

**IMPACT EVALUATION OF OGUN STATE BUREAU OF EMPLOYMENT
GENERATION INTERVENTION PROGRAMMES**

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CERTIFICATION

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DEDICATION

This research work is dedicated to Almighty Allah, the most merciful and most beneficent. It is also dedicated to my beloved parents, Alhaji and Alhaja M.F. Kuye. Finally, it is dedicated to the memory of my late friend Olufemi Akinbode Akinjobi. May the Lord grant him eternal rest (Amen).

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ABSTRACT

Unemployment and employment generation have attracted the interests of governments and other stakeholders of many nations. Governments at all levels in Nigeria have introduced various unemployment intervention programmes which have not achieved total result. Among such are the intervention programmes of the Bureau of employment generation (BEG) in Ogun State since 2003. While these employment generation programmes (EGPs) of BEG have been internally assessed, there has not been an external assessment. Therefore, this study evaluated the impact of the employment generation programmes of BEG (Agricultural training, vocational training and Ogun state unemployed graduates scheme) on employment generation in Ogun State, Nigeria.

The study adopted descriptive survey research design. Multi-stage sampling technique was employed to select 2,560 respondents: 525 agricultural training graduates, 650 vocational training graduates, 1,325 Ogun State Unemployed Graduates Scheme (OGUGRADS) beneficiaries, 28 staff of BEG and 32 trainers of the programmes. Graduates and trainers were connected using the data base of the Bureau. Data were collected using Employment Generation Programmes Questionnaire ($r = 0.69$) and, Staff and facilitators/Trainers Questionnaire ($r = 0.71$). These were complemented with 19 sessions of Focus Group Discussions (FGD) for graduates and 25 sessions of Key Informant Interview (KII) for staff and trainers. Eight research questions were answered and six hypotheses tested at 0.05 significance level. Data were analysed using percentages, Pearson Product Moment Correlation, Multiple regressions, and content analyses.

The employment generation programmes (EGPs) of BEG had significant joint effect on poverty reduction ($F_{(3,2496)} = 2651.84, p < 0.05$) accounting for 76% of the variations in the dependent measure. Their relative effects on poverty reduction are as follows: OGUGRADS ($\beta = 0.844, p < 0.05$), vocational training ($\beta = 0.127, p < 0.05$) and agricultural training ($\beta = 0.008, p < 0.05$). The EGPs also have a significant joint effect on social-vices reduction ($F_{(3,2496)} = 3625.96, p < 0.05$) with 81% variations in the dependent measure. Their relative effects on social-vices are: OGUGRADS ($\beta = 0.904, p < 0.05$), vocational training ($\beta = 0.41, p < 0.05$) and agricultural training ($\beta = 0.069, p < 0.05$). The components of the EGPs of BEG had significant joint effect on employment generation ($F_{(6,2493)} = 334.46, p < 0.05$); and accounting for 45% in the variations of the dependent measure. Significant relationship existed between funding of the BEG programmes and employment generation ($r = 0.281, p < 0.05$). Significant relationship also existed between EGPs and establishment of small-scale enterprises ($r = 0.357, p < 0.05$) and entrepreneurship ($r = 0.555, p < 0.05$). The FGD and KII results revealed that though the BEG, through its EGPs, has impacted positively on the graduates and their communities, its programmes are impeded by funding, maintenance, coordination and monitoring.

The Ogun state Bureau of Employment Generation has improved employment generation, reduced poverty and social-vices, but has been limited by financial, technical and managerial constraints. Government should, therefore, ensure more funding, effective coordination and monitoring of the EGPs for the Bureau to impact more on the lives of the people of Ogun State.

Key words: Ogun State Bureau of Employment Generation, Impact evaluation, Employment generation, Poverty reduction, Intervention programmes

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ABBREVIATION AND ACRONYMS

ILO:	International Labour Organization
GDP:	Gross Domestic Product
OGEGEP:	Ogun State Employment Generation Programme
BEG:	Bureau of Employment Generation
OGUGRADS:	Ogun State Unemployed Graduates Scheme
EGPs:	Employment Generation Programmes
UNO:	United Nations Organization
OPEC:	Organization of Oil Producing Countries
BLP:	Better Life Programme
TOT:	Training of Trainers
PBN:	Peoples Bank of Nigeria
NEEDS:	National Economic Empowerment and Development Strategy
OSAMCA:	Ogun State Agriculture and Multipurpose Credit Agency
UNDP:	United Nations Development Programme

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Unemployment and the task of employment generation have attracted the interests of governments and other stakeholders of many nations of the world since poverty and social-vices are attributed to unemployment. Unemployment and total employment in a country are the broadest indicators of economic activity as reflected by the labour market (International Labour Organization (ILO), 1999). World Book Encyclopedia (2002) indicates that unemployment results in lost income for the jobless, reduced sales for industry, and lost production for the society as a whole. High unemployment occurs during economic shrinks, when many businesses reduce production and lay off workers. Also, people who have lost their jobs spend less on goods and services, and the reduced demand leads to more joblessness. Even if jobs are available, unemployment can occur if workers lack the skills needed for the jobs.

Those jobless and seeking for employment will first experience shock, which is followed by active hunt for job, during which the individual is still optimistic and resentless. He still maintains an unbroken attitude. Second, when all efforts fail, the individual becomes pessimistic, anxious and suffers active distress, which is the most crucial state of all. Third, the individual becomes fatalistic and adapts himself to his new state with a narrower scope and a broken attitude (Eisenberg and lazarsfeld, 1938).

The global economic meltdown has sent tens of thousands of children out of school into the labour market to augment the dwindling income of their parents (Fajana, 1992; Oni, 1997). Industries are also shutting down and artisans in the informal sector of the economy also find it difficult to survive the whirlwind of the recession (Yesufu, 1998). The sum total of the consequences of the foregoing is increased unemployment and poverty coupled with social-vices such as political thuggery, gangsterism, prostitution, armed robbery, armed militancy, kidnapping, internet fraud, cultism, to mention a few among the youths and people. These social vices come in different forms in the absence of gainful employment and have serious implications for poverty, crime, conflict and the maintenance of democracy.

Unemployment situation in Nigeria has its root in the country's economic developments and performance since independence in 1960. At independence, agriculture was the mainstay of the Nigerian economy, accounting for over 50% of the Gross Domestic Product (GDP), and was the main source of export earnings and government revenue. In 1965/66, agriculture contributed 55% and declined to 45% in 1970/71. The dependence on agriculture was rapidly transformed into the dependence on oil following its discovery particularly, with the booming oil industry in the 1970s, leading to the neglect of the agricultural sector with adverse consequences for food production (National Employment Policy, 2000).

Presently, unemployment and underemployment have remained part of the most intractable problems facing Nigeria. In the 1960s and 1970s, the school leavers' unemployment problem was the dominant concern and in the 1980s unemployment continued to rise as the country experienced economic difficulties. Over time, the school leavers' unemployment problem of the 1960 and 1970s has climbed up the education ladder with graduate unemployment emerging as an important problem in the 1980s and 1990s (National Employment Policy, 2000). As noted by Ojo (1998), labour market studies in Nigeria indicate that secondary school leavers constituted 57.6% of unemployed persons while graduates of tertiary institutions jointly constituted 30.7%.

The 2006 population census in Nigeria shows that 19.7% of the population is unemployed, and the labour force seeking work and unemployment rate is higher in the rural areas (19.8%) than in the urban areas (19.2%). Of the total unemployed persons, 32.0% were aged below 25 years, while 47.5% were aged 25-44 years and 20.5% were aged 45-64 years (National Bureau of Statistics, 2010). However, the decomposition by age group showed a pattern with rates increasing with age up to 59 years and increased for persons aged 60-64 years, implying that unemployment affected the younger and older age groups. Thus, the age group 15-24 years had the highest rate of unemployment (41.6%), whereas the age group 45-59 years had only 11.5% and age group 60-64 years had 16.7%. This pattern was maintained when the rates were considered within the urban and rural sectors separately but in terms of gender, unemployment rates were higher for female than their male counterparts (National Bureau of Statistics, 2009).

The problems of unemployment and underemployment have now assumed a serious dimension in Nigeria that it could be regarded as the major development challenge for good economic welfare, social stability and human dignity, especially with the incidence of high poverty and social vices despite the country's rich endowment in physical and natural resources. Ibrahim (2004) affirms that several reports have painted a bleak picture of employment situation in Nigeria. Also, the International Labour Organization (2009) report on global employment trends predicted a worsened situation due to the global economic crisis. The World Bank on Employment Generation and Growth in Nigeria also pointed at dwindling job openings, with thousands streaming into the labour market (Ibrahim, 2004).

Fashoyin, et al. (1994) also affirms that the number of unemployed youths grows at an annual average rate of over 15%. Therefore, Bass and Kappel (1997) assert that this severe unemployment and underemployment, particularly among the youths spells poverty in the Nigerian economy as well as elsewhere in Africa. Suffice it to say that unemployment is a pressing problem in the Nigerian economy; not only is the actual level of unemployment high but it is also unequally distributed on the basis of gender and age.

It is on record that during economic recession, youth employment particularly tends to fall faster than adult employment in every industry, as well as in the whole economy generally (Raffee, 1986). Young people therefore tend to lose jobs more rapidly in those industries which decline fastest and the industrial composition of youth employment therefore changes faster than that of adult employment, since young people tend to be excluded from industries which stop recruiting. Although, such industrial changes may be misinterpreted as evidence of structurally determined youth employment, they are, in fact, simply effects of recession (Raffee, 1986). Perhaps, this explains why the age group 15-24years had the highest rate of unemployment (41.6%) in Nigeria in 2009 (National Bureau of Statistics, 2010).

World Book Encyclopedia (2002), states that unemployment brings personality disaster to the individual and creates many problems relating to his/her interpersonal and social adjustment and brings families into crises such as frequent disagreement, separation and sometimes disintegration. Instead of bearing the burdens of family liabilities, an educated unemployed remained a burden upon the

society and particularly on the family. This explains why Article 23 of the Universal Declaration of Human Rights states that “everyone has the right to free choice of employment, to just and favourable conditions of work, and to protection against unemployment”. The significance of every system to employment creation and skills acquisition has been stressed by many scholars (Kester et al, 2009).

The problem of unemployment can be grouped into two categories: one is the present lot of unemployed youths, while the other is related to future unemployment. The problem can also be tackled in two ways. The first could be creative or rehabilitative so as to deal with the existing magnitude of the problem, while the second category of measures could be preventive in order to create such conditions that no one can be forced to experience the trauma of unemployment (Bajpai, 2005). Based on this, employment could be viewed as a constitutional right, given the fact that it is the primary means provided by society for individuals to achieve and maintain economic security. Therefore, under the current economic systems, societies are necessarily obligated or expected to ensure that the system provides opportunities for every citizen to obtain access to gainful employment.

The literature has shown that in some developed countries of the world such as United Kingdom and United States of America, income support is provided for the registered unemployed (Sinfield, 1981; Walker, 1981; Streeten and Maier, 1983; and Routh, 1986). This according to Vodopivec (2004) is a necessary component of assistance to the unemployed and the objective is to compensate for income loss due to unemployment. Such payments help to cushion the effects of the reduction in consumption in the wake of the job loss in order to help alleviate poverty.

Shariff (2009) also describes the National Rural Employment Guarantee Scheme (NREGA) launched in India as a mechanism of income transfer, infrastructure development and promoting rural production and consumption, attracting attention of unemployed or underemployed because of immediate income (cash) transfer through 100 days assured work. In the same manner, the government of Bangladesh in September 2008 embarked on a 100-day Employment Generation Programme (EGP) for the poorest and the jobless poor in response to soaring food prices. The EGP represents a significant effort towards expanding coverage of employment generation- focused safety nets.

The evaluation of the 100-day employment generation programme by the Ministry of Food and Disaster Management of the government of Bangladesh showed that the programme was approached from the following perspectives: adequate preparation, beneficiary/participant selection (targeting effectiveness), fund release, implementation, monitoring, accountability mechanism and transparency, and programme impact as perceived by beneficiaries, staff and the public.

Kester and Ogunyinka (2007) however, indicate that the Nigerian informal sector, as a fast growing sector, employs about 30% of the working population in the country. This sector is characterized with a heterogeneous set of small-scale activities that are being affected by state action(s) and could therefore be regarded as a 'safety-net' for low income workers without regular employment or social security. This may be why, in an attempt to combat the problem of employment, the Federal Government of Nigeria made various efforts to bring down the rates of the twin problems of unemployment and poverty, particularly through the informal sector.

For instance, the earliest poverty alleviation programmes were the establishment of the National Accelerated Food Production Programme (NAFPP) in 1972 and the establishment of Nigerian Agricultural and Cooperative Bank (NACB), entirely devoted to funding agriculture. There were also Operation Feed the Nation (OFN) in 1977, Green Revolution in 1980, establishment of the Directorate of Food, Road and Rural Infrastructure (DFRRI) in 1986 and Better Life for Rural Women (BLRW) in 1986. National Provident Fund (NPF) was also introduced to manage social security benefits for those who have left paid employment. Then there were establishment of the Peoples Bank of Nigeria in 1990 and the Family Support Programme in 1993. Also, established to combat unemployment and alleviate poverty were the National Directorate of Employment (NDE) in 1987, the National Poverty Eradication Programme (NAPEP) in 2000, and the National Economic Empowerment and Development Strategy (NEEDS) in 2003.

Complementary to the efforts of the Federal government in Nigeria, most state and local governments also engage in employment creation activities. Examples of the state government initiatives were the School-to-Land (STL) programme in old Rivers State in 1985, where more than 2,000 jobless school leavers were drafted into 2,600 acres of farmland and the Lagos State Graduates Farming Scheme in 1988. The Ogun State government, in 2003, established the Ogun State Employment

Generation Programme (OGEGEP) now known as Bureau of Employment Generation (BEG) to tackle the problem of unemployment through creation of jobs by empowering trainees with relevant skills in the field of their choices. Some of these trainees may be assisted by the government at the end of the training to be self employed. The belief is that poverty and social-vices arise in part from unemployment and therefore, there is a need for a 'safety-net' for unemployed youths without regular employment or social security.

The Bureau is expected through its intervention programmes to promote agricultural and vocational skills acquisition for unemployed youths, graduates, senior citizens and special people; to help reduce poverty and social-vices through entrepreneurial self-employment; to ensure self reliance and reduce over dependence on parents and guardians immediately after graduation; to ensure job sourcing placement and rehabilitation through partnership with organized private sector; and to develop human resources for industrialization challenges (Oludimu, 2007).

Ever since government at all levels in Nigeria introduced various intervention programmes to tackle unemployment and poverty among others, these moves have not achieved total result. Among such programmes is the Ogun State Bureau of employment generation intervention programmes introduced since 2003. However, most of the programmes of the Bureau have been internally assessed but there has not been an external assessment. Therefore, this study evaluated the impact of the Ogun state Bureau of employment generation intervention programmes namely, agricultural training, vocational training and Ogun State Unemployed Graduates Scheme programmes. According to Cronbach (1982), an evaluation that simply assesses the merit of a programme's past performance and cannot provide stakeholders with insight to help them take the next step is of limited value.

Impact Evaluation looks beyond the immediate results of policies, instruction, or services to identify longer-term as well as unintended programme effects. It may also examine what happens when several programmes operate in unison. For example, an impact evaluation might examine whether a programme's immediate positive effects on behaviour were sustained over time.

1.2 Statement of the Problem

Unemployment, coupled with poverty problems has assumed a serious dimension in Nigeria as graduates of tertiary institutions have joined the class of unemployed people. Urban and rural unemployment among the youths has become unprecedented. It is on record that the national (composite) rate of unemployment rose from 3.4% in December 1996 to 11.8% in December 2004 and to 19.7% in March 2009. However, there have been various efforts by government since 1972 (both at Federal and State levels) to tackle the problem of unemployment and poverty but these moves have not achieved total result. Evidently, this unemployment problem, particularly among the youths could remain a national problem in the years to come, if concerted efforts/interventions are not made by the federal, state and local governments. This is because of the increasing rate of unemployment, as well as the extraordinary dimension of poverty and the social-vices problems associated with it.

Specifically, in Ogun State, the rate of unemployment in March 2009 stood at 8.5%, while urban unemployment rose from 7.1% in December 2001 to 16.4% in December 2004. The Bureau of Employment Generation (BEG) was therefore established in 2003 to combat the problems of unemployment, poverty and social-vices in Ogun State. While the employment generation programmes of the Bureau have been internally assessed there has not been an external assessment to determine the extent to which the Bureau is achieving the objectives for which it was established. It is against this background that the impact evaluation of the Ogun State Bureau of Employment Generation intervention programmes specifically agricultural training, vocational training and OGUGRADS, was carried out. The evaluation was to meet assessment needs and improvement needs rather than confine itself solely to merit assessment.

1.3 Objectives of the Study

The general aim of the study is to conduct an impact evaluation of the Bureau of employment generation intervention programmes in Ogun State.

The specific objectives are to:

1. Examine the relationship between the components of the training programmes of BEG and employment generation in Ogun State.

2. Examine the extent to which employment generation programmes of BEG have led to poverty reduction.
3. Analyze the effect of employment generation programmes of BEG on social-vices reduction.
4. Ascertain the contribution of the employment generation programmes of BEG to the establishment of small-scale enterprises and entrepreneurship.
5. Determine the relationship between funding of BEG and employment generation.
6. Ascertain the perceived impact of the programmes by graduates of the programmes, staff of the Bureau, trainers/facilitators for the training programmes and the public.
7. Identify the various challenges facing the Bureau in the course of achieving its objectives.
8. Proffer solutions to the identified challenges.

1.4 Research Questions

In order to achieve the objectives of the study, the following research questions were raised:

1. What is the relationship between the components of the training programmes of BEG and employment generation in Ogun State?
2. To what extent have the employment generation programmes of BEG reduced poverty?
3. What are the effects of the employment generation programmes of BEG on social vices reduction?
4. What is the relationship between the employment generation programmes of BEG and the establishment of small scale enterprises and entrepreneurship?
5. Are there enough funding and structures on ground for the achievement of the objectives of the employment generation programmes of BEG?
6. What is the perceived impact of the programmes by the graduates of the programmes, staff of the Bureau, facilitators and the public?
7. What are the various challenges confronting BEG in the achievement of the objectives for which it was established?
8. How can the identified challenges be reduced or eradicated?

1.5 Significance of the Study

The past attempts by the federal, various states and local governments in Nigeria aimed at creating employment opportunities and alleviating poverty have not achieved total result. This study is important at a time when unemployment, poverty and social-vices are on the increase due to the global economic recession and the down–sizing and right–sizing of the public sector, among other factors in Nigeria. The Ogun State Bureau of employment generation was established to offer succor where the various programmes of federal government such as Operation Feed the Nation, Green Revolution, Better life for Rural Women, Family Support Programme, Peoples Bank, National Directorate of Employment (NDE), National Economic Empowerment and Development Strategies (NEEDS), and so on, have not been able to make appreciable impact.

It was in this vein that the impact evaluation of employment generation programmes of a state government was deemed important given the closeness to the grassroots and rural populace. The Federal Government of Nigeria under NEEDS appreciates the importance of state and local governments by agreeing/promising to provide matching grants to them for projects and programmes that are of national priorities but whose implementation are best handled at the state or local level. The findings from this study therefore will help to determine the effectiveness or otherwise of the employment generation programmes of the BEG in Ogun State, taking into cognizance how the beneficiaries, those in charge of implementation and the public, perceived the impact of the programme viz: employment generation, poverty reduction, social vices reduction, establishment of small scale enterprises and entrepreneurship.

