined research as the systematic and objective analysis and recording of controlled observations that may lead to the development of generalisation, principles, or theories resulting in prediction and possibly ultimate control of events.

Bassey (2002) opined that research as a rotational process that tries hard to overthrow its speculation rather than define them, meaning that enquiry refers to any organised inquiry that aims to provide information to solve identified problems.

According to Hornby (2006), research is defined as a careful study, especially in other to discover new facts or information about it: medical/historical/ scientific, etcetera. Research and development (R&D) apply to industries, and it refers to work that tries to find new products and processes or improve existing ones.

Akpakpan (2003) defined research as "a careful search, a study, inquiry; usually critically and exhaustive investigation or experimentation, living for it, aim the revision or conformation of an accepted conclusion or for generalising in the light of newly discovered facts. Thus, the facts revealed could help confirm an existing knowledge or acquire new knowledge or contribute to data to solve a problem.

According to Abomaye-Nimenibo (2015), research is the systematic and scientific method of inquiry leading to the obtainment of a looked-for solution to a problem using a systematic study method. An agreed mode of carrying out an investigation should lead to the result's achievable, either positive or negative, of the solution looking for, based on the adduced facts, which must be devoid of manipulation against the physical sciences' manipulations. The social behaviour of the people could not be assessed under a controlled experiment. There is no one all-inclusive or comprehensive definition of the concept of research.

However, any reasonable definition of the concept must contain most, if not all, of the following elements:

i. *Objectivity:* There are specific standard procedures that must be followed in investigating any problem without being biased or sentimental so that the results reached are reliable.
ii. *Systematicity:* The research must be such that it can be replicated or repeated by other researchers to find out whether the results obtained are accurate or not.
iii. *Control:* This means controlling variables outside the ones investigated to avoid interference and manipulating results.
iv. *Criticality:* The researcher must be well-armed with knowledge in his approach to the study, and concrete criticism must come out at every step in the research study to maintain objectivity.

Considering the research elements, it is true that no single or all-embracing definition can encompass all these elements. Research is an objective, systematic, controlled, and critical activity planned and directed towards discovering and developing dependable knowledge. Thus, for any study to be accurate, it must be objective, systematic to be replicable, and critical to allow enough room for judgment. So, having these elements as a guide in research, research, therefore, becomes a tool for advancing knowledge, promoting progress, and enabling man to relate more effectively with his environment to accomplish his purpose and resolve his conflict (Osuala, 2005). Hence, our reliance on library research.

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Research does not stand for routine activities of applying what is already known or teaching the usual sense of the word as known. It is earmarked for activities designed to discover facts and relationships that will make knowledge more effective (Osuala, 2005).

a) Types of Research

There has been a confusing array of research types arising from the fact that researchers have not agreed on any research classification system. Therefore, we need to look at the various types and methods of research to appraise, streamlining, and harnessing them into one cohesive slot. Fred Kerlinger (1973) pointed out the followings as an array of the methods of study generally found in research textbooks:

1. Experimental, historical and inferential research.
2. Exploratory, descriptive, and inferential causality.
3. Experimental, Ex post factor research.
4. Historical, descriptive, case, and clinical studies.
5. Sample survey, field studies, and experimental laboratory research.
6. Exploratory, descriptive, and causal research.
7. Exploratory and conclusive research.

Having these exposed classifications, the student wants to know the type of research to accept or adopt as appropriate. These various methods revealed similarities among them with a more concise and precise methodology or method of study. The choice depends on the type of research one wishes to conduct.

i. *Adoption of Ex-Post factor Research:*

We adopted Ex-Post factor research. Ex post facto, meaning "After-the-fact" research, is research carried out after the events studied have taken place and the data so postulated are already in existence. It is a systematic empirical study where the researcher does not control or manipulate the independent variables in any form. The situation for the learning already exists and has already taken place. However, the researcher can indeed create or use his research to generate the requisite data for analysis, especially when it comes to experimentation.

Ex-post factor research is like survey research as it is more inclined to data gathering than manipulating a variable. It is also called Library literature, where the required data is already available in the concerned institution (Abomaye-Nimenibo, 2016a).

ii. *Differences Between Ex-Post Facto, Experimentation And Survey Research*

The followings are differences between *ex-post facto* research and experimentation and survey research.

1. Ex post factor library research cannot use control measures in its investigation as there can be no manipulation of data because the events have already taken place. Therefore, the research is conducted after-the-fact. So, there can neither be a manipulation nor assignment of groups to achieve a degree of control and gather accurate data.
2. If we are to use a data control mechanism or manipulation to evoke a response and record data from the manipulation then, we need to have all the data on independent variables and not that we may not have data on the dependent variables. However, the primary requirement is the independent variable.
3. In ex-post factor research, both the independent and dependent variables are observed simultaneously since the latter's effects, and the latter had occurred before the study.
4. A very major difference between *ex post facto* research and survey and experimentation research is found like hypothesis testing (what should be and what is).