The findings will also help determine whether or not BEG should continue with the employment generation programmes, what necessary adjustment/corrections should be taken into account if the programmes should be continued, and the necessary steps to be taken if similar programmes are to be embarked upon in the future. That is, the research findings will provide further impetus for continuity, reform or modification of the employment generation programmes as necessary. The findings of this study will also provide opportunities for sharing experiences on the employment generation programmes of BEG in Ogun State especially, as regards results achieved, challenges and the road map for the future. This would be of great

benefits to Ogun State government, Non-Governmental Organizations, policy makers, those in charge of policy implementation and the general public.

The findings of the study will also have policy implications for total employment in Ogun State in particular and Nigeria in general, and would generate a pool of data from which references could be made in the future for further studies on appropriateness/effectiveness of employment generation programmes in Ogun States.

1.6 Scope of the Study

The study was an impact evaluation of the Ogun State Bureau of employment generation intervention programmes. Specifically, it evaluated the agricultural training, vocational training and Ogun State Unemployed Graduates Scheme (OGUGRADS) programmes. The choice of the institution was informed by the fact that it is a state government established agency in 2003, to create employment opportunities for the people and also alleviate poverty and reduce social vices, with more efforts diverted towards self-employment in agriculture and development of small scale enterprises in Ogun State.

Also, the choice of a state employment generation programmes was informed by the fact that the state (next to the Local Government) is closer to the grassroots (rural areas/populace where we have majority of the population as indicated by the 2006 population census) and as such reaches out to the people more easily and quickly than the government at the federal level. The study was limited to the period of 2007 till date because most of the programmes of the Bureau started in the year 2003 and it is believed that from 2007 upward the impact should have been felt by the beneficiaries and the populace.

1.7 Operational Definition of Terms

The following terms as used in this study are defined operationally to avoid ambiguity.

Evaluation – a judgement about how good or successful the employment generation programmes of the Bureau of Employment Generation in Ogun- State.

Employment – having a job or other gainful employment for which an individual receives some pay, remuneration or profit.

Programme – implies body of activities that are grouped together for action delivery by the Bureau of Employment Generation in Ogun State.

Youth Empowerment – this is a multi-dimensional social process that helps young persons to gain control over their own lives in Ogun State.

Economic Recession – it is a period of economic decline in a country resulting in reduced trade and industrial activity with many people unemployed.

Employment Generation – this is the creation of employment and employment opportunities for the citizenry in Ogun State.

Social Vices – unacceptable immoral qualities such as prostitution, armed robbery, internet fraud, drug use and abuse, kidnapping, oil bunkering, militancy, and so on in a person which constitute social problems in Nigeria

Youth – young people within the prime age, normally classified within the age bracket of 18-24 years, but for the purpose of this study would be classified within the age bracket of 18-35 years.

Youth Unemployment – when youths are without jobs but are available for and seeking work in Nigeria, particularly, in Ogun State.

CHAPTER TWO

LITERATURE REVIEW, CONCEPTUAL FRAMEWORK, THEORETICAL FRAMEWORK AND HYPOTHESES

2.1 Literature Review

2.1.1 Overview of Unemployment Situation in Nigeria

The present unemployment situation in Nigeria has its root in the country's economic developments and performance since independence in 1960. At independence, agriculture was the mainstay of the Nigerian economy, accounting for over 50% of the GDP, and was the main source of export earnings and government revenue. In 1965/66, agriculture contributed 55% to the GDP with the figure declining to 45% in 1970/71. The dependence on agriculture was rapidly transformed into a dependence on oil following its (oil) discovery and the booming oil industry led to the neglect of the agricultural sector with adverse consequence for food production (National Employment Policy, 2000).

Encouraged by the revenue flow from oil, the government started investing in large-scale, capital intensive and strategic industries like petrol-chemical, refineries, iron and steel, fertilizers and so on. There was also a rapid expansion of education at all levels – primary, secondary and tertiary. Aggregate students enrolment at all levels of the primary school system rose from 2.9 million in 1960 and 6.9 million in 1975 to about 16.3 million in 1998/99. The secondary school level enrolment rose from 135,360 in 1960 and 735,905 in 1974/75 to 5.2 million in 1998/99 while, university enrolment rose from 1,395 in 1960 and 31,515 in 1975/76 to about 319,914 in 1998/99 and polytechnic enrolments expanded from 11,993 to 219,770 in the same period. Few light industries were also established because of the import substitution industrialization strategy adopted and few industries were set up to produce outputs such as cement, textiles, sugar, vegetable oil and wood products. The import-substitution strategy of the nation turned the domestic terms of trade against agriculture and led to rapid rural-urban migration (National Employment Policy, 2000).

The oil boom in the 1970s and early 1980s was short-lived as the economy began to decline following the collapse of oil prices and the failure to promote the agricultural sector and non-oil exports. According to Akerele (1997), after years of economic decline, falling per capita incomes, and debt crisis in the mid 1980s, the government adopted the Structural Adjustment Programme (SAP) in 1986 with the standard objectives of stabilization of the economy through restoration of fiscal and monetary discipline, liberalization of consumer and producer prices in favour of tradeables, the progressive movement towards a realistic market determined exchange rate regime, through depreciation and elimination of foreign exchange restriction, strengthening of balance of payments, privatization of public enterprises and so on.

The adoption of economic adjustment policies resulted in the reduction of government participation in economic activities through the introduction of privatization and commercialization of public-owned enterprises. The resultant privatization and reduction of subsidies to public sector firms heightened, hence, the resultant staff downsizing which aggravated the problem of unemployment in the country including the private sector, due to the decline in capacity utilization of the firms (Akerele, 1997).

Unemployment and underemployment have remained part of the most intractable problems facing Nigeria since independence in 1960. In the 1960s and 1970s, the school leavers' unemployment problem was the dominant concern and in the 1980s, unemployment continued to rise as the country experienced economic difficulties. Over time, the school leavers' unemployment problem in the 1960 and 1970s has climbed up the education ladder with graduate unemployment emerging as an important problem in the 1980s and 1990s (National Employment Policy, 2000).

The problem with National Population Census data in Nigeria makes it difficult to derive a reliable time series for labour force data and to estimate labour force annual growth. Using the 1963 population census, the potential labour force was estimated to be 32.2million in 1980. Based on the 1991 population census, the labour force was estimated to be about 28 million in 1991. Labour force according to the 1991 population census, includes all persons aged 10years and above who had worked at the time of the census (whether or not they were actively at work), as well

as those seeking work. The lower age limit of 10years instead of 15years recommended by the United Nations (1967) was adopted in order to capture the actual situation in the country. Therefore, in the 1991 census, data on labour force participation were collected from all persons who were aged 10years and above at the time of the census (National Population Commission, 1998).

However, total labour force in Nigeria according to the 2006 census report is made up of all persons aged 15-64 years excluding students, home-keepers, retired persons and stay-at-home parents, and persons unable to work or not interested in work. In contrast, unemployment rate is defined as the proportion of labour force who was available for work but did not work in the week preceding the survey period for at least 39 hours (National Bureau of Statistics, 2010).

Work was defined as “any gainful employment”, that is ‘any activity for which the respondent received some pay or remuneration, profit, or which generated family gains at any time during the reference period’. Workers, therefore, included participants in household enterprises, for example, women and children who assist in farm work and as sales persons or helping hands in family business that produce income. However, in the 1991 Population Census, activities excluded were house cleaning, fetching water, and baby sitting which are common and usual household chores performed by youths, the elderly and, sometimes, by non-working housewives, among others (National Population Commission, 1998).

The size of the labour force for the population aged 10 years and above is 27,936,529 persons (consisting of 17,562,642 males and 10,373,887 females) constituting about 31 percent of the population of Nigeria. Also noticeable are the urban – rural differentials in the size of the labour force aged 10 years and above which shows a higher contribution being made by the rural areas to the active population in all the age groups while urban areas show consistently lower percentage in all the age groups. The higher rural contribution to the labour force is so because majority of the population live in the rural areas.

Overall, the index of economic dependency indicates that Nigerian workers bear heavy economic burden as 234 non-workers depend on 100 workers aged 10-64 years. The ratio is higher in the urban areas (219 dependants per 100 workers) than in rural areas (206 dependants per 100 workers). A substantial proportion of the

nation's labour force is also in agriculture and related works: 22 percent are sales workers, while 13.9 percent are in production and related jobs. More males are in agriculture than females and the proportion of males in agriculture increases somewhat marginally with age, but the converse is the case for females (National Population Commission, 1998).

The 2006 population census shows that 19.7 percent of the population was unemployed, that is, was part of the labour force seeking work. It revealed that unemployment rate was higher in the rural areas (19.8%) than in the urban areas (19.2%). Of the total persons 32.0% were aged below 25 years, while 47.5% were aged 25-44 years and 20.5% were aged 45-64 years (National Bureau of Statistics, 2010). However, the decomposition by age group showed a pattern with rates increasing with age up to 59 years old and increased for persons aged 60-64 years, implying that unemployment affected the younger and older age groups. Thus, the age group 15-24 years had the highest rate of 41.6%, whereas the age group 45-59 years had only 11.5% and age group 60-64 years had 16.7%. This pattern was maintained when the rates were considered within the urban and rural sectors separately but gender-wise unemployment rates were higher for female than their male counterparts (National Bureau of Statistics, 2009).

Nigeria had an estimated labour force of 50.1 million and unemployment was estimated at 4.9 percent in 2007. In 2006, the unemployment rate was 5.8 percent overall and urban unemployment of 12.3 percent exceeded rural unemployment 7.4 percent. Labour force employment by sector from 1999 was as follows: 70 percent in agriculture, 20 percent in services, and 10 percent in industry (Library of Congress, 2008).

Employment trends in Nigeria indicate that without a concerted effort to tackle the problems of employment and underemployment, the situation may get worse. Therefore, all the agencies at all levels of government – federal, state and local, are encouraged to imitate or implement specific action programmes to accelerate the creating of more employment opportunities aimed at eliminating underemployment of human and material resources; and provide sustainable employment to those who are openly unemployed and underemployed.

2.1.2 Overview of Government Efforts at Employment Generation in Nigeria

Nigeria is located in West Africa on the Gulf of Guinea between Benin and Cameroon with an area of 924,000 square kilometers, including about 13,000 square kilometers of water. It shares borders with Cameroon (1,690km) in the east, Chad (87km) in the northeast, Niger (1,497km) in the north, and Benin (773km) in the west (Library of Congress, 2008).

Nigeria, according to the 2006 census figures, had an estimated population of 140 million – nearly one-quarter of Sub-Saharan African population (Nigeria masterweb, 2010). The census figures put the nation's population at 140,003,542 out of which the males are 71,709,859 and females 68,293,683, giving a sex ratio of 105 to 100, with annual growth rate of 3.2 percent (Saidu, 2007).

Agriculture is the dominant economic activity in terms of employment and linkages with the rest of the economy and roughly 75% of Nigeria's land is arable, of which about 40% is cultivated. Nigeria also has estimated proved oil reserves of 32 billion barrels, mainly in the south-eastern and southern coastal area, and is the 6th largest producer in Organization of Oil Producing Countries (OPEC). The country is also blessed with abundant solid mineral deposits.

The Federal and states governments of Nigeria made various efforts in the past and have made also at present to bring down the twin problems of unemployment and poverty. For instance, the earliest poverty alleviation programmes were the 1972 General Yakubu Gowon's National Accelerated Food Production Programme (NAFPP) and the Nigerian Agricultural and Cooperative Bank (NACB), entirely devoted to funding agriculture.

There were also the much publicized Operation Feed the Nation (OFN) in 1977, Green Revolution in 1980 and the Directorate of Food, Road and Rural Infrastructure (DFRRI) in 1986. National Provident Fund was also introduced to manage social security benefits for those who have left paid employment but not for those who have never been in paid employment. There was the establishment of the National Directorate of Employment in 1987, the Peoples Bank in 1990, Better Life for Rural Women in 1986, Family Support Programme in 1993, the National Poverty Eradication Programme (NAPEP) in 2000, and the National Economic Empowerment and Development Strategy in 2003 to tackle the problem of youth employment.

The Better Life Programme (BLP) for the rural women was initiated in September 1986 to improve the quality of life and status of the rural women by creating awareness in women and encouraging them to realize, utilize and develop their potentials for a more fulfilling life. It has as its main focus the improvement of the earning opportunities, alleviation of poverty and elimination of ignorance among rural women. The BLP's design and development were hinged on gender development as well as the human rights approach. The two approaches are complimentary and important at ensuring that women understand the context in which their rights are located as well as what their rights were and what they could do to access and claim the rights as citizens of Nigeria.

Some of the goals of BLP included:

- i. Striving to eradicate hunger and absolute poverty among rural dwellers, particularly through economic empowerment ventures.
- ii. Encouraging agricultural related programmes that have huge trade and investment potentials through strengthening of cooperative societies.
- iii. Facilitating easier access to education and trading in skills acquisition and training of trainers (TOT).
- iv. Advocating for qualitative healthcare, food and nutrition, potable water, clean and peaceful environment.
- v. Promoting the active participation of women in governance and other social spheres of life.

The establishment of the Peoples Bank of Nigeria (PBN) in 1988 was the Federal Government effort to promote rural financial inter-mediation with the objective of tackling poverty and promoting rural empowerment. Government had come to the realization that the increasing pauperization of micro entrepreneurs, mostly rural dwellers and women, was lowering the standard of living of the people. Policy makers and commentators also recognized that this group of people lacked the collateral that could secure them the loans that are usually obtained through conventional commercial banks.

The enabling law specifically charged the bank to “meet the credit needs of small borrowers who cannot satisfy the stringent collateral requirements normally demanded by conventional banks”. It was also set up to “provide small, quick, easy-to-obtain, short-term loans to small businesses without collateral requirement”. The

bank was to provide micro-credit for the under privileged persons in the Nigerian society to enable them initiate small-scale industries. Initially, the bank's branches were restricted to the rural areas but that was to change quickly with pressures from influential members of the political class. As at 1988, PBN loan ranges from 50 - 500 naira, but under pressure from big entrepreneurs, generals and politicians, this policy was changed in 1994 and the lending ceilings were abolished. Loans were thereafter considered on a case-by-case basis.

According to Iheduru (2002), the bank grew rapidly as the idea was well received by the citizens and by 1996, the total branches of the bank rose to 275. By 2001, the bank had added only four more branches to stand at 279 branches throughout the country. By 1994, it had 71 mobile banks which extended the bank's services by land and sea to the consumer's front door. Its total assets had risen from 1,015 million naira in 1995 to 1,073 million in 1996. The rate of growth of the PBN had slowed considerably as the initial goal was to have a branch of the bank in each of Nigeria's 774 local government areas. Importantly, 75% of the bank customers were women who received loans averaging 2,000 naira. Though, repayment rates of 30% by customers were poor initially, that for the women averaged 93% as reported by the first president of the bank. Interest rates for the loans were fixed at 20% when commercial banks charged much higher.

It can be argued that the complete domination of the board of the PBN by government officials through its whole ownership does not bode well for the future of the bank. Among the limitations that the bank faced in its short history are low repayment rate (about 30%), a lack of sustainability because of the heavy dependence on governmental subsidy and the general impression that government money is nobody's money. Regardless of this, the PBN has been a successful experiment in micro credit intermediation for the rural poor. It has been noted that until 1995, which corresponded with the first management change at the bank, it had hitherto experienced a high debt burden as a result of high default rate.

The analysis of the PBN activities has clearly shown that the role of rural and community banks in development cannot be underestimated. These micro financial institutions mop up and allocate micro-credit and thereby facilitate the capacity of the rural poor and women to embark on income yielding economic endeavours. As observed by Iheduru (2002), a study on community banks in Nigeria has shown that

micro enterprises have through bank loan availability been able to “sustain and promote rural development and for the first time, communities are realizing that they can advance their own economic fortunes”.

The establishment of the National Directorate of Employment in 1987 is one of the greatest efforts by the federal government to tackle the crisis of youth unemployment. The objectives of the Directorate include to:

- i. Design and implement programmes to combat mass unemployment.
- ii. Articulate policies aimed at developing work programmes with labour intensive potential.
- iii. Obtain and maintain a data bank on employment and vacancies in the country with a view to acting as a clearing house to link job seekers with vacancies in collaboration with other government agencies; and
- iv. Implement any other policy as may be laid down; from time to time, by the Board.

Since the establishment of NDE, much has been done to boost self-employment through its various schemes, which include:

- i. The National Open Apprenticeship Scheme (NOAS) where participants are attached to various trainers who are master-craftsmen (who are either individuals or institutions) to learn chosen trades. The graduates of the scheme can either establish themselves using small scale industries loan facilities or find gainful employment in the labour market.
- ii. The Work to Wealth Scheme (WWS) provides unemployed youths, with skills that can convert discarded objects like seashells, snail shells, corals and other waste materials into valuable objects such as toys, furniture items and decorative items. The scheme encourages creativity and discourages the culture of waste.
- iii. The Small Scale Industries and Graduate Employment Programme (SSIGEP) trains tertiary graduates on entrepreneurship and helps them with loans to start their own businesses.

- iv. The Mature Peoples Scheme (MPS) keeps retired or retrenched people economically active by helping them to set up their own businesses. They are assisted in preparing their feasibility reports for onward transmission to financial institutions for soft loans.
- v. The Graduate Agricultural Loans Scheme (GALS) is for graduates in agriculture who gain from a loan package after going through the necessary orientation.
- vi. The School on Wheels Scheme (SWS) takes fully equipped mobile vocational facilities to the rural areas to train corps of rural artisans for employment promotion to reduce the rural-urban drift.
- vii. The Disabled Scheme trains people with disabilities for self-employment.

Young men, women and Nigerians generally take advantage of the available training programmes of the National Directorate of Employment to acquire the necessary skills for self-employment benefits from the micro-finance loan facilities, National Farmers Credit Programme and the Nigerian Agricultural and Rural Development Bank (National Employment Policy, 2000).

Central Bank of Nigeria Annual Reports (1996) show that NDE has achieved remarkable progress in respect of its various programmes, some of these include:

- i. The training of over 766,783 persons (including the disabled) in the National Open Apprenticeship Scheme between 1987 and 1996.
- ii. Those who have benefited from the Resettlement Scheme were over 106,854 at the end of 1996.
- iii. The School on Wheels Scheme had engaged 15,317 unemployed youths as at the end of 1994.
- iv. The Special Public Works Programme has created jobs for over 154,910 persons between 1987 and 1996.

In January 2001, the Federal Government of Nigeria initiated the National Poverty Alleviation Programme (NAPEP). The scheme was structured to integrate for sectoral schemes. The first is the Youth Empowerment Schemes (YES), which is concerned with providing unemployed youth opportunities in skills acquisition,

employment and wealth generation. To achieve this, the scheme was further subdivided into Capacity Acquisition Programme, Mandatory Attachment Programme and Credit Delivery Programme.

The second is the Rural Infrastructure Development Scheme (RIDS). The objective of this scheme is to ensure the provision and development of infrastructural needs in the areas of transport, energy, water and communication, especially in rural areas. The scheme was broken into four parts: the Rural Transport Programme, the Rural Energy Programme, the Rural Water Programme and the Rural Communication Programme.

The third is the Social Welfare Service (SOWESS) which aims at ensuring the provision of basic social services including primary and special education, strengthening economic power of farmers, providing primary health care and so on. This scheme consists of four broad sub-categories which are the Qualitative Education Programme, Primary Health Care Programme, Farmers Empowerment Programme and Social Services Programme.

The fourth scheme is the Natural Resources Development and Conservation Scheme (NRDCS). The vision of this scheme is to bring about a participatory and sustainable development of agriculture, mineral and water resources through the following sub-divisions: Agricultural Resources Programme, Water Resources Programme, Solid Resources Programme and Environment Protection Programme.

The target of NAPEP is to completely wipe out poverty from Nigeria by the year 2010 and the three stages to the attainment of this identified target include:

- i. The restoration of hope in the lives of poor people in Nigeria. This involves providing basic necessities to hitherto neglected people particularly in the rural areas.
- ii. The restoration of economic independence and confidence, and
- iii. Wealth creation.

In order to ensure an effective implementation of the schemes objectives organizational structures was outlined with the National Poverty Eradication Council (NAPEC) as the apex organ for policy formulation, coordination, monitoring and review of all poverty eradication activities in the country. NAPEP is funded by the Poverty Eradication Fund (PEF) and contribution by states, local governments, the private sector and special deductions from the consolidated fund of the Federal

Government. It also gets donations from International Donor Agencies such as the World Bank, the United Nations Development Programme, European Union, Department for International Development, the Japanese International Cooperation Agency and the German Technical Assistance.

According to Elumilade et al (2006), from January 2001, NAPEP has intervened in a number of projects with about 140,000 youths trained in more than 190 practical hand-on trades over a period of three months. Every trainee in this intervention project was paid N3,000 (\$21) per month while, N3,500 (\$25) was paid to each of the trainers. The training programme was packaged with the understanding that beneficiaries would subsequently set up their own business in line with the skills they have acquired.

Despite the achievements of NDE as indicated by the Central Bank of Nigeria annual reports, unemployment persisted resulting in the establishment of the National Economic Empowerment and Development Strategy (NEEDS) in 2003. It was the key economic platform of the Obasanjo administration. NEEDS focuses on four key strategies: re-orienting values, reducing poverty, creating wealth, and generating employment. It also recognizes that the government must work not only to improve incomes but to tackle the many other social and political factors that contribute to poverty. It was set out of the government's economic policy objectives, part of which is to create about 700,000 jobs for over a period of 7 years, to reduce poverty, to increase employment generation and also to decelerate inflation through the stabilization of the exchange rate (National Planning Commission, 2004). NEEDS is to promote private enterprise where the private sector will be the engine of economic growth, the executor, investor and manager of business. The government is to play the role of enabler, facilitator and regulator, helping the private sector grow, create jobs and generate wealth.

As identified by National Planning commission (2004), the rate of urbanization in Nigeria – about 5.3% a year – is one of the fastest growing in the world, with urban unemployment estimated at about 10.8% If manufacturing and services sectors do not grow sufficiently to absorb the surge of labour to urban areas and if rural areas are not transformed to stem the growth in migration to urban areas, the rate of urban unemployment could become unmanageable. NEEDS recognizes the urgency of the unemployment situation, but understands that there will be a delay

in the expected job-creation effects of the reform programme. It also recognizes the need for specific steps to facilitate individual empowerment, particularly among young people and other vulnerable groups, through the creation of new jobs. Coordinated implementation of NEEDS at the federal level and the State Economic Empowerment and Development Strategy (SEEDS) at the state level is expected to lead to about seven million new jobs (National Planning Commission, 2004).

As at March 1999, 23.2% of the rural labour force was unemployed while 12.4% of the urban dwellers were without jobs. In March 2003, rural unemployment rate had dropped to 12.3% and urban rate to 7.4% (giving a composite unemployment rate of 10.8%). These, according to the National Planning Commission (2004), are large numbers given that the labour force is about 61 million in Nigeria.

NEEDS agreed with the fact that apart from contributing the largest share of GDP, agriculture is the largest non-oil export earner, the largest employer of labour and a key contributor to wealth creation and poverty alleviation, as a large percentage of the population derive their income from agriculture and related activities. Therefore, under NEEDS, the government aims at the creation of more agricultural and rural employment opportunities to increase the income of farmers and rural dwellers through the modernization of production and creation of an agricultural sector that is responsive to the demands and realities of the Nigerian economy.

The objective of NEEDS is to restore agriculture to its former status as a leading sector in the economy in terms of its contribution to GDP, supply of raw materials, employment generation, source of exports, local consumption and food security. To achieve these targets, NEEDS encourages states to develop projects of model for rural communities and farm settlement to be adequately provided with feeder roads, boreholes, vocational training, simple farm tools and equipment, alternative energy source and communication centres for a wholesome life to reduce rural-urban drift (National Planning Commission, 2004).

The National Planning Commission (2004) also stated that youth joblessness has resulted in increasing incidence of social ills among the youths, necessitating policies specifically targeted at youth empowerment and development in order to

reverse the negative consequence associated with the past pattern of development. Specific intervention in this regards include the following among others:

- i. Expansion of opportunities for vocational training and entrepreneurial development.
- ii. Provision of facilities for sports and recreation (public sports facilities and parks).
- iii. Use of public work such as road maintenance schemes and agricultural based schemes to alleviate youth employment.
- iv. Promotion of targeted youth employment to deal with the short-run consequences of the reform process.

Complementary to the efforts of the Federal government in Nigeria, most state governments are also not left out of employment creation activities. Examples of the state government initiatives were the Lagos State graduates farming scheme in 2005 and the School –To- Land Programmme (STL) and the Skills Acquisition Programme (SAP) in old Rivers State in 1985, where more than 2,000 jobless school leavers were drafted into 2,600 acres of farmland. About 41,500 school leavers who could not secure a place in the SLT were provided the opportunity in SAP to be trained in employment through government assistance. SAP emphasized practical proficiency in trades and vocations, rather than certificates. Not only that, the Old Rivers State government also ordered the registration of all unemployed engineers and technicians of the state origin into a “reserve army of experts” to be utilized as direct labour for the state’s infrastructural development: building of office blocks, low-cost houses, schools, clinics, roads, etc.

The Ogun State government in 2003 also established the Ogun State Employment Generation Programme (OGEGEP), now known as the Bureau of Employment Generation (BEG) to create wealth and employment for the people of the state. The belief is that poverty arises, in part, from unemployment and therefore, there is a need for a ‘safety-net’ for unemployed youths without regular employment or social security. The Bureau is seen as providing unemployment relief and has the potential for creating employment and helping to reduce poverty. The fundamental issue is determining how effective such intervention programmes are considering

that just as the federal government is making efforts at employment creation, so also are the various state governments.

2.1.3 An Overview of Ogun State Bureau of Employment Generation

Ogun State is a state in south-western Nigeria covering an area of 16, 409.26 sq kilometers. It borders Lagos state to the south, Oyo and Osun states to the north, Ondo state to the east and Republic of Benin to the west. The major food crops include rice, maize, cassava, yam and banana. The main cash crops include cocoa, kolanut, rubber, palm-oil and palm kernels, and it is the largest producer of kolanut in the country. It also produces timber and rubber on a large scale with about 20% of its total area consisting of forest reserve suitable for livestock. Mineral resources available include chalk, phosphate, high quality stones and gravels for construction works (Official website of Ogun state, 2007). Ogun state has a population of 3,654,098 according to the 2006 census figures, with 1,847,243 males and 1,810,855 females, constituting 2.61 percent of the country's population (Africa Masterweb, 2010). The unemployment rate in Ogun state as at March 2009 was 8.5% (National Bureau of Statistics, 2009).

The Ogun State government, in 2003, flagged off a registration exercise in all the 20 local government areas to determine the level of unemployment in the state. This was to determine the extent of the problem (unemployment) as well as to integrate the database into the government's broader development objectives of addressing unemployment issues and economic growth in Ogun State. The exercise provided the government with an insight into the rate of unemployment in the state and led to the birth of the Ogun State Employment Generation Programme (OGEGEP), now known as Ogun State Bureau of Employment Generation.

The Bureau of Employment Generation (BEG) hitherto, known as Ogun State Employment Generation Programmes (OGEGEP) was established in 2003 to alleviate poverty and create wealth and employment for the people. The belief is that poverty arises in part from unemployment (Oludimu, 2007). Some of the goals and objectives of the BEG according to Oludimu (2007) include:

- i. Agricultural and Vocational skills acquisition for unemployed youths, graduates, senior citizens and special people.
- ii. Poverty reduction through entrepreneurial self-employment for a secured future.
- iii. To mitigate the problem of restiveness among youths.
- iv. To ensure self-reliance and reduce over-dependence on parents / guardians immediately after graduation / NYSC.
- v. Human Resource development for industrialization challenges.
- vi. Job sourcing placement and Rehabilitation through partnership with organized private sector.

The BEG has the following programmes aimed at alleviating poverty and creating wealth and employment:

- i. The regular OGE GEP training programmes which started in 2003 are grouped into two:
 - a. Agricultural training programmes in poultry, fisheries, piggery, rabbitary, snailery, livestock production and arable farming.
 - b. Vocational (Non-agriculture) training/skills acquisition programmes in soap, creams, chalk, shoes, beads and hat making, painting and paint making, candle making, fashion designing, exercise book production, textile (for example tie and dye), arts and craft, screen painting, catering and cake making and so on.
- ii. Job sourcing and placement scheme/centre: This is a labour exchange office which serves as a pool to meet the labour needs of both the public and private sectors. The unit/centre was set up in 2006 as a tool to enhance the chances of the unemployed to secure jobs. It serves as a reservoir of human resources with a pool of qualified professionals in specialized fields, artisans and semi-skilled personnel. The centre links up prospective job seekers with the private sector and industrialist for employment.

The JSP centre compiles and updates the database of the unemployed in Ogun State through registration whereby unemployed persons are advised

to pick up the registration forms from the head-quarters of their various local government councils and submit the completed forms to the point of collection. Registration forms can also be collected from the Bureau's Job Sourcing and Placement Centre at the State Capital (Abeokuta). The last registration exercise to review employment issues in the state was conducted in 2003 and it provided the government with an insight into the rate of unemployment in the state and led to the birth of Ogun State Employment Generation Programme (OGEGEP) now known as the Bureau of Employment Generation (Oludimu, 2007). The Bureau has a working arrangement with other government agencies and private companies where the names and curriculum vitae of registered unemployed persons are forwarded for employment anytime vacancies are declared in such establishments.

- iii. Ogun State Unemployed Graduates Scheme (OGUGRADS): This is a welfare scheme (a form of social security scheme) for the unemployed graduates from higher institutions. It started in February 2007 and is strategically and advantageously positioned to serve as the Ogun State Youth Service Corps Scheme. Under the programme, participants undergo training to enrich their knowledge in various vocational/agricultural skills for one month before being posted to places of their primary assignment in different parts of the state. Participants are sent to various ministries, government agencies, parastatals, as well as the private sector where their services are needed for a one year programme. Out of the 5 working days in a week, they work for 3 days and use the 2 free days to seek employment elsewhere. The participants are paid a monthly stipend of 7,000. At the end of the one year programme, some may be given permanent appointment where they serve, while some may be fortunate to secure permanent appointment elsewhere before the end of the one year programme (Ogun State Website, 2008).

According to Oludimu (2007) the objectives of OGUGRADS include:

- a. To ensure maximum utilization of talented human resources that abounds in the state.

- b. To ensure self-reliance and reduce over-dependence on parents/guardians immediately after graduation/NYSC.
- c. To mitigate the problem of restiveness among youths.
- d. To enrich the knowledge of the unemployed graduates in various vocational/agricultural skills for one month of the programme before posting them to places of their primary assignment in different parts of the state.

To take care of the graduates of the Bureau's agricultural training programmes the state government promised to establish 20 farm estates, one in each of the 20 Local Government Areas, where they (graduates) will eventually be settled. In fact, 8 farm estates have been successfully established. The Ogun State government also successfully established the Ogun State Agriculture Multipurpose and Credit Agency (OSAMCA) to grant credit facilities to farmers and other entrepreneurs in the state. It (OSAMCA) was established as a back-up of the state employment generation programme to disburse loans to successful applicants (Ogun State Website, 2008).

The Bureau of Employment Generation in Ogun state has been a toast of other states in the federation for its various commendable programmes aimed at turning around the fortune of its citizens and repositioning the state's economic base. For example, the Niger Sate Government sent a two-man team to Ogun State with a view to understudying the modus operandi of the Bureau in 2008 (BEG, 2008).

2.1.4 Review of Unemployment in Some Countries (United Kingdom, United States, Kenya and India).

Unemployment is becoming an increasing problem in many parts of the world. Given this trend, the task of helping the unemployed has gained importance and attracted the interest of policy makers. Unemployment and total employment in a country are the broadest indicators of economic activity as reflected by the labour market (ILO, 1999).

The problem of unemployment can be tackled in two ways: the first category of measures could be creative or rehabilitative to deal with the existing magnitude of

the problem and the second category could be preventive in order to create such conditions that no one can be forced to experience the trauma of unemployment (Bajpai, 2005).

Sudir (2007), states that the number of jobs and the level of employment in any society are a function of the extent to which the political-social-economic system is able to harness the available resources to meet human needs. Given the fact that employment is the primary means provided by society for individuals to achieve and maintain economic security under current economic systems, societies are necessarily obligated to ensure that the system provides opportunities for every citizen to obtain gainful employment. Every nation has an obligation to generate access to gainful employment to its entire citizen and make employment a constitutional right (Sudir, 2007).

World Book Encyclopedia (2002) has shown that unemployment results in lost income for the jobless, reduced sales for industry, and lost production for the society as a whole. High unemployment occurs during economic shrinks, when many businesses reduce production and lay off workers and people who have lost their jobs spend less on goods and services, and the reduced demand leads to still more joblessness. Even if jobs are available, unemployment can occur if workers lack the skills needed for the jobs (World Book Encyclopedia, 2002).

According to Encyclopedia Americana (2004), to be able to deal with unemployment, there must be an account of how many and who are unemployed. The level of employment can be assessed through the number of jobs available and the extent to which the job openings match the workers in location, in occupation and in skill level. According to Streeten and Maier (1983), an increase in employment has the following functions:

- i. A growth function – that is employment as a factor of economic growth.
- ii. An income function – employment is a form of human participation in the formation and distribution of national income.
- iii. A social function - employment is a means of realization of the social need to work for professional and social aspirations.

Data on unemployment are collected and analyzed by government labour offices in most countries and have come to be considered a chief indicator of economic health. In some developed countries of the world such as United Kingdom, United States of America, and so on, income support is provided for the unemployed. This according to Vodopivec (2004) is a necessary component of assistance to the unemployed, be it in the form of a pure transfer or through jobs created by public programmes

The objective of income support programmes for the unemployed means compensation for income loss due to unemployment. Such programmes provide income protection to workers by partly replacing their lost wages with social insurance payments (under Unemployment Insurance Savings Accounts) and lump-sum payments upon separation on wages obtained from publicly generated employment. Such payments help cushion the effects of the reduction in consumption in the wake of job loss – that is to help alleviate poverty (Vodopivec, 2004).

In August 1980, unemployment in the United Kingdom reached two million in the official figures and from the deepening gloom has emerged a consensus that the days of full employment are not only over: they are now as such a part of social history which may be regarded with nostalgia or contempt, according to taste (Sinfield, 1981). Purcell and Wood (1986) submits that manufacturing industry had been in decline in the United Kingdom for many decades, but the full impact of this trend upon the labour market was not widely defined as a problem throughout the 1950s, 1960s and early 1970s because it was counter-balanced by expansion in the tertiary sector. It was only in the late 1970s, as the growth in both service and public employment diminished and began to fall, parallel with an accelerating decline in manufacturing, that both the extent of work restructuring and the scale of social change which it precipitated became clear.

Because the level of unemployment is such an important indicator of the health of the economy, the governments of the industrialized countries have elaborate systems of measuring it. In an attempt to standardize practices, the International Conference of Labour Statisticians agreed that to be classified as unemployed, you must be of working age – that is above the age of compulsory

schooling; on the day of the count, you must be without a job, able to work (that is, not ill or 'institutionalized') and you must be seeking work for pay or profit (International Labour Office, 1959)

In the United Kingdom, to be included in the monthly count you must be registered at a government employment office, if not, you will not be counted, no matter how hard you may be looking for a job. In April 1981 in the United Kingdom, there were 2,439,499 unemployed out of a labour force totaling 25,405,590. If unemployment were distributed evenly amongst all the classes, then each would have a share of unemployment equal to its share of employment (Routh, 1986).

In the winter of 1971-2, the level of unemployment in the United Kingdom broke through one million and in the winter of 1981-2 the level reached three million. Some of the reasons for unemployment in the UK according to Sinfield (1981) include:

- i. Long term impact of world recession and the dramatic growth in economic and political power of the oil-producing countries of the Middle East.
- ii. Failures of successive governments in their economic policies and industrial strategies to make impact on these problems (Inadequate increases in productivity and excessive levels of inflation).
- iii. The labour force which continues to be swollen by more young and inexperienced school leavers and by the return to work of more married women. These are both groups with a traditionally higher level of unemployment, and one must expect this vulnerability to increase with the diminishing capacity to create new jobs.

The United Kingdom has income support programmes for the unemployed to compensate for income loss due to unemployment. One of the enduring myths about unemployment is that its link with poverty has broken in the UK because benefits are so generous and numerous in the welfare state. It is argued that being out of work for a few weeks or months does not bring the hardship that it did in the 1930s (Walker, 1981).

Low levels of unemployment in the 1960s in the United States of America were accompanied by the end of the decade, with extreme social unrest and agitation

bordering, which is fair to say, anarchy if not revolution. Also, the high unemployment rates in the 1970s have been accompanied by an easing of social unrest, to the point where over expressions have virtually disappeared (Streeton and Maier, 1983). In the United States (US), according to the World Book Encyclopedia (2002), the federal, state, and local governments, have workers training programmes to help combat structural unemployment.

According to the Encyclopedia Americana (2004), the US public policy, in form of the Employment Act of 1949, pledged the commitment of the US government to provide “conditions under which there will be afforded useful employment opportunities, including self employment for those able, willing and seeking to work and to promote maximum employment, production, and purchasing power”. The US government also has income support programmes for the unemployed to compensate for income loss due to unemployment such as unemployment insurance, assistance, and so on (Vodopivec, 2004).

In Kenya, 90 percent of the population lives in rural areas and earns its livelihood predominantly from agriculture. Kenya’s rapid rate of population growth allowing for migration – means that access to land, which is very closely related to the pattern of rural employment and income earning ability, becomes increasingly important (ILO, 1974). Identified in Kenya is a problem of employment rather than unemployment. By this, it means that in addition to people who are not earning incomes at all, there is another group of people who can be called “the working poor”. These people are working, and possibly working very hard and strenuously, but their employment is not productive in the sense of earning them an income which is up to a modest minimum (ILO, 1974)

In Kenya’s total land area of 569,000 km², only about 7% can be described as good agricultural land in the sense that it has adequate and reliable rainfall and good soils and is not steeply sloping. A further four and half percent is suited for crop production but it is in the areas where in some years rainfall will prove inadequate and crop failure may ensue. From an agricultural point of view, the remaining land, in the absence of irrigation or water conservation, is suited only for stock-raising at varying levels of intensity, depending mainly on rainfall and also soil type. Land use declines to a very low level on the 60% of Kenya’s land area which can best be

described as semi-desert. This pattern of the land's agricultural potential is of crucial importance to employment, since there are only limited possibilities of extending the frontier of arable land (ILO, 1974).