Despite its lack of precision, ex-post factor research still finds a place in scientific business research since it is a realistic approach to behavioural or social science research. Experimentation often does not occur in real-life situations and may need one type of contrivance (device) of research situation or another.

IV. Effort Made at Combating Unemployment in Nigeria

a) Various programmes set up to curb unemployment in Nigeria are:

A. *National Directorate of Employment (NDE)* is one of the Nigerian government's steps to reducing unemployment in Nigeria, and was established on 22nd November 1986. Its objective includes:

i. Promptly and effectively fighting unemployment by designing and implementing innovative programmes directed towards training opportunities.
ii. The guidance and management support services in giving funds to graduate farmers and small-scale entrepreneurs.
iii. Youth employment and vocational skills development programme.
iv. Special public works.
v. Carries out small scale industries and graduate employment programme.
vi. Set up Agricultural development programme, whose aims is to:
   a. generate employment for graduates, non-graduates, and School leavers in the Agricultural sector,
   b. encourage self-employment in agricultural production and marketing.

A team of Agricultural professionals in the Agricultural department of the directorate monitors these programmes. However, factors that include inadequate funding and the late release of funds from the federation account have impaired the effectiveness of the NDE

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agricultural programmes, as reported by Chinedum (2006) and Akintoye (2008).

B. *Establishment of National Economic Employment and Development Strategy (NEEDS).*

The NEEDS was introduced in March 2004, to correct the various macroeconomic imbalances inherent in the economy, solve social challenges, tackle the structural disparity inherent in an economy. Our principal economic goal is to build a modem Nigeria that maximises every citizen's potential to become the most extensive and most robust economy in Africa and generate employment with poverty reduction. Adebayo and Ogunrinola (2006) stated that, for NEEDS to achieve its objectives, she has to design many integrated programmes for generating employment opportunities for both women and youths to ensure economic growth and development. Despite all the action plans postulated for the period 2003-2007, the impact of NEEDS in combating the unemployment problem is not felt yet. This further points to the need to seek help in the informal sector to reduce unemployment drastically.

b) Unemployment and Economic Growth

This study is poised to answer whether there is any relationship between unemployment and economic growth and if in the affirmative, then was the relationship positive or negative? Walterskirchen (1999) has argued that there should be no argument about the relationship being positive or negative, even though GDP and unemployment may be rising in the long run. Employment will only increase if the GDP is increasing faster than productivity. Other things being equal, the greater the number of goods and services produced, the greater the labour required for production; because economic growth and employment go pari pasu (hand in hand). However, there is also the notion that higher productivity could mean fewer jobs. Calmfors and Holmlund (2000) had equally argued that there is often a failure to distinguish between increases in output due to higher capacity utilisation and those that are due to long-term growth. It is further argued that Labour market reforms may lower wage costs and increase employment, which will cause the output to grow. The production of goods and services may increase, reinforcing with a lag as the capital stock increases due to increased investment. Hence, an upsurge in labour productivity and further increases in labour demand will occur. Another school of thought has argued that unemployment could reduce long-term growth.

Daveri and Tabellini, 2000) has also stated that the more employment a nation has, the higher aggregate income will be, culminating in more savings, and more significant employment.

Aghion and Howitt (1994) and Daveri & Tabellini (2000) have also argued that a higher aggregate income of low skilled workers and higher savings will bring more capital accumulation, thus producing higher growth. However, an effect of working in the opposite direction is that higher employment is likely to reduce the average time spent in the education system before students enter the labour force (Storesletten and Zilibotti, 2000). An increase in population is said to be an increase in the available labour workforce. Nigeria's population has grown from 88,992,220 in 1991 to 140,003,542 in 2006, showing growing rate to be 36.4%, and a similar 55.5% growth of the economy for the same period. The unemployment rate within this period has increased by 74.8%. The oil sector's contribution to the GDP between 1991 and 2006 is 30.5%, while agriculture, which is the primary source of employment in the country, contributed 36.7% with a difference of 6.1 percent. The agricultural sector contributed 32.7% to the Nigerian GDP in 1985 and 41.8% in 2009, with the agronomic sector employing over 50 percent of labour in the country, supposed to decrease the unemployment rate, but rather the rate of unemployment increased 69 percent. The increase in the unemployment rate attributed to the neglect of critical sectors such as agriculture, gross mismanagement of national resources, wasteful spending, and misappropriation of funds. Inadequate infrastructural facilities in the country did not aid rapid industrialisation. We also saw a lack of political will to implement specific policies that can open up the Nigerian economy to private sector participation. One such is the government's unwillingness to implement full deregulation in the oil and gas industry's downstream sector.

V. Summary, Conclusion and Recommendation

a) Summary

The macroeconomic variable, unemployment, is a significant problem confronting the Nigerian economy, among the complex economic and social dimensions. Unemployment, which has a pivotal role to play with an increase in its figures, will lead to monetary drawbacks and vice-versa. Our study did not consider if the relationship between unemployment and growth was negative or positive.

However, various studies reviewed in the literature have concluded that high unemployment has never been favourable to economic growth. Hence it will be useful to maintain that the causality that runs from unemployment to economic growth indicates a relationship showing that unemployment impacts growth. The government's inability to find a lasting solution to this problem has affected economic life, financial activities, and the country's political system as a whole.

Therefore, this paper attempted to investigate the nexus (relationship) between unemployment and output growth in Nigeria. We applied the Augmented

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Dickey-fuller technique in testing the unit root property of the time series and cointegration test to test the long-run relationship between unemployment, output growth, inflation and foreign direct investment.

The unit root test conducted revealed that all variables in the model except unemployment are stationary at the same level and unemployment at first difference. The cointegration test shows a long-run relationship among the variables. The Granger causality test shows unidirectional causality between unemployment, output growth, inflation, and foreign direct investment.

The findings of this study show the significant implications for economic development policy in Nigeria. There is a tremendous and urgent need to tackle unemployment for any economy, especially Nigeria's developing economy.

Therefore, there is a need for strong institutional collaboration for dealing with these multivariate macroeconomic variables; unemployment, output growth, inflation, and foreign direct investment in Nigeria.

b) Conclusion

Unemployment is a canker disease eating deep into the Nigerian economy's fabrics, in contrast to full employment, which alleviates poverty, increasing economic activities that translate into economic growth. The unemployment situation in Nigeria has been a chronic disease, which has increased social vices, causing human capacity under-utilisation; increased poverty amongst the citizenry, which brings social alienation and produces weak purchasing power, etcetera. Although the Nigerian government had previously put policies and programmes meant to combat this menace, these programmes have not impacted the economic growth of Nigeria. Therefore, it has been noted that most of the programs established in Nigeria during the fight against unemployment in the system could not achieve their expected results due to a lack of adequate commitment to the course of the programs. Also, lack of transparency, absence of enabling environment, inadequate funding resulting mainly from mismanagement, among other reasons, are responsible for unemployment in Nigeria. Consequently, rather than reducing the unemployment phenomenon, the country has witnessed an alarming increase in unemployment incidence.

c) Recommendation

To curtail unemployment in Nigeria, we recommend as follows:

i. The agricultural sector should be given a facelift by giving to the sector the highest budgetary allocation.
ii. Give the Youths vocational training and skill acquisition schemes that will make them self-employed.
iii. Creation of value orientation awareness training for our youths.
iv. Indirect manual works be given to most of our youths, predominantly indigenous jobs.
v. The government should create the Public Works Department (PWD) at all levels to give direct works to our unemployed rather than contracting out every work.
vi. Small scale industries or cottage industries be established to absorb our unemployed graduates.
vii. The government at all tiers should ensure that the unemployed human resources are engaged and mobilized for menial jobs.
viii. The promotion of gender equality in all employment practices.
ix. There must be definite direct policies to increasing domestic output for stimulation of employment.
x. The government public expenditure should increase to stimulate aggregate demand; thus, motivating employment generation with optimum human resources utilisation.
xi. The government should employ a policy mix to control inflation.
xii. The government should grant subsidies or flexible credit facilities to all graduates, especially those from the minority areas.
xiii. The development of necessary infrastructure, especially 24 hours of electricity supply, be given.
xiv. The government's debt repayment policy be tilted towards asset acquisition and capacity building both in public and private sectors to attract foreign direct investment.
xv. The government should re-invest foreign direct investment (FDI) profits to create more employment opportunities.
xvi. The government should wage wars against indiscipline and corruption that impede economic growth by reducing investment and increasing the cost of doing business in Nigeria.
xvii. The government should give special and urgent attention to internal security to stretch both local and foreign investors' confidence.
xviii. Removal of socio-political impediments and discrimination to employment such as religious, ethnic, and political bias.
xix. Adoption of the labour-intensive industrialisation strategy, such as the indigenous technological innovation that encourages labour-intensive industrialisation.
xx. An up-to-date and robust labour market information system to relate all available jobs to job seekers and employers of labour, detailing existing vacancies and job specifications, required qualifications, salaries, and other working conditions be promoted.

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