Kenya is a developing country which lacks a national system of social security, where people must find some means of survival and make out a livelihood, whether this is on a wholly inadequate piece of land or as a shoe shiner on the urban pavement. The problem is converted to one of creating adequate access to income earning opportunities, of one sort or another, by the mass of the working population (JASPA, 1986). The problem in Kenya then was not one of finding jobs for those without jobs, but in finding adequate employment.

The growing population also led to expansion in the adult workforce and the comparatively small proportion of medium and high potential land in Kenya, thus raising major questions of future employment and labour absorption. Balance between population and land then becomes a factor and the presence of a labour shortage in a labour-surplus economy with very high population growth and high rates of unemployment and underemployment seems contradictory, and certainly contradicts conventional wisdom (JASPA, 1986). The approach to industry promotion in Kenya therefore, is in the form of creation of industrial estates through infrastructural provision. A prepared site is also made available with water and power supplied, and perhaps technical assistance. The availability of premises for rent also reduces the initial capital requirement substantially.

India accounts for 2.4% of the World's surface area, but ironically supports 16.7% of the world population as the population of India in 2001 stood at 1.027 billion (Singh, 2008). This according to Singh (2008) has resulted in a case of huge unemployment on one hand, and transitional struggle of the nation to tame its energy towards gainful alternate employment on the other. Indian total labour force according to the 2001 census is 406 million with total employment standing at 397 million.

According to the Indian Planning Commission, the overall employment is estimated to have grown by about one percent per annum during the period 1987 – 88 to 1993 – 94 and decline in employment growth is associated with the lower growth of population and labour force witnessed during the period. Organized sector

(both public and private) employment grew by 0.53% per annum during 1993 – 94 to 1999 – 2000, while public sector employment experienced an absolute decline of 0.03% during 1994 – 2000. Employment in private sector grew by 1.87% during the period. The decline in the rate of growth of public sector employment was attributed to the process of restructuring in various public sector enterprises, as well as the ban on recruitment for reducing non planned government expenditure.

Of the Indian economy as a whole, the concept of free mobility between regions, between and even within occupations does not obtain, and living conditions are not homogenous. There are also barriers in terms of language, geography and acceptability. Information regarding employment opportunities is meagre and with a low level of education, what information is available is not accessible to all. The level of earnings is low and uncertain and people tend to obtain earnings from several sources of livelihood (Brahmananda, 1983).

Within a geographical area, opportunities for employment are in fractions of a full day's work with the employment situation characterized by frequent shifts such as:

- i. From out of the labour force into the labour force.
- ii. From self-employment to wage employment.
- iii. From regular employment to casual employment
- iv. From fractional work on a daily basis to fractional work on a weekly or long-term basis.
- v. From work in rural to that in urban areas, and so on.

A high proportion, particularly in rural areas, is self-employed but the available employment does not yield adequate earnings and is insufficient in duration as there are too many people crowding on the available land, and the effort-intensity is generally low (Brahmananda, 1983).

In India, the following types of unemployment are distinguished in the National Sample Surveys according to Brahmandanda (1983):

- i. Visible (or observed) chronic unemployment- Those belonging to the labour force who are willing to work or seeking work but are not able to get employment at any time throughout the reference year.
- ii. Weekly–status unemployment- Those members of the labour force who have not worked even for a specified fraction of a day during the reference week.
- iii. Daily–status unemployment- Those members of the labour force who have not worked even for a specified fraction of a period on the reference day.
- iv. Seasonal employment on a weekly or daily status basis- For this purpose the year is divided into four seasons – July–September, October–December, January–March and April–June. The Indian agricultural year runs from July – June. There are some seasonal variations in the percentage of unemployment both on a weekly – status and on a daily – status basis.
- v. The rate of underemployment- For this purpose the ratio of the unemployed on a daily-basis to the weekly-status labour basis.
- vi. Standard person–year unemployment- Taking the norm of about 270 days for person in a year and treating one unit of female labour as equivalent to ½ unit of male labour, both labour force and employed person-days are aggregated into standardized macro figures. The unemployed ratio thus obtained refers actually to person-day-years and does not imply that the same person reckoned as unemployed on a person-day basis is unemployed on every day.

The combination of a rapidly growing labour force with declining employment opportunities in India compounds significantly the employment, income distribution and poverty alleviation issues. An additional factor is the limited, out-of-reach, expensive and competitive educational opportunity for formal schooling available within the country, especially in remote rural areas. Therefore, the immediate challenge is providing employment for low-skilled labour (Anand, 2008).

2.1.5 Review of Some Employment Generation Programmes in India and Bangladesh

Poverty alleviation and employment generation programmes have been in operation in India for several years. The specifically designed anti-poverty

programmes for generation of self-employment and wage employment in rural areas have been re-designed and restructured to improve their efficacy/impact on the poor. Some of the programmes according to the Indian Ministry of Rural Areas and Employment (2010) include:

- i. Self Employment Programmes - These are Swarnajayanti Gram Swarozger Yojana (SGSY): Integrated Rural Development Programme (IRDP) and allied programmes such as Training of Rural Youth for Self Employment (TRYSEM), Development of Women and Children in Rural Areas (DWERA) and Million Wells Scheme (MWS) have been restructured into a single self employment programme called SGSY from April 1998. SGSY is conceived as a holistic programme of micro enterprises covering all aspects of self-employment with the major objective of bringing the existing poor families above the poverty line by providing them income generating assets through a mix of bank credit and government subsidy. SGSY is funded by the centre and state government in the ratio of 75:25.
- ii. Wage Employment Programmes - These include:
 - a. Jawahar Gram Samridhi Yojana (YGSY)- Jawaha Rozgar Yojana (JRY), has been restructured and streamlined with effect from 1999, and renamed as Jawahar Gram Samridhi Yojana (JGSY) with the primary objective of creating demand driven village infrastructure, including durable assets at the village level, to enable the rural poor to increase the opportunities for sustained employment. The secondary objective is generation of supplementary employment for the unemployed poor in the rural areas.
 - b. The Employment Assurance Scheme (EAS) – this was launched on October 2, 1993 in 1,772 identified backward blocks situated in drought prone, desert, tribal and hill areas but has been restructured as a single wage employment programme from April 1999. The primary objective of the EAS is the creation of additional wage employment opportunities during the period of acute shortage of wage employment through manual work for the rural poor living below the poverty line. The secondary objective is the creation of a durable community, social and economic assets to sustain future employment and development.

- c. National Social Assistance Programme (NSAP) – This programme provides benefits under its three components viz:
 - i. National Old Age Pension Scheme.
 - ii. National Family Benefit Scheme.
 - iii. National Maternity Benefit Scheme.
- d. Urban Employment and Anti-Poverty Programme (UEPP)- These include:
 - i. Prime Minister’s Rozgar Yojana (PMRY); launched in 1993-1994 and 1994–1995. This is to provide self-employment to the educated unemployed by setting up seven lakh micro-enterprises during the Eight Plan (1992-97). By the end of October 1999, 55,395 loan cases have been sanctioned and 26,070 disbursements made.
 - ii. The Swarna Jayanti Shahari Rozgar Yojana (SJSRY) which substituted the earlier three urban poverty programmes viz Nehru Rozgar Yojana (NRY), Urban Basic Services for the Poor (UBSP) and Prime Minister’s Integrated Urban Poverty Alleviation Programme (PMIUPEP) which came into operation from December 1997: It seeks to provide employment to the urban unemployed or underemployed poor living below poverty line and educated up to IX standard through encouraging the setting up of self-employment ventures or provisions of wage employment.

Shariff (2009) describes India’s National Rural Employment Guarantee Scheme (NREGS or NREGA) as necessary elements to address short term ‘consumption – smoothening and a drive for improving ‘sustainable rural livelihoods’ through spillover effects: thus enabling the poor to manage risks and opportunities. India’s NREGA launched in 2005 is seen as a mechanism of income transfer, infrastructure development and promoting rural production and consumption markets – a multifarious strategy. It found priority attention in India’s 11th five year plan (2007-2012). The format of NREGA and its nationwide implementation was a result of persistence by civil society and activists which is a common mechanism to influence policy in India (Shariff, 2009).

NREGA recognizes the fact that lack of employment and earning opportunities can lead to impoverishment, weak health condition and death. It, therefore, made efforts to generate non-farm employment to sustain consumption and income especially during conditions of distress caused by drought, natural disasters, and market failure in distribution of food items and so on. The importance of policy and programme action for employment generation to ensure food security amongst the poor instead of direct food subsidy strategies in developing economies has been compulsively argued in favour of by Braun (1995).

The Rural Works Program under NREGA in India is long-term with multiple objectives and a policy response to alleviate economic deprivation. For example, the sense of assured wages can reduce precautionary savings leading to improved consumption. This scheme attracts attention of the unemployed or underemployed because of immediate income (cash) transfer through 100 days assured work. The belief is that it will smoothen seasonal fluctuations in labour demand and wage rate in rural areas where rainfall patterns and insufficient irrigation preclude year round crop cultivation.

Multiple and somewhat expected implications of NREGA according to Shariff (2009) include:

- i. Protective: ensuring assistance consumption smothering and immediate welfare.
- ii. Preventive: insurance facilitating risks taking such as investment in agriculture.
- iii. Promotive: economic stimulus, through cash accumulation, local production and enhancing markets. Harmonize labour market, promote rural non-farm employment and equalize wage rates. Also facilitate human capital formation through skill development, alleviate poverty, effect equity, reduce distress migration and empower women.

In September, 2008, the Government of Bangladesh embarked on the first phase of a 100-day Employment Generation Programme (EGP) for the poorest and jobless poor in response to soaring food price. It was carried out on a national scale between September and the end of November, 1998. Access to food by many low

income poor and extreme poor people was challenged because of the price hike of essential commodities and the strategy adopted by the Government of Bangladesh was to scale-up existing food-based safety net programmes both in terms of coverage and benefits and to introduce additional targeted schemes, including 100-day EGP.

The EGP represents a significant effort towards expanding the coverage of employment generation- focused safety nets. With an estimated outreach to two million households or about 10 million beneficiaries and with the objective of generating 200 million person days of employment per year, the EGP is the largest Government safety-net programme focused on employment generation. It distinguishes itself from others not only by its scale, but also by its intended focus on the extreme poor and the unemployed poor. Each participant was paid daily for work done. It is in line with the main policy frameworks dealing with poverty and the food security such as the National Food Policy (2006) and the National Strategy for Accelerated Poverty Reduction (2008).

The list of works to be undertaken in the duration of the project was given and the community level authorities were allowed to decide, in an attempt to ensure the local conditions were taken into account. In a number of areas, large scale road construction were favoured over smaller projects such as heap compost making, as it had been understood that project undertaken should last 100 days.

2.2 Conceptual Framework

The basic concepts in this study are evaluation, employment and unemployment, types of unemployment, nature of underemployment and poverty.

2.2.1 Concept of evaluation

The word “evaluation” can be interpreted quite broadly as it means different things to different people and organizations. Engineers, for example, might evaluate or test the quality of a product design, the durability of a material, efficiency of a production process, or the safety of a bridge. Critics evaluate or review the quality of a restaurant, movie or book. A child psychologist may evaluate or assess the decision-making process of toddlers (Jameel, 2011).

Evaluation is defined by Patton (1997) as the systematic collection of information to make judgements, improve programme effectiveness and/or generate knowledge to inform decisions about future programmes. Adelman and Alexander (1982) also define evaluation as the making of judgements about the worth and effectiveness of educational intentions, processes and outcomes; about the relationships between these; and about the resource, planning and implementation frameworks for such ventures (Adelman and Alexander, 1982).

Evaluation is the process of determining significance or worth of a programme, usually by careful appraisal and study. It is also the analysis and comparison of actual progress versus prior plans, oriented toward improving plans for future implementation. It is part of a continuing management process consisting of planning, implementation, and evaluation; ideally with each following the other in a continuous cycle until successful completion of the activity. Evaluation is the process of determining the worth or value of something. This involves assigning values to the thing or person being evaluated ([www.sil.org/lingualinks/literacy/...](http://www.sil.org/lingualinks/literacy/)).

According to Rossi and Freeman (1993) evaluation is the systematic application of social research procedures for assessing the conceptualization, design, implementation, and utility of programmes. Chen (2004) also sees programme evaluation as the application of evaluation approaches, techniques and knowledge to systematically assess and improve the planning, implementation and effectiveness of programmes.

Wikipedia (2011) gave the following types of evaluation.

(i) Process Evaluation

Process Evaluation describes and assesses programme materials and activities. Examination of materials is likely to occur while programmes are being developed, as a check on the appropriateness of the approach and procedures that will be used in the programme. For example, programme staff might systematically review the units in a curriculum to determine whether they adequately address all of the behaviours the programme seeks to influence. A programme administrator might observe teachers using the programme and write a descriptive account of how students respond, and then provide feedback to instructors. Examining the implementation of programme activities is an important form of process evaluation. Implementation

analysis documents what actually transpires in a programme and how closely it resembles the programme's goals.

(ii) Outcome Evaluation

Outcome Evaluation studies the immediate or direct effects of a programme on participants. That is, it assesses programme achievements and effects. Establishing the extent and nature of programme implementation is also an important first step in studying programme outcomes; that is, it describes the interventions to which any findings about outcomes may be attributed. Outcome evaluation assesses programme achievements and effects. For example, when a 10-session programme aimed at teaching refusal skills is completed, can the participants demonstrate the skills successfully? This type of evaluation is not unlike what happens when a teacher administers a test before and after a unit to make sure that the students have learned the material.

(iii) Impact Evaluation

Impact Evaluation looks beyond the immediate results of policies, instruction, or services to identify long-term as well as unintended programme effects. It may also examine what happens when several programmes operate in unison. For example, an impact evaluation might examine whether a programme's immediate positive effects on behaviour were sustained over time. Some school districts and community agencies may limit their inquiry to process evaluation. Others may have the interest and the resources to pursue an examination of whether their activities are affecting participants and others in a positive manner (outcome or impact evaluation). The choices should be made based upon local needs, resources, and requirements.

Regardless of the kind of evaluation, all evaluations use data collected in a systematic manner. These data may be quantitative such as counts of programme participants, amounts of counseling or other services received, or incidence of a specific behaviour. They also may be qualitative such as descriptions of what transpired at a series of counseling sessions or an expert's best judgment of the age-appropriateness of a skills training curriculum. Successful evaluations often blend quantitative and qualitative data collection. The choice of which to use should be made with an understanding that there is usually more than one way to answer any

given question. Out of the three types of evaluations given above, impact evaluation is the most relevant to this study.

2.2.2 Concepts of employment and unemployment

Employment according to the Encyclopedia Americana (2004) means having a job or other gainful occupation. Therefore, in a statistical sense, workers are considered employed if they have either, full or part-time paying jobs or are self employed, even if they are not working at a given time for reasons of health, strike or vacations. The concept of employment can then be said to be on the supply side of the labour market framework, as it measures those people who supply their labour and which can be categorized into two groups; the employees and the self employed. Employees are those who are in employment and paid a wage by an employer for the work they do, while the self employed are those who, in their main job, work on their own account whether or not they have employees.

For a nation, total employment is a measure of how well the economy provides opportunity to all who are willing and able to work. For this reason, economic theory according to Encyclopedia Americana (2004) emphasizes two major factors in determining the level of employment viz:

1. The number of jobs available, and
2. The extent to which the job openings match the workers in location, occupation, and in skills level.

Ambiguity in the concept of unemployment as described by Garraty (1978) is that in its ordinary usage, it presumes a mixture of freedom and dependence. Slaves cannot suffer from unemployment, although kind masters may allow them periods of leisure and inefficient ones (masters) cause them (slaves) to be idle. Being bound to labour for life, they cannot lose their “jobs”. Independent workers cannot be unemployed either, as for example, in the case of novelists and sculptors who may find it difficult or impossible to earn a decent living but they are never unable to work. In short, only those who work for wages or a salary, who are at liberty to quit their jobs yet who may also be deprived of them by someone, can become unemployed (Garraty, 1978).

The vagueness of the word “unemployment” is also compounded by the ambivalent attitude that most people have towards work. The desire to work, earning a living aside, is a powerful human need, an ego drive related to self expression, power, and creativity. So also is the desire to be idle and free of responsibility. These co-existent urges vary in strength within individuals, between cultures, over time, which is another way of saying that they have an environmental as well as physiological or psychological dimension (Garraty, 1978).

Only some people, rich, poor, or middling, who are not working are properly described as unemployed. Children are not counted in enumerating the unemployed, although some children work – even infants may earn wages as performers and models. Also not included are the retired, the mentally deficient, the physically handicapped, and the ‘idle rich’. Workers on vacation and those who are not working because of illness are not unemployed although the former are certainly at leisure and latter involuntarily idle (Garraty, 1978).

Is a youth looking for a job unemployed? What of a bricklayer idle because of bad weather, or an assembly-line worker laid off while the factory is retooling for a new model? So also, certain types of labour are not ordinarily thought of as work as those who engage in such activities are not counted as unemployed when their labour stops; for example, the thief who lies low during an anti-crime crusade or the beggar driven from the streets by a policeman. More importantly, housewives work hard yet are not counted as part of the labour force and thus cannot be unemployed, but what of the working married woman who loses her job and cannot find another, and so discharges her housekeeper and takes care of her home herself? Clearly two persons have lost jobs (Garraty, 1978).

According to Wikipedia (2009) unemployment is the condition of not having a job, often referred to as being “out of work”, or unemployed, while velma.virtuallmi (2009) says unemployment occurs when labour, a factor of production, is not being fully utilized due to the unavailability of suitable jobs. Wordnet.princeton (2009) also describes unemployment as a state of being unemployed or not having a job, while Wikipedia the free encyclopedia (2009) describes unemployment as a state in which one wants work, but is unable, to work. Unemployment to the New Encyclopedia Britannica (2005) is the condition of one who is capable of working, actively seeking work, but unable to find work.

However, to be considered unemployed a person must be an active member of the labour force and in search of remunerative work.

2.2.3 Types of unemployment

Wikipedia (2009) gives the following types of unemployment:

- i. Frictional unemployment – When moving from one job to another, the unemployment temporarily experienced when looking for a new job.
- ii. Structural unemployment – This is unemployment caused by a mismatch between the location of the job and the location of the job seekers; location may be geographical, or in terms of skills, and the mismatch comes because unemployed are unwilling or unable to change geography or skill.
- iii. Cyclical (Demand deficient) unemployment – This occurs where there is not enough aggregate demand for the labour caused by a business cycle recession.
- iv. Technological unemployment – This is unemployment caused by the replacement of workers by machines or other advanced technology.
- v. Classical (Real wage) unemployment – This happens when real wage for a job is set above the market-clearing level, commonly government (as with the minimum wage) or Unions, although some suggest that even social taboos can prevent wages from falling to the market clearing level.
- vi. Marxian unemployment – When unemployment is needed to motivate workers to work hard and to keep wages down.
- vii. Seasonal unemployment – This is experienced when an occupation is not in demand at certain seasons, for example construction workers during raining season or winter.

2.2.4 Concept and nature of underemployment

Underemployment is the term used to designate the situation of those who are able to find employment only for shorter than normal periods – part-time workers, seasonal workers, day or casual workers. The term may also describe the condition of workers whose education or training makes them over qualified for their jobs (New Encyclopedia Britannica, 2005). Garraty (1978) gives the examples of the above in

the case of a University graduate driving a taxi because he could not get a better job, and a mechanic pumping gasoline to make ends meet. The author stated further that factory workers on short time because of production cut-backs are underemployed, so are workers in seasonal industries, and in a somewhat different sense so are persons who work long and hard at jobs that do not make efficient use of their skills and energies.

Underemployment is particularly prevalent in underdeveloped countries and also common among disadvantaged groups in heavily industrialized societies. Therefore, the idea of underemployment depends on convention, and workers on vacation, even teachers during the long summer recess, are not considered underemployed (Garraty, 1978).

2.2.5 Concept of poverty

According to Alcock (1997) the exploration of the problem of understanding poverty reveals that there is no correct, scientific, agreed definitions because poverty is inevitably a political concept and thus inherently a contested one. Thus, according to the author, what commentators mean by poverty depends to some extent on what they intend or expect to do about it. Poverty is however seen by Wikipedia (2011) as the state of one who lacks a certain amount of material possessions or money.

Poverty is hunger, lack of shelter, being sick and not being able to see a doctor, not having access to school and not knowing how to read. Poverty is not having a job, is fear for the future, living one day at a time. Poverty is losing a child to illness brought about by unclean water, is powerlessness, lack of representation and freedom (World Bank, 2011). Also, Oppenheim and Harker (1996) say poverty takes away the tools to build the blocks of the future – your ‘life chances’ and steals away the opportunity to have a life unmarked by sickness, a decent education, a secure home and a long retirement.

Poverty has various manifestations: hunger and malnutrition; ill health; limited or lack of access to education and other basic services; increased morbidity and mortality from illness; homelessness and inadequate housing; unsafe environments; and social discrimination and exclusion; it is also characterized by a lack of participation in decision-making and in civil and socio-cultural life. Poverty is inseparably linked to lack of access to or loss of control over resources, including

land, skills, knowledge, capital and social connections. Without those resources, people have limited access to institutions, markets, employment and public services (United Nations Organisation, 2011).

Garuba (2011) supporting the above observes that poverty can be located within the context of contradiction between the resources available to an individual and the demand and condition of his/her environment. Poverty is a dreaded condition of absence of capacity to maintain at least basic level of decent living. It is a hydra headed condition which tends to restrict people from socio-economic opportunities. As a complex and multi dimensional phenomenon, poverty goes beyond condition of lack of resources; it extends to social inequality, insecurity, illiteracy, poor health, restricted or total lack of opportunity for personal growth and self realization. Onibokun and Kumuyi (1996) define poverty as ‘a way of life characterized by low calorie intake, inaccessibility to adequate health facilities, low quality education, inaccessibility to various housing and societal facilities.

Soludo (2007) observes that poverty is strongly correlated with the size of household and the level of education. The poverty status in turn is highly correlated with adult literacy rates; size of average household; orientation to private sector-led wealth creation as opposed to the dependence on government or few people; active intervention of states/local government towards empowerment of the people etc.

Fundamentally, poverty is a denial of choices and opportunities, a violation of human dignity. It means a lack of basic capacity to participate effectively in society. It means not having enough to feed and clothe a family, not having a school or clinic to go to, not having the land on which to grow one’s food or a job to earn one’s living, not having access to credit. It means insecurity, powerlessness and exclusion of individuals, households and communities. It means susceptibility to violence, and it often implies living in marginal or fragile environments, without access to clean water or sanitation (United Nations Organisation, 2011).

The World Bank (2011) observes that women who have born children into poverty may not be able to nourish the children efficiently and provide adequate care in infancy. The children may also suffer from disease that has been passed down to the child through birth for example, <http://en.wikipedia.org/wiki/Asthma> asthma and rickets which are common problems children acquire when born into poverty. Wikipedia (2011), notes that among some individuals, poverty is considered a

necessary or desirable condition, which must be embraced to reach certain spiritual, moral, or intellectual states. Poverty is often understood to be an essential element of renunciation in religions such as Buddhism (only for monks, not for lay persons) and Judaism, whilst in Roman Catholicism it is one of the evangelical counsels.

According to World Bank (2011), poverty is pronounced deprivation in well-being, and comprises many dimensions. It includes low incomes and the inability to acquire the basic goods and services necessary for survival with dignity. Poverty also encompasses low levels of health and education, poor access to clean water and sanitation, inadequate physical security, lack of voice, and insufficient capacity and opportunity to better one's life. The effects of poverty may also be causes, as listed above, thus creating a "poverty cycle" operating across multiple levels, individual, local, national and global. Those living in poverty suffer disproportionately from hunger or even starvation and disease. The World Bank warned that 100 million people were at risk of sinking deeper into poverty (World Bank, 2011).

World Bank (2011) defines poverty threshold, or poverty line, as the minimum level of income deemed necessary to achieve an adequate standard of living in a given country. In practice, like the definition of poverty, the official or common understanding of the poverty line is significantly higher in developed countries than in developing countries. The common international poverty line has been roughly \$1 a day, or more precisely \$1.08 at 1993 purchasing-power parity (PPP). However, there is the need for fundamental distinction that is alleged to exist between absolute and relative poverty.

Absolute poverty as described by Alcock (1997) is based on the notion of subsistence which is the minimum needed to sustain life. So, being below subsistence level is to be experiencing absolute poverty because one does not have enough to live on. Absolute poverty or destitution refers to being unable to afford basic human needs, which commonly include clean and fresh water, nutrition, health care, education, clothing and shelter. Absolute poverty according to Health Encyclopaedia (2010) refers to the situation where people lack the necessary food, clothing, or shelter to survive.

Gordon (2008) defines absolute poverty as the absence of any two of the following eight basic needs: For food, body mass index must be above 16 while safe drinking water must not come from solely rivers and ponds, and must be available

nearby (less than 15 minutes walk each way). In the same vein sanitation facilities such as toilets or latrines must be accessible in or near the home. Also, for health, treatment must be received for serious illnesses and pregnancy. At the same time the shelter (homes) must have fewer than four people living in each room and the floors must not be made of dirt, mud, or clay. Education must be provided with everyone attending school or otherwise learning to read with everyone having access to information through newspapers, radios, televisions, computers, or telephones at home. For access to services, this item is undefined by Gordon (2008), but normally is used to indicate the complete panoply of education, health, legal, social, and financial (credit) services.

For example, a person who lives in a home with a mud floor is considered severely deprived of shelter. A person who never attended school and cannot read is considered severely deprived of education. A person who has no newspaper, radio, television, or telephone is considered severely deprived of information. All people who meet any two of these conditions — for example, if they live in homes with mud floors and cannot read — are considered to be living in absolute poverty (Gordon, 2008).

Absolute poverty is contrasted with relative poverty which is more subjective as some element of judgment is involved in determining poverty levels. As explained by Alcock (1997), judgement is required because a relative definition of poverty is based on the comparison between the standard of living of the poor and the standard of living of other members of society who are not poor. Usually, it involves some measure of the average standard of the whole society in which poverty is being studied.

Relative poverty refers to lacking a usual or socially acceptable level of resources or income as compared with others within a society or country. Townsend (1979) states that relative poverty prevents people from participating in activities that are customary in the society in which they live. Relative poverty, according to Health Encyclopaedia (2010), has also been defined as the inability of a citizen to participate fully in economic terms in the society in which he or she lives. In many countries, absolute poverty is common and persistent; being reflected in poor nutrition, short life expectancy and high levels of infant mortality. It may result from a country's complete lack of resources, or from unequal distribution of wealth.

2.3 Theoretical Framework

For the purpose of the study, three relevant theories were examined and the study was anchored on the system theory of programme evaluation. The three theories examined are:

- i. The Classical Theory of Employment.
- ii. Keynesian Theory of Employment, Interest and Money.
- iii. System Theory of Program Evaluation.

2.3.1 The Classical Theory of Employment

The classical theory of employment according to Samuels and Lee (1994) is summarized in Say's Law which states that "the supplying of goods involves an equal demand for goods". This position is well articulated by Mill (1926) as cited by Samuels and Lee (1994) in an attempt to deny the argument that it was possible to have "a deficiency of demand for all commodities, for want of the means of payment". The Classical theory, especially in Say's Law, states that supply creates its own demand and when the supply of labour exceeds demand, wages would fall until all willing workers are employed.

The Classical theory also holds that in a competitive society, there are forces which automatically tend to bring employment to the optimum, thus, pointing to a policy of laissez-faire. If the principle of supply creating its own demand is made applicable to the labour market, then the number of workers may be in excess of the available job opportunities and the employers demand for their services. Therefore, at the existing or growing market rate of wages all available working force cannot be absorbed. Some workers will be rendered superfluous and will remain unemployed. The classical answer to the problem is that like all other goods and their prices, worker's wage rate should be cut or lowered so that the employers will be induced to employ more number of workers.

The condition of full employment can then be restored if workers agreed upon the wage cut solution. Thus, flexible rate of wage is a classical approach to solving the problem of unemployment. It is possible that some workers may resist a cut in the wage rate and may remain unemployed. According to the classical viewpoint, such unemployment is only voluntary in nature and therefore, only

temporary and partial in nature. With the acceptance of the law; “supply creates its own demand”, there cannot be any prolonged, involuntary and general unemployment situation in the economy which therefore rules out any general or widespread kind of unemployment (Samuels and Lee, 1994).

The set of classical assertion is a result of the capitalist free enterprise system which believes in the self – equilibrating nature of such an economy as any disturbances in the initial equilibrium conditions are temporary and minor, and can be cured automatically and spontaneously. The classical solution to overcome temporary and marginal gaps between demand and supply forces is in form of flexible wage rates and flexible prices.

Marshall (1930) claims that “though men have the power to purchase, they may not choose to use it” resulting in a glut of commodities. The producers would be worried that this may eventually cause a fall in the price level and thereby a fall in their profit margin making them to restrict their production and reduce their particular demand for factor services. The classical theorists believe that with a fall in the aggregate demand for consumption goods, an increase in investment expenditure takes place, with appropriate changes in the rate of interest. When consumers decide to spend less, their unspent portion of the income results in an increase level of savings. With increased amount of savings, the rate of interest starts reducing and with reduction in the rate of interest, the price paid for borrowed loanable funds reduces which forces producers to invest more to reach a new point of equilibrium where savings are equal to investment of higher level of loanable fund.

Therefore, in the new equilibrium position a fall in the rate of interest causes a rise in the amount of investment which compensates for the fall in the consumption or demand for goods and services. As a result of such an increase in the investment demand, the level of aggregate demand is restored and any danger of large-scale unemployment has thus been avoided. Hence, the classical theorists (economists) depend on flexible rates of interest, prices and wages together to ensure full employment in the loanable funds, commodity and labour markets. Such a self-equilibrating process prevents any danger of prolonged and general unemployment conditions.

Keynesian denies the classical beliefs that the free enterprise system is a self regulating one and asserts that such a system requires periodic intervention of the public authority to avoid fluctuations and instability in economic activities. Keynes and some other economists believe that classical theory was far from the reality because the problem of unemployment is not partial but general, not voluntary but involuntary and not micro but macro in nature. Therefore, it needs to be analyzed in its proper perspective and handled differently as unemployment, as we understand today, was not a problem for the classics which is unfortunately not true.

The classical solution to tackle unemployment, in whatever form they conceive it, is totally inadequate and unsatisfactory as they rely entirely on a cut in rate of interest and wages rates. These are self-defeating policies as any cut in wage rates will result in widening the gap of unemployment instead of correcting it in modern times. This is because of the fact that any attempt to cut wage rates at the bottom of the depression period will cause a considerable portion of the aggregate or effective demand to reduce further, causing a more severe unemployment situation.

The classical theory of employment is relevant to this study because in the words of Marshsall (1930) “though men have the power to purchase, they may not choose to use it” resulting in a glut of commodities. When consumers decide to spend less, their unspent portion of the income results in an increase level of savings. With the increased amount of savings, the rate of interest starts reducing and with reduction in the rate of interest, the price paid for loans reduces which forces producers to invest more to reach a new point of equilibrium where savings are equal to investment of higher level of loanable fund.

The classical theorists (economists) depend on flexible rates of interest, prices and wages to ensure full employment in the loanable funds, commodity and labour markets. Such a self-equilibrating process prevents any danger of prolonged and general unemployment conditions. Low or reduced interest rate will encourage investment which will lead to an increase in employment and subsequently an increase in income and consumption of the employed.

The Ogun State government is promoting flexible rates of interest through the establishment of a micro-credit scheme known as Ogun State Agriculture Multipurpose and Credit Agency (OSAMCA) with comparatively low/reduced interest rate for beneficiaries (graduates of BEG programmes and the public). The

agency gives micro-credit and concessional credit to provide start-up capital for new businesses. BEG also gives stipend to participants during training to encourage and sustain them. Say's Law which states that "supplying of goods involves equal demand for goods or supply creates its own demand is irrelevant in this situation, (that is flexible wage rate).

2.3.2 Keynesian Theory of Employment, Interest and Money.

Keynes (1936) propounded this theory which states that "when employment increases, income increases, when income increases, consumption increases – but not so much as income". Therefore, if all the increase in employment is devoted to making goods for consumption, production will outstrip demand and employers will be compelled to lay off workers.

Keynesian theory argues that lowering money wages could not reverse these trends because lower wages would mean lower prices, but fixed costs would remain unchanged; new investment would therefore be discouraged and unemployment would actually rise. Moreover, rentiers would end up with a larger share of total income and since they are, as a class, well-to-do, this would cause a reduction in the general propensity to consume and thus leading to more unemployment. Keynesians conclude that to justify any given amount of employment there must be an amount of current investment sufficient to absorb the excess of total output over what the community chooses to consume.

Keynesian theory reflects the relation between the marginal efficiency of capital (roughly, the expectation of profit) and interest rates. If the marginal efficiency of capital rises or if interest rates fall, investment would increase and unemployment decline. The actual amount of unemployment, its "equilibrium level", is thus fixed by the current propensity to consume and rate of investment. According to Keynesian theory, full employment is a "special case" possible but unlikely if entrepreneurs are left to their own devices.

During depressions, for example, income would fall and the ratio of consumption to income would increase – investment therefore declines. Keynesian theory rejects the "over-savings" explanation of depressions and gives his argument in the 'Treatise on Money' that saving and investment are not always equal. Looked at one way, he noted, all income is either consumed or invested. From another

perspective, saving is what is left after consumption is subtracted from income, therefore, saving and investment has to be equal, despite the fact that the two functions are often performed by different people.

The key to understanding this paradoxical statement lies in what Keynesians called “the bilateral character” of transactions between producers and those who purchase their output. Income depends upon consumption or investment, because to obtain income, a producer has to sell his output, either to a consumer or to another producer that is an investor. Thus, excess of income over consumption, which is called saving, cannot differ from the addition of capital equipment which we call investment, therefore, saving in fact, is a mere residual.

Keynesian theory stresses that the equilibrium of saving and investment might well occur at a level substantially below full employment. Especially in well-to-do countries, where consumption occupies a smaller proportion of output than in poor one and where, since capital is relatively abundant, new investment is less likely to be profitable, there is a tendency for the economy to stabilize at a level below full employment.

Keynesian theory recommends that one way to increase investment is for the government itself to do the investing as the duty of ordering the current volume of investment cannot safely be left in private hands. Despite the continuing resistance of government to deficit spending as a way of reducing employment, Keynesians consider government expenditure the key to solving the problem. They believed that holding down interest rates to encourage private investment is highly desirable, but since independent decisions to invest are influenced by many factors besides the cost of borrowing, ranging from the political and social atmosphere to “the nerves and hysteria and even the digestions and reactions of the weather” of individual businessmen, he was somewhat skeptical of relying only on monetary policy as an economic stimulant.

A lot of economists criticized Keynesian theory however, events (not the general theory or the opinions of reviewers) pushed political leaders towards the policies that Keynesians advocated. According to Garraty (1978), the causes of the recession of 1937 – 38 varied from country to country, but in 1938 Roosevelt in the United States yielded to the pressures of the “spenders” and also called for the reduction of interest rates. By the end of the year the American economy had

bounced back and unemployment reduced by nearly a million. By this time also, the German and French governments were spending heavily on armaments; unemployment declined in Britain and France, and disappeared in Germany. The experience of the recession and the subsequent recovery made Keynesians of more and more economists.

Keynesian theory is relevant to this study firstly, because the Ogun State government's establishment of the Bureau of Employment Generation with its various employment intervention programmes can be seen to be in support of Keynesians who claim the duty of ordering the current volume of investment cannot safely be left in private hands but for the government itself to do the investing.

Though the government cannot take care of all its labour force, the intervention programmes serve as a sort of investment in the youths/citizens of the state through some of the training programmes which are intended to make the participants self-employed and self-reliant. By these activities of Ogun State government through the BEG, employment is expected to increase resulting in increase in income and consumption of the beneficiaries/the employed.

Secondly, the establishment of a micro-credit scheme known as Ogun State Agriculture and Multipurpose Credit Agency (OSAMCA), with comparatively low/reduced interest rate for the graduates of the various intervention programmes and the public to benefit from, is to encourage investment by assisting the beneficiaries to set up small business units which will lead to increase in employment and subsequently increase in income and consumption of those employed. OSAMCA also gives micro credit and concessional credit to provide start-up capital for new business.

2.3.3 System Theory of Programme Evaluation

System theory was propounded by Bertalanffy (1968) who saw the 'system' as a series of inter-related and inter-dependent parts, such that the interaction of any parts (sub-systems) affects the whole system. Systems are either 'closed' or 'open' and the three major characteristics of open system are:

- i) They receive inputs from the environment
- ii) They convert these inputs into output
- iii) They discharge their outputs into their environment

In the views of Cole (1996) and Mullins (1976), the system theory is an open system importing various items from an environment, converting the items into goods, services and waste materials and then exporting finished goods to the environment. All systems have common elements and these are systems environment boundary, input, output, process, goal directedness and feedback (Heylighen and Joslyn, 2007).

The system theory recognizes the inter-dependence between employment generation/creation and poverty reduction, social-vices reduction, establishment of small-scale enterprises, entrepreneurship, etc. This is because a system is a set of elements in dynamic interaction, organized for a goal.

Chen (2004) views system theory of programme evaluation as providing a means illustrating rather easily, the nature of characteristics of a given programme. According to the author, a programme must perform two functions in order to succeed and survive. Firstly, internally, it must ensure the smooth transformation of inputs into desirable outputs. Secondly, and externally, a programme needs to continuously interact with its environment in order to obtain the resources and support necessary for its survival.

Thus, because programmes are subject to the influence of their environments, every programme comprises an 'open system'. Therefore, drawing further upon system theory, any intervention (such as that of the BEG) programme can be conceptualized as having the following five components of input, transformation, output, feedback and environment. The transformation of inputs into outputs, and the interaction between programme and environment are nothing if not dynamic.

According to Cronbach (1982), an evaluation that simply assesses the merit of a programme's past performance and cannot provide stakeholders with insights to help them make the next step is of limited value. Chen (2004) corroborating Cronbach (1982), also observes that the system theory approach of programme evaluation can help ensure the quality of feedback about a programme by making certain that a programme evaluation is future action-directed, carries both scientific and stakeholder credibility, and takes a holistic approach. To be most useful, programme evaluation needs to equip stakeholders with the knowledge of those programme elements that are working well and those that are not. Programme

evaluation in general should facilitate stakeholders search for appropriate actions to take in addressing problems and improving programmes (Chen, 2004).

The system theory of programme evaluation is relevant to this study because it emphasizes systems continual interaction with the external environment of which it is a part (Mullins, 1996). The theory best describes the approach BEG must follow to achieve a good result because the system (in this context, BEG and its employment generation programmes) is not isolated from its operating environment with the attention focused on employment generation and its inter-relationship with poverty and social-vices reduction, establishment of small-scale enterprises and entrepreneurship among the people of Ogun State.

In line with system theory of programme evaluation, the inputs (resources and support) which come from the environment include the unemployed youths, unemployed graduates, facilitators/trainers, finances, etc, which go through transformation in form of vocational skills training, agricultural training, entrepreneurship training, etc, to become output which are, employment generation, employed youths and graduates, reduction in poverty and social-vices, establishment of small-scale enterprises and entrepreneurship among the people of Ogun State. The outputs are released back into the environment.

The BEG which is also a state government agency, gets the feedback in form of information about inputs, outputs, transformation, environment responses to inputs, outputs and transformation, etc.

2.4 Conceptual System Model of Programme Evaluation

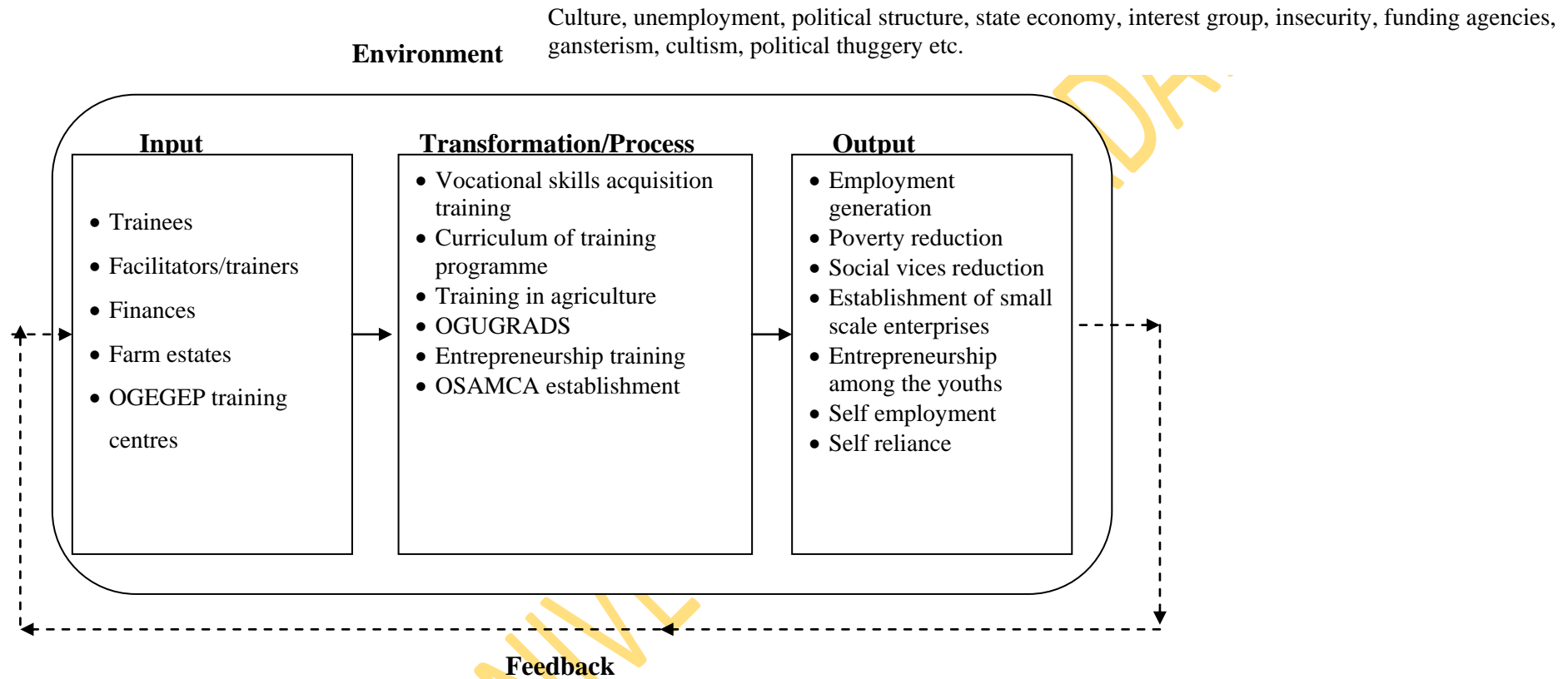
This model is a system model that shows the connectivity of interdependent parts that together make up the whole. According to Oghenekohwo (2006), a model is a frame, a design or an approach developed to show the inter-relationship between the variables in a study. This model shows the relationship among the resources that are invested, the activities that take place and the benefits or changes that result. In this context, the inter-relationship between the employment generation programmes of the Bureau of Employment Generation (BEG) and employment generation, poverty reduction, social-vices reduction, establishment of small scale enterprises and entrepreneurship among the people are highlighted. The environmental factors/pressures which provoke the institution of the employment generation

programmes are also indicated in the model. This is because the employment generation programmes depend on the environment for their inputs and feedback.

Therefore, the essence of the model is to show the connectivity between the independent variables (employment generation programmes of BEG namely vocational training, agricultural training and OGUGRADS) and the dependent variables (employment generation, poverty reduction, social-vices reduction, establishment of small-scale enterprises and entrepreneurship among the youths). The conceptual model (figure 2.1), which incorporated the systems theory, was used to illustrate the effect of the employment generation programmes of the BEG on the dependent variables, that is, employment generation, poverty and social-vices reduction, entrepreneurship and establishment of small-scale enterprises. The model also presents the influence of the environmental pressure on the system.

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Figure 2.1: CONCEPTUAL SYSTEM MODEL OF PROGRAMME EVALUATION FOR EMPLOYMENT GENERATION PROGRAMMES OF BUREAU OF EMPLOYMENT GENERATION IN OGUN STATE



Information about input, output and transformation
 Environment's responses to input, output and transformation
 Information about input, adequacy and organization, implementation processes appropriateness, access to target groups, funding agencies and stakeholders' expectations.

**Source: Adapted from Chen, H. T. (2004)
 System view of a programme evaluation**

The 'INPUT' comprises resources taken from the environment such as trainees, finances, facilitators/ trainers, facilities, OGE GEP training centres and farm estates. This input form and sustain the programme, but cannot work efficiently without systematic organization which includes implementing organization that can secure and manage the inputs.

The components called 'TRANSFORMATION' represent the process by which the employment generation programmes convert input into output. It is the stage during which the implementers provide services in form of training/acquisition of skills to the trainees. Transformation includes those sequential events necessary to achieve desirable output for example, vocational skills acquisition training, agricultural training, curriculum for training programmes, entrepreneurship training, OGUGRADS, OSAMCA establishment, etc.

Results of transformation represent 'OUTPUT'. One crucial output is the attainment of the BEG's goal which justifies the existence of the employment generation programmes. The output in this context, include employment generation, poverty reduction, social-vices reduction, establishment of small-scale enterprises, and entrepreneurship among the youths, self employment and self reliance.

Any factor that, despite lying outside the programmes boundaries, can foster or constrain the implementation of the employment generation programmes of the BEG, constitute the 'ENVIRONMENT'. The environmental factors in this context include political structure, the state economy, funding agencies, interest groups and concerned citizens, political thuggery, political interference, social amenities and the public. The system depends on the environment for its input, so also the continuation of the employment generation programmes depends on the way the general environment perceives the programme outputs. The environment in which the programmes exist includes a variety of external factors that interact with and influence the programmes actions.

To succeed and to correct any problems or adjust effectively, the system (employment generation programmes of BEG) requires information about input, output, transformation and the environment responses to these components. This information is the 'FEEDBACK' which indicates whether inputs are adequate or organized, interventions are

implemented appropriately, target groups are reached, trainees receive quality training, and outputs demonstrate the attainment of goal and meeting of government, funding agencies and stakeholders expectations. According to Chen (2004), without a feedback, a system flies blind and is bound to deteriorate and eventually die.

2.5 Empirical findings from past studies

The issue of employment generation is so diverse and multi-dimensional that different scholars have endeavoured to evaluate various employment generation programmes from different perspectives and have therefore, come up with diverse recommendations based on their investigations and findings. Therefore, some of the past empirical studies that are related to the present study are examined with a view to pointing out the gaps left by the previous studies and the extent to which the present study has been able to fill the gaps.

Shariff (2009) carried out a study on whether or not the multiple objectives of National Rural Employment Guarantee Scheme (NREGS or NREGA) were achieved or not in India. He found out that in spite of powerful demands from the monitoring agencies, academics and activists, there was lack of coordinated government level initiative, innovation and interventions to improve the programme. Shariff (2009) also found out among other things that:

- i. The allocation and expenditure on NREG during the first two years of implementation were low due to staggered implementation.
- ii. The India safety net programmes appear huge in terms of allocations and coverage but reach a small proportion of poor and only nominal benefits are received by them.
- iii. Given both low allocation and under-utilization of funds, further financial expansion of NREGA may not impact national level fiscal deficits adversely even if no additional tax or levy is imposed; nor would NREGA proceeds cause inflation in the local economy.

- iv. NREGA appears good in reducing risks and vulnerability, but not sufficient to eliminate poverty in India.
- v. The competing objectives of generating ‘employment’ and creating ‘physical assets/ infrastructure’ can lead to mismatch in allocations, and it appears the former takes precedence over the other.
- vi. Corruption and dominance of private agents in NREGA were also discovered.
- vii. Serious systemic failures including lack of implementative framework was discovered at Gram-panchayats.
- viii. While NREGA suffers from large exclusion errors due to poor coverage, it gives greater access to women.
- ix. Community participation, information sharing, formulation of an opinion of programme and social networks stand out as dominating factors that enhance maximization of receipt from NREGA.
- x. Beneficiary participation and partnerships with local civil society and Non-Governmental Organizations helped in ensuring transparency, equity, timeliness, financial prudence and quality assurance in delivery.
- xi. NREGA does impact labour market by distorting seasonal rural to rural migration through wage equalization mechanism.

An evaluation of the 100-day Employment Generation Programme was conducted in response to a request by the Ministry of Food and Disaster Management of the Government of Bangladesh. The National Food Policy Capacity Strengthening Programme (NFPCSP), BRAC Research and Evaluation Division (RED) and BRAC Development Institute (BDI) of BRAC University worked together to complete the study.

The National Food Policy Capacity Strengthening Programme (NFPCSP) was requested by the government of Bangladesh to assist in the appraisal of the programme through an evaluation of its first phase and the preparation for the assessment of the impact of the entire programme.

The methodology adopted by NFPCSP was to review the design through an assessment of the objectives and the design of the programme, mainly based on the implementation guidelines produced by the government. Interviews with a selected number of government officials at Ministry and district levels were also conducted to understand the implementation processes. Another source of information was a nationally representative survey carried out especially for this study and extensive in-depth qualitative research was also undertaken at the field level. More than 3,000 individuals (both beneficiaries of the programme and non-beneficiaries) responded to the sometimes delicate questions of the survey.

Evaluation of the 100-day employment generation programme by the Ministry of Food and Disaster management of the government of Bangladesh was approached from the following perspectives: adequate preparation, beneficiary/participant selection (targeting effectiveness), fund release, implementation, monitoring, accountability mechanism and transparency, and programme impact as perceived by beneficiaries, staff and the public.

Findings from this study, according to NFPCSP (2009), show that:

- i. The government was confronted with a trade-off between acting fast to relieve the suffering of the poor and taking adequate time to prepare the launch of the significant programme because the programme was devised in response to an emergency situation arising from the hike in food prices,
- ii. There were elements of inconsistency between the different criteria listed in the implementation guidelines and the criteria defined and the objectives set for the programme. This revealed that to a certain extent, too many target groups and issues were intended to be addressed with a single programme.
- iii. The programme does not seem to have been able to fulfill its other objectives such as tackling seasonal unemployment.
- iv. Twenty-eight percent (28%) of the beneficiaries turned out to be women, which translates a strong need and demand by the women to participate in such a programme. The programme turned out to be more than relief from temporary

- unemployment for women as it provided them an employment opportunity for the first time in their lives.
- v. About 37% of the beneficiaries were from the poorest 20% of the population. While gross mistargeting occurred for 22% of the beneficiaries which belong to the richest 20% of the population. 67% of the benefits were captured by the poorest 40% of the population.
 - vi. In practice, only in some cases was the selection of the workers done in consultation with the relevant local experts.
 - vii. In some cases due to agro-ecological characteristics, works could not be started within the time-frame foreseen and the works could not be completed by the end of the first phase of the programme. This late start meant that on average, less than 60 days work was in fact provided to the beneficiaries.
 - viii. Because the system tried to minimize the opportunities for misuse of funds, the transaction costs involved were substantial.
 - ix. The amount to be received by the Upazila authorities towards the administration of the programme had only been received in early November, affecting the logistics and supervision of the work.
 - x. In practice, only one district distributed the unemployment benefit.
 - xi. Monitoring activities monopolized a great amount of human resources, not always matched by the financial resources available.
 - xii. Lack of adequate preparation not only affected those implementing the programme at the field level but also the potential beneficiaries.
 - xiii. In-depth qualitative study gathered information on a number of irregularities for which, even though attempts were made to complain, no grievance was recorded.
 - xiv. More than three-fourth of the participants reported an improvement in their overall economic condition.

- xv. Seventy-seven percent (77%) of the participants' households reported an improvement in their food consumption, either in terms of quality, or quantity, or both.
- xvi. There was a general consensus among the beneficiaries that the programme should continue.
- xvii. To many, joining the programme had allowed them not to migrate to find employment.
- xviii. The programme was preferred to safety net programmes not requiring work as the dignity and respect that come from earning income through work outweighed the benefits of charity in the eyes of beneficiaries.

Recommendations on the actions needed to address each of the problems identified were also given in the report.

Nwachukwu and Ezeh (2007) also conducted a study on the Impact of Selected Rural Development Programmes on Poverty Alleviation in Ikwuano Local Government Area of Abia State, Nigeria. The duo stated that Ikwuano Local Government Area, Abia State, was purposely selected because of its agricultural potential, high proportion of farmers as well as concentration of agricultural institutions. The study assessed the effects (impact) by comparing responses from beneficiaries and non-beneficiaries of the programmes. The study also sought to determine the number of available rural development programmes with poverty alleviation objectives in the area, assess the extent of awareness and participation of rural people in the programmes, examine the impact of the programmes on farmers' income, farm size, production and productivity, and make necessary recommendations.

Multi-stage random sampling method was employed in the selection of communities and respondents (16 villages and 160 respondents, with 80 of the respondents being beneficiaries). The selection of programmes was based on the fact that they were entrenched and had been in place for at least seven years. The null hypothesis which stated that there is no significant difference in farm production, productivity, farm size and farm

income between farmer beneficiaries and non-beneficiaries of poverty alleviation programmes in Ikwuano Local Government was tested.

The results of the study indicated the following:

- i. The available rural development programmes in the area and their year of commencement were Agricultural Development Programme (ADP, 1975), Directorate of Food, Roads and Rural Infrastructure (DFRRI, 1986), Better Life Programme (BLP, 1986), Family Support Programme (FSP, 1995), Family Economic Advancement Programme (FEAP, 1997), Abia State Agency for Community-Based Poverty Reduction Project (2000) and National Special Programme for Food Security (2001).
- ii. In terms of awareness, 66.63% of the respondents were aware of the existence of the programmes while about 34.37% were ignorant of their existence.
- iii. With respect to the percentage of people involved in the rural development programmes, 79.05% participated in ADP, 1.9 percent were involved in FSP. In the multiple response cases where a respondent participated in more than one programmes, 3.81% partook in both ADP and FSP, 1.90% took part in ADP, FEAP, and FSP, 4.7% were part of ADP and FEAP, 2.86% participated in ADP and DFRRI, 0.95% each were involved in (FSP, ADP, FEAP and BLP) and (ADP, FEAP and DFRRI) respectively. In all the programmes, 3.81% of the respondents participated in them.

The mean differences in farm size and production variables of former beneficiaries and non-beneficiaries have t-values (1.83 and 1.12 respectively) that were less than t-tabulated (2.00). As such, the variables were not statistically significant at 95 percent confidence level. The null hypothesis of no significant difference in farm size and production was therefore accepted.

The impacts are manifest especially in the area of productivity and farm income and in order to achieve pragmatic poverty reduction at the grassroots the following recommendations were given by Nwachukwu and Ezeh (2007):

- i. There is a greater need for the government to embark on serious intensive awareness creation of the existence of these poverty alleviation programmes through the use of village/town criers, village meetings, radio and television jingles in local dialect.
- ii. Policy makers should de-emphasize the issue of top-down flow of information. This approach has the great disadvantage of reducing interaction between policy makers and the rural dwellers as well as participation. Community Driven Development Approach (CDD) should rather be used as this medium offers the rural people the opportunity to actively get involved in the entire process of conception, identification, and the execution of any poverty alleviation programme that will benefit them.
- iii. Government should adopt Price Support Policy that keeps the prices of commodities up to a minimum level. Such a policy will impact on the income of the rural producers.

2.6 Appraisal of Literature

Chapter two focuses on the review of relevant and related literature, conceptual and theoretical framework, and empirical findings from past studies. The three types of evaluation reviewed are process evaluation, outcome evaluation and, impact evaluation. However, impact evaluation is the most relevant to this study as it examined three programmes operating in unison (agricultural training, vocational training and OGUGRADS), looking beyond the immediate results of policies, instruction, or services to identifying longer-term as well as unintended programme effects.

The review of literature also revealed that many of the previous studies on employment generation established the peculiarities of each programme, the beneficiaries and the state/country (environment). It was also discovered that some of the past studies on evaluation of Employment Generation Programmes reviewed, such as in Bangladesh and in India, indicated that the studies were approached from the following perspectives: programme design, planning, funding, implementation processes, beneficiaries' selection, accountability mechanism and transparency, and programme impact as perceived by beneficiaries, staff and the public.

The studies conducted and reviewed in Bangladesh and in India did not spell out in clear terms the joint and relative effect of the Employment Generation Programmes on poverty reduction, social-vices reduction and establishment of small scale enterprises/ entrepreneurship. So also, none of the studies established the joint and relative effect of the components of the various employment generation programmes on employment generation in the affected countries.

Another fundamental gap identified in the literature reviewed was that many of the studies on evaluation of employment generation programmes concentrated mostly on the programme impact as perceived by the beneficiaries, staff and the public, while laying little emphasis on the environment in which the programme operated and the feedback process. This is because according to Cronbach (1982), any programme evaluation should meet both assessment needs and improvement needs rather than confine it solely to merit assessment. This he said, is because stakeholders need to know if the programme is reaching the target group, if intervention is being implemented as directed, if staff are providing adequate services, if clients are making commitments to the programme, and if the environment seems to be helping or hindering the delivery of services.

The above mentioned formed the gaps which this study on the Impact evaluation of the Ogun State Bureau of employment generation intervention programmes in Nigeria attempted to fill by examining the effect of political structure, excessive political interference, economy of the state, interest groups, funding agencies, among others, on the programme implementation and success.

2.7 Research Hypotheses

The following null hypotheses, which derived from the objectives for which the BEG was established by the Ogun State government according to Oludimu (2007), were tested.

- i: There is no significant joint and relative effect of employment generation programmes of BEG on poverty reduction in Ogun State.
- ii: There is no significant joint and relative effect of employment generation programmes of BEG on social-vices reduction in Ogun State.

- iii: There is no significant joint and relative effect of the components of the programmes of BEG on employment generation in Ogun State.
- iv: There is no significant relationship between funding of BEG and employment generation in Ogun State.
- v: There is no significant relationship between the employment generation programmes of the BEG and the establishment of small-scale enterprises in Ogun State.
- vi: There is no significant relationship between the employment generation programmes of BEG and entrepreneurship among the youths in Ogun State.

UNIVERSITY OF IBADAN

CHAPTER THREE

METHODOLOGY

This chapter focuses on the method adopted in carrying out this study as presented under the following sub-headings: research design, population of the study, sample size and sampling techniques, research instrument, procedure for data collection and method of data analysis.

3.1 Research Design

The research design adopted for this study is the descriptive survey research design of the ex-post facto type. The research design was considered appropriate because it helped to describe, examine, analyze and interpret the variables that existed in the study. Several scholars have also attested to the fact that descriptive research design enables orderly collection, analysis, interpretation and reporting of available conditions and circumstances (Hassan, 1995; Igede, 1999).

3.2 Population of the Study

The target population for the study which were selected from the data base of the BEG comprised the graduates/beneficiaries of the programmes of BEG, the facilitators/trainers of the various programmes, staff of the BEG, Ogun State Ministry of Agriculture (fisheries, arable and livestock units), Agro-Services Corporation, Odeda Farm Institute, and Ogun State Agriculture and Multipurpose Credit Agency (OSAMCA). The total population was 5,617.

3.3 Sample Size and Sampling Techniques

This study adopted a multi-stage sampling procedure comprising the stratified, proportionate, purposive and simple random sampling techniques. The stratified sampling technique was used to divide the population of graduates of the programmes into strata along the two training programmes and the Ogun State adopted youth service scheme offered by the Bureau viz: agricultural training, vocational training and OGUGRADS, all between year 2007 and 2009. The proportionate sampling technique was used to select a

sample size of 50% from each of the strata to ensure equal representation and purposive sampling technique was used to select 80% of the staff of BEG and facilitators/trainers to ensure adequate representation. Altogether, the total beneficiaries selected as respondents for the study was 2,834 viz: 555 agricultural training graduates, 711 vocational training graduates, 1500 OGUGRADS beneficiaries, 28 staff of BEG and 40 facilitators/trainers.

Table 3.1: Sample Size

S/N	COHORTS / BENEFICIARIES	PROGRAMME	POPULATION	SAMPLE CHOSEN (50%)
1	Year 2007	Agric training	170	85
		Vocational training	225	112
		OGUGRADS	1000	500
2	Year 2008	Agric training	140	70
		Vocational training	197	99
		OGUGRADS	1000	500
3	Year 2009	Agric training	800	400
		Vocational training	1000	500
		OGUGRADS	1000	500
4	Staff of BEG		35	28 (80%)
5	Facilitators/trainers		50	40 (80%)
TOTAL			5,617	2,834

Source: BEG data base 2010

3.4 Research Instruments

The data for the study were collected using structured questionnaire, personal observation, Focus Group Discussion (FGD), Key Informant Interview (KII) and further supported by available records in the offices of the BEG, Agro-services corporation, Coordinators of the Farm Estates and Odeda Farm Institute.

Two sets of structured questionnaires were used. The first focused on the evaluation of the employment generation programmes of the Bureau of Employment Generation in Ogun State (EEGPBEGOS), while the second was on Ogun State Bureau of Employment

Generation Staff and Facilitators/Trainers (OSBEGSF). Each of the questionnaires was divided into two sections. Section one focused on the demographic features of the respondents such as age, sex, marital status, educational qualifications and religion. Section two was to elicit information related to the evaluation of the employment generation programmes of the BEG in Ogun State using the four-point scale ranging from Strongly Agree (SA), Agree (A), Disagree (D) and Strongly Disagree (SD).

Section two of the questionnaire on “Evaluation of the Employment Generation Programmes of the Bureau of Employment Generation in Ogun State” (EEGPBEGOS) was divided into 4 parts with 3 of the parts containing 3 scales assessed on a four-point scale ranging from strongly agree, agree, disagree to strongly disagree. The three scales are: (i) Employment Generation Assessment Scale. (ii) Youth Employment Generation, Entrepreneurship and Poverty Reduction Scale. (iii) Youth Employment Generation and Social-Vices Scale. The fourth part sought information on the challenges facing BEG in creating sustainable employment for the people and the possible solutions to the identified challenges. Also, section two of the structured questionnaire tagged “Ogun State Bureau of Employment Generation Staff and Facilitators/Trainers” (OSBEGSF) contained the ‘facilitators inventory’ which is under nine sub-headings.

Focus Group Discussion (FGD) was employed to elicit relevant information from those who have graduated/benefitted from the employment generation programmes. Information collected through FGD helped to buttress analysis from the use of questionnaire as groups of homogeneous graduates and current participants in the employment generation programmes, numbering between 6-12, were arranged in groups and exposed to a topic of discussion which was based on the evaluation of the employment generation programmes of BEG in Ogun State.

Additionally, Key Informant Interview (KII) was used to elicit relevant information from the officials of the BEG, facilitators/trainers of the programmes, officials of Ogun State Ministry of Agriculture (livestock, arable and fisheries units), Odeda Farm Institute, and Coordinators of the Farm Estates who are in one way or the other, involved in the employment generation programmes of BEG in Ogun State.

Table 3.2: Focus Group Discussion (FGD) Schedule

Centre	No of visits	Dates visited (2010)	Number of participants involved in the discussion
Ponkuku farm estate.	1	Sept. 9	8
Awowo farm estate	1	Oct. 14.	7
Imasai farm estate	1	Sept. 23	12
Idekan farm estate	1	Sept.16	7
Ijebu-Mushin/Ilugun	1	Sept. 21	6
Odeda	1	Sept. 1	12
Car-Wash, Abeokuta	1	Oct. 5.	9
Obantoko, Abeokuta.	1	Oct. 17.	12
Panseke, Abeokuta	1	Oct. 21.	8
Oke-Imosan	1	Oct. 20.	9
Sagamu	1	Oct. 12.	7
Ijebu-Igbo	1	Oct. 6	9
Ilaro	1	Oct. 27.	7
Ijebu-Ode	1	Oct. 19	12
Ifo	1	Oct. 29.	10
Sango	1	Oct. 26.	7
Owode Obafemi	1	Nov. 3.	6
Odogbolu	1	Oct. 29.	9
Isara	1	Nov. 10.	7

Source: Field Survey (2010)

FGD and KII Interview Guides

- i. Employment Generation Programmes of BEG and reduction of social vices in Ogun State
- ii. Employment Generation Programmes of BEG and reduction of Poverty in Ogun State

- iii. Employment Generation Programmes and establishment of small scale enterprises/ entrepreneurship among youths in ogun State
- iv. Employment generation programmes of BEG and Funding
- v. Adequacy of curriculum of training programmes and employment generation
- vi. Quality of instruction and employment generation
- vii. Graduates of the employment generation programmes accessibility to loans and grants from government and other financial institutions
- viii. Problems encountered by participants during the training programmes
- ix. Monitoring of trainees during the training programmes
- x. Monitoring of graduates of the training programmes
- xi. Forms of feedback to the BEG and the Ogun State government
- xii. Perceived impact of the employment generation programmes of the Bureau.
- xiii. Challenges facing the Bureau in the course of achieving its stated objectives
- xiv. Solutions to identified challenges

The validity of a research instrument is 'the extent to which it measures what it is intended to measure' (Rossi, Lipsey, & Freeman, 2004). The intention of validation is to ensure that the instrument measures what it is supposed to measure (Asika, 1991). In view of this, the questionnaire was validated for face, content and construct through the use of experts and peer group review especially, from the Department of Adult Education, Institute of Education and Faculty of Social Science, University of Ibadan. Finally, the researcher's supervisor went through the instrument for confirmation of its validity and by this, the validity of the instrument was enhanced.

The reliability of a measuring instrument is the 'extent to which it produces the same results when used repeatedly to measure the same thing' (Rossi, Lipsey, and Freeman, 2004). The more reliable a measure is, the greater the statistical power and the more credible its findings. If a measuring instrument is unreliable, it may dilute and obscure the real effects of a programme, and the programme will 'appear to be less effective than it actually is' (Rossi, Lipsey, & Freeman, 2004). Hence, it is important to ensure the impact evaluation is as reliable as possible.

The reliability of the instrument tagged “Evaluation of the Employment Generation Programmes of the Bureau of Employment Generation in Ogun State” (EEGPBEGOS) was determined through a pilot study conducted using the test-re-test method and 30 selected sample from BEG employment generation programmes graduates. The questionnaire was administered twice on the selected sample at an interval of four weeks and the scores (two) were taken and correlated using the Pearson Product Moment Correlation (PPMC). The co-efficient index found ranged from 0.63 to 0.71 with an overall coefficient index of 0.69. These values were high and therefore, reliable and stable over time. However, the selected sample used for the pilot study was not used in the real study.

The reliability of the “Ogun State Bureau of Employment Generation Staff and Facilitators/Trainers Questionnaire” (OSBEGSFQ) was determined through test-re-test method using 10 selected sample from the staff of BEG and facilitators/trainers of the programmes. The questionnaire was administered twice at an interval of 4 weeks and the scores (two) were also taken and correlated using the Pearson Product Moment Correlation (PPMC). The co-efficient index found ranged from 0.61 to 0.73 and the values were high and therefore, reliable and stable. The overall coefficient index was 0.71 and the selected sample used for the pilot study was also not used in the real study.

3.5 Procedure for Data Collection

The questionnaire was administered on 2,834 respondents with the help of trained research assistants. Out of this, 2,646 (93.4%) were retrieved, while 2,560 (90.3%) were certified valid for the analysis that followed. From the 2,560 copies certified for analysis 2,500 copies were for graduates of the training programmes used as respondents. Out of the 2,560 certified for analysis 584 (22.8%) took part in agricultural training, 615 (24%) took part in vocational training, 1,301 (50.8%) took part in the OGUGRADS programme while the remaining 60 copies were for staff of the BEG and facilitators/trainers of the programmes.

3.6 Method of Data Analysis

Data collected through the questionnaires were presented and analyzed using 5 statistical tools: frequency counts, simple percentages, bar and pie charts were used to present demographic data of respondents while multiple regression was used to test hypotheses i, ii and iii. Pearson Moment Correlation Coefficient (PPMC) was used to test hypotheses iv, v, vi while simple percentages were used for research questions 1,2,3,4,5,6,7 and 8 (RQ₁ – RQ₈).

The derived hypotheses were tested as follows:

Hypothesis i was tested using multiple regression in line with the objective of BEG which states that it is established to reduce poverty through entrepreneurial self-employment for a secured future.

Hypothesis ii was tested using multiple regression in line with the objective of BEG which states that it is to mitigate the problem of restiveness among the youths.

Hypothesis iii was tested using multiple regression and hypothesis iv was tested using Pearson Product Moment Correlation Coefficient in line with the objectives of BEG which state that it will, through employment generation programmes, create wealth and employment and also ensure agricultural and vocational skills acquisition for unemployed youths, graduates, senior citizens and special people.

Hypotheses v and vi were tested using Pearson Product Moment Correlation Coefficient in line with the objectives of BEG which state that it will reduce poverty through entrepreneurial self employment, and also ensure self-reliance and reduce over-dependence on parents/guardians immediately after graduation.

The qualitative data collected through FGD and KII were analyzed, using content analysis, to buttress the findings generated from the analysis of data collected through questionnaire.

CHAPTER FOUR

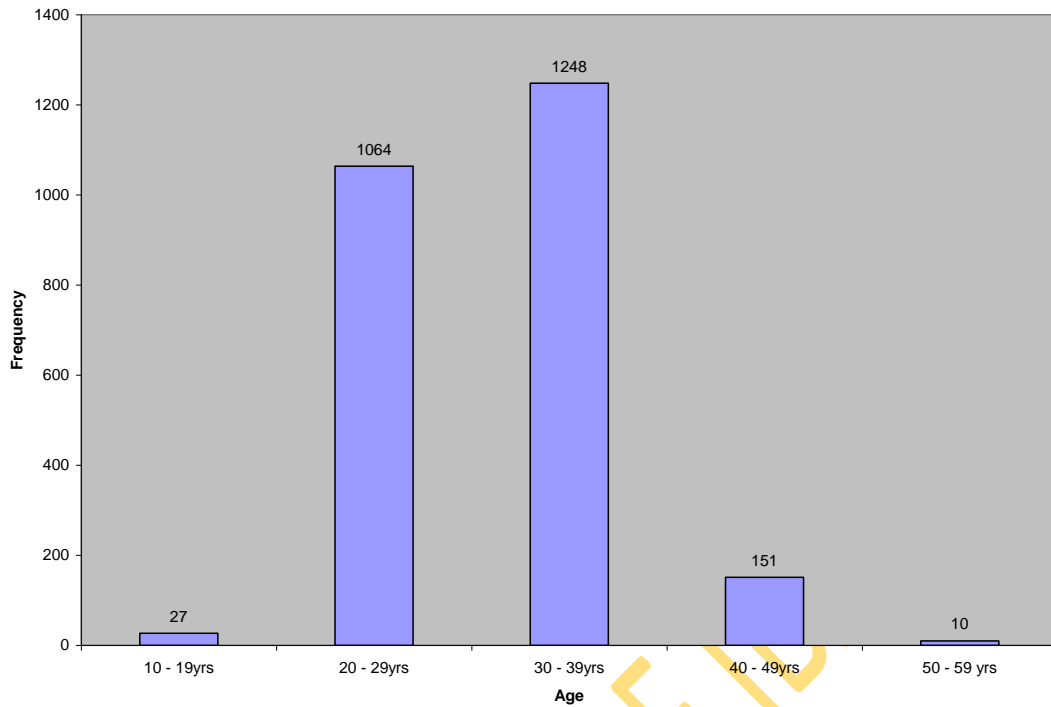
ANALYSIS OF DATA, RESULTS AND DISCUSSION OF FINDINGS

This chapter presents the analysis of data collected from the sampled respondents. Results from the administered questionnaires are clearly presented with the demographic characteristics of respondents presented in percentages while research hypotheses are inferentially tested.

All the respondents participated in the various employment generation programmes of the Bureau between 2007 and 2009. Out of the questionnaires administered on 2,766 graduates of the employment generation programmes, only 2,582 (93.3%) were retrieved. Out of the 2,582 questionnaires retrieved 2,500 were properly filled and certified for analysis. From the 2,500 responses certified good for analysis, 584 (23.4%) out of the respondents took part in agricultural training, 615 (24.6%) took part in vocational training, while the remaining 1,301 (52%) took part in the OGUGRADS programme. The sum total of beneficiary respondents for each year was 607 in 2007, 580 in 2008 and 1,313 in 2009. Also, out of the questionnaires administered on 68 staff of BEG and facilitators/trainers, only 64 copies were retrieved, out of which 60 were properly filled and certified good for analysis.

4.1 Demographic characteristics of respondents

The demographic characteristics of the respondents are analyzed in order to give background information of the people involved in the study. These include age, sex, marital status, religion, educational qualifications and employment status of respondents.

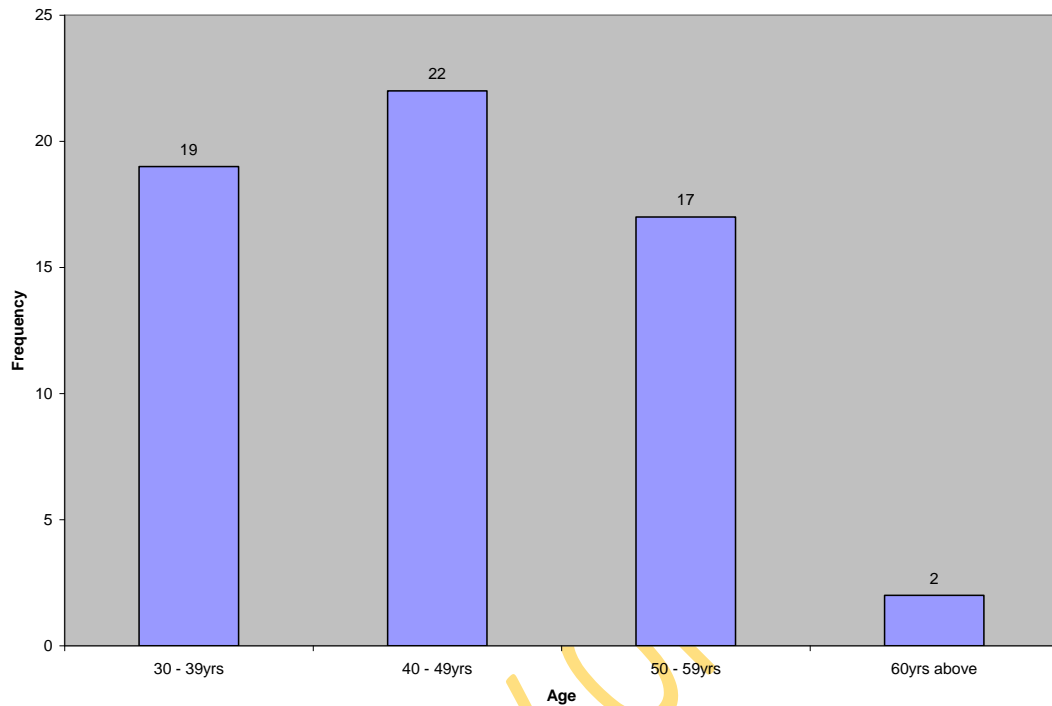


4.1.1 Age distribution of beneficiary respondents

Figure 4.1: Age Distribution of beneficiaries’.

Source: Field Survey (2010)

Figure 4.1 reveals that 27 (1.1%) of the beneficiary respondents were between ages 10-19 years, 1064 (42.6%) were between 20-29 years, 1248 (49.9%) between 30-39 years, 151 (6.0%) between 40 – 49 years, while 10 (0.4%) of the beneficiary respondents were between 50 – 59 years. This shows that the respondents used for the study cut across various age grades with majority falling between ages 30 – 39 years. The implication of this finding is that people in their prime form majority of the unemployed and also, that people can still upgrade and update their skills and knowledge to be more productive, irrespective of their age as learning should be a life-long experience.

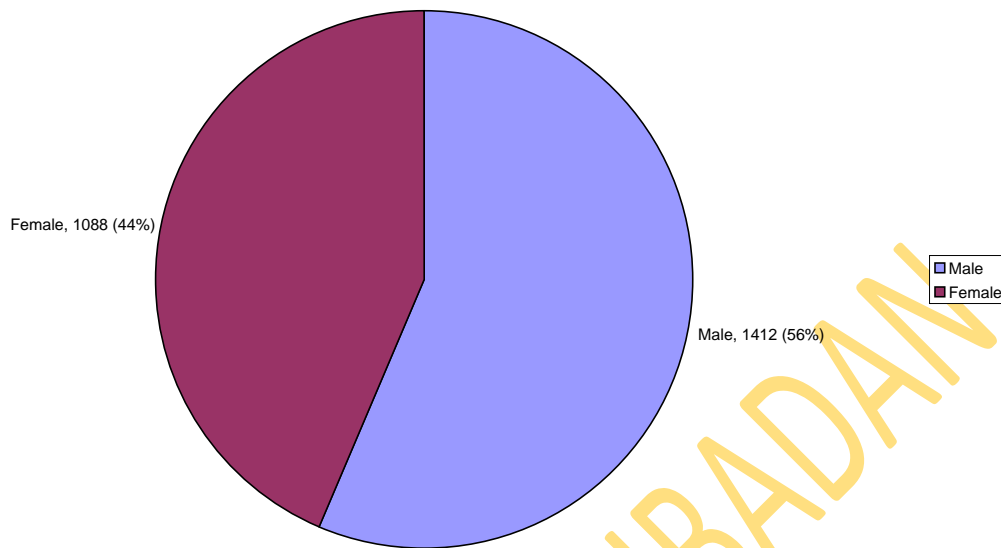


4.1.2 Age distribution of staff/facilitator respondents

Figure 4.2: Age distribution of staff/facilitator respondents

Source: Field Survey (2010)

Figure 4.2 indicates that 19 (31.7%) of the staff/facilitator respondents were between ages 30 – 39 years, those between 40-49 years were 22 (36.7%), those between 50-59 years were 17 (28.3%) while those from 60 years and above were 2 (3.3%). This shows that the staff/facilitators cut across various working age grades and the implication of the finding is that people can still work and be productive up till age 65 or even 70 before retirement as stipulated by the Nigerian constitution.

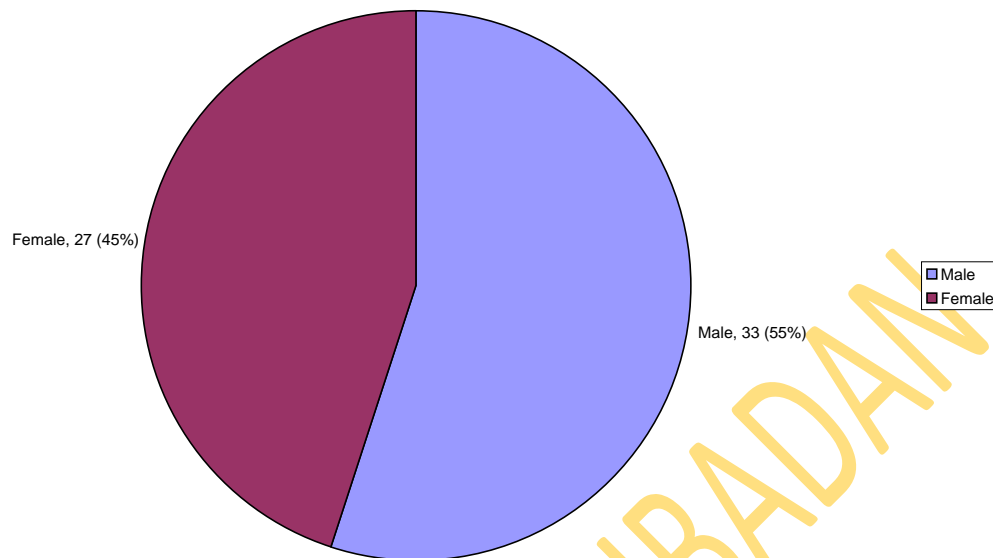


4.1.3 Sex of beneficiary respondents

Figure 4.3 Distribution of beneficiaries by sex

Source: Field Survey (2010)

Figure 4.3 reveals that 1412 (56%) of the respondents were males while 1088 (44%) were females. This shows that the Bureau in its employment generation programmes is not sex biased and the implication for the society is that unemployment cuts across both sexes. However, it was discovered that women are more interested in vocational skills acquisition than agricultural training and this may be due to their multiple domestic roles at home.

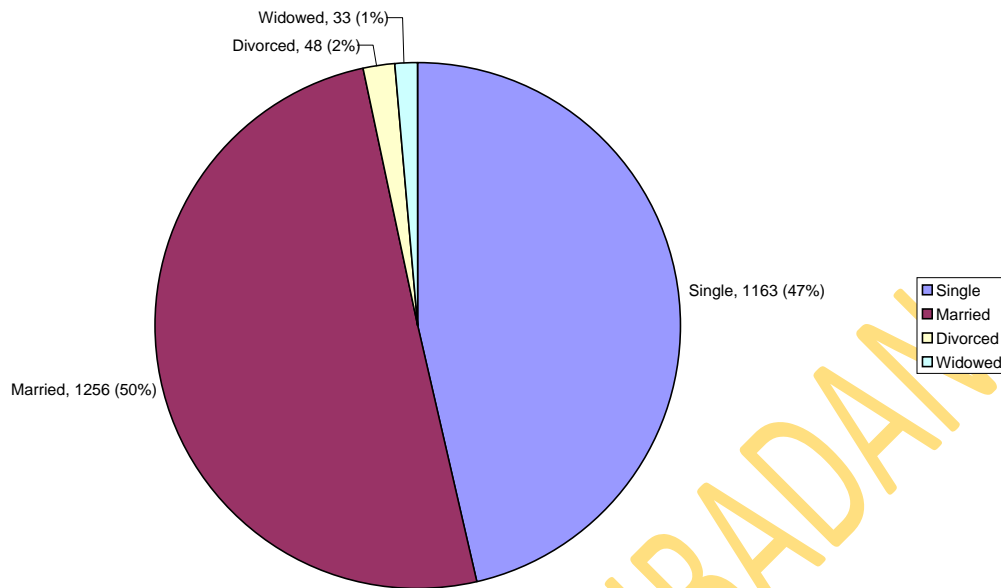


4.1.4 Distribution of staff/facilitator respondents by sex

Figure 4.4 Distribution of staff/facilitators by sex

Source: Field Survey (2010)

Figure 4.4 shows that 33 (55%) of the staff/facilitator respondents were males while 27 (45%) were females. This implies that irrespective of sex, people can work and contribute productively to the development of the society and the nation in general.

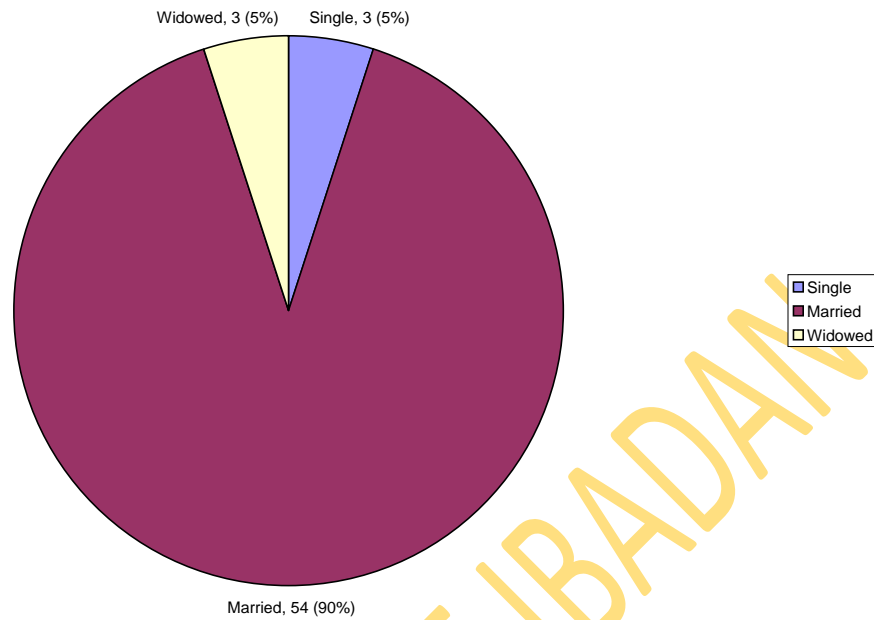


4.1.5 Marital status of beneficiary respondents

Figure 4.5 Distribution of beneficiaries by marital status

Source: Field Survey (2010)

Figure 4.5 reveals that 1256 (50%) of the beneficiary respondents were married, 1163 (47%) were single, 33 (1%) were widowed, while 48 (2%) were divorced. This implies that irrespective of the marital status, unemployment cuts across in Ogun State.

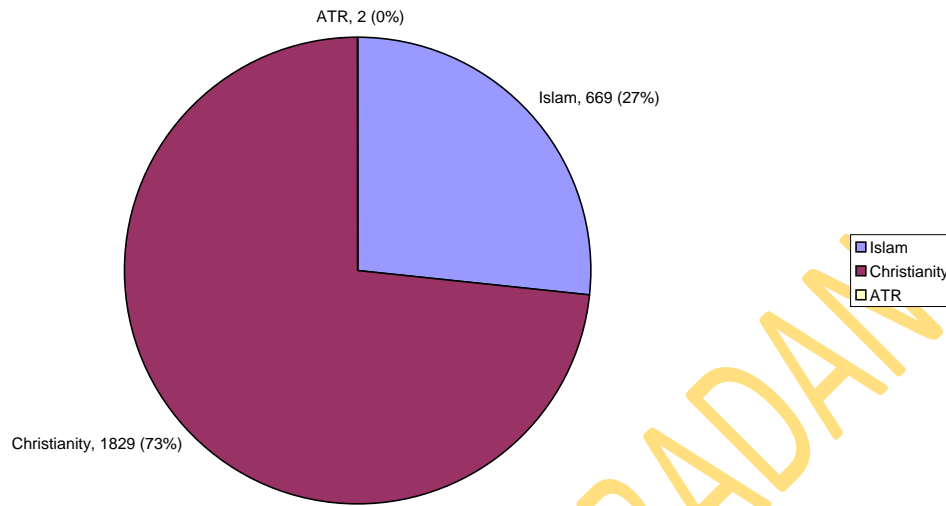


4.1.6 Marital status of staff/facilitator respondents

Figure 4.6 Distribution of staff/facilitators by marital status

Source: Field Survey (2010)

Figure 4.6 shows that 54 (90%) of the staff/facilitator respondents were married while 3 (5%) were single and widowed respectively.

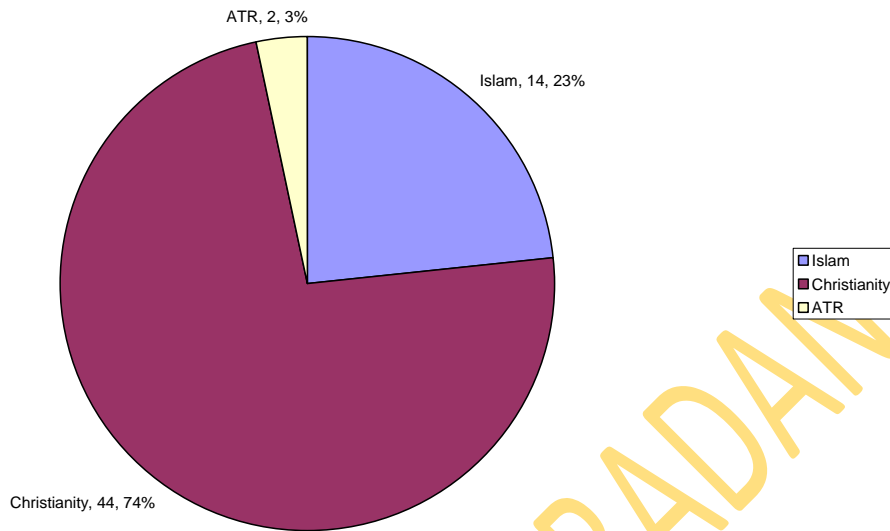


4.1.7 Religious affiliation of beneficiary respondents

Figure 4.7 Distribution of beneficiaries by religion

Source: Field Survey (2010)

Figure 4.7 shows that 2 (0%) of the beneficiary respondents were traditional worshippers, 669 (27%) were muslims, while 1829 (73%) were christians. This shows that out of the three major religions in Ogun State, the christians came out more to embrace the employment generation programmes of the Ogun State Bureau of employment generation. This however, may be attributed to the fact that Christianity seems to be dominant, especially with the state being the first point of call of the christian missionaries.

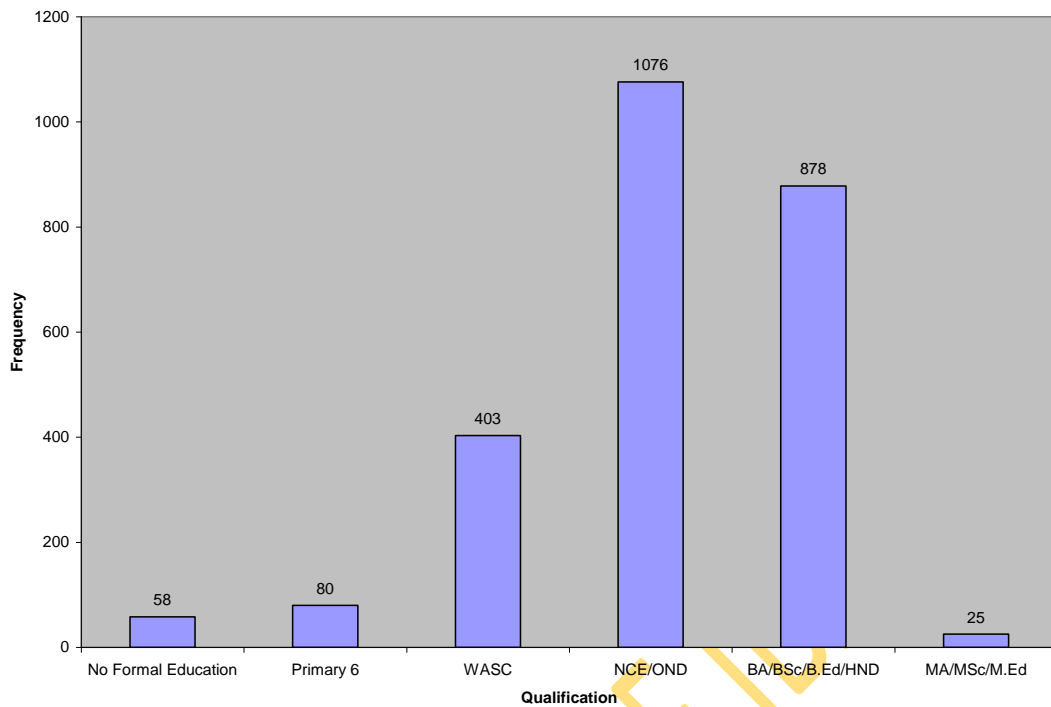


4.1.8 Religious affiliation of staff/facilitator respondents

Figure 4.8 Distribution of staff/facilitators by religion

Source: Field Survey (2010)

Figure 4.8 shows that 44 (74%) of the staff/facilitator respondents were christians, 14 (23%) were muslims, while 2 (3%) were traditional worshippers. Christians being the majority in this instance may also be attributed to the fact that christianity seems to be dominant especially with the state being the first point of call of christian missionaries.



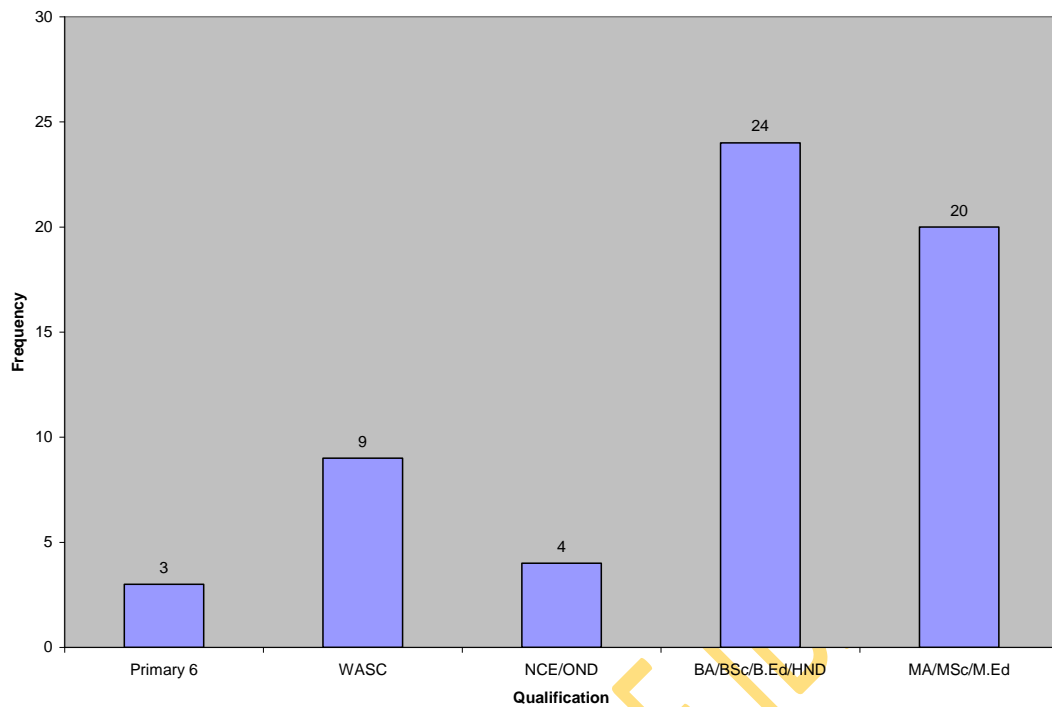
4.1.9 Educational qualifications of beneficiary respondents

Figure 4.9: Distribution of beneficiaries by educational qualifications

Source: Field Survey (2010)

Figure 4.9 shows that out of the total 2,500 beneficiary respondents used, 38 (1.5%) had no formal education, 80 (3.2%) had primary six certificate and 403 (16.1%) had WASC. Also, 1076 (43.0%) had NCE/OND, 878 (35.1%) had B.Sc/B.A./B.Ed/HND, while the remaining 25 (1%) had MA/M.Sc./M.Ed.

The implication of the above finding rests on the need for training and retraining, irrespective of one's educational qualification, as people often seek entrepreneurial training irrespective of their previous educational attainment, and learning is expected to be a life-long experience.

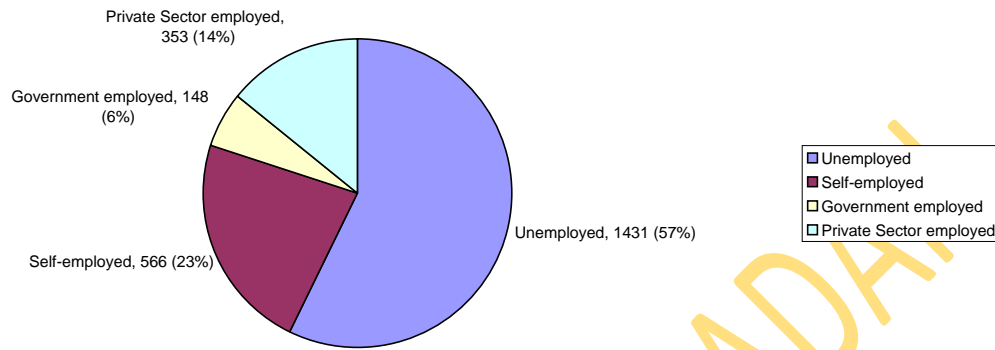


4.1.10 Educational qualifications of staff/facilitator respondents

Figure 4.10: Distribution of staff/facilitators' by educational qualifications

Source: Field Survey (2010)

In Figure 4.10, 3 (5%) out of the 60 staff/facilitator respondents used had primary six certificate, 9 (15.0%) had West African School Certificate, and 4 (6.7%) had OND/NCE Certificates. Also, 24 (40%) had B.A./B.Sc./B.Ed./HND certificates while 20 (33.3%) had MA/M.Sc/M.Ed.



4.1.11 Employment status of beneficiary respondents before and after the BEG programmes

Figure 4.11 Employment status of beneficiaries before the BEG programmes

Source: Field Survey (2010)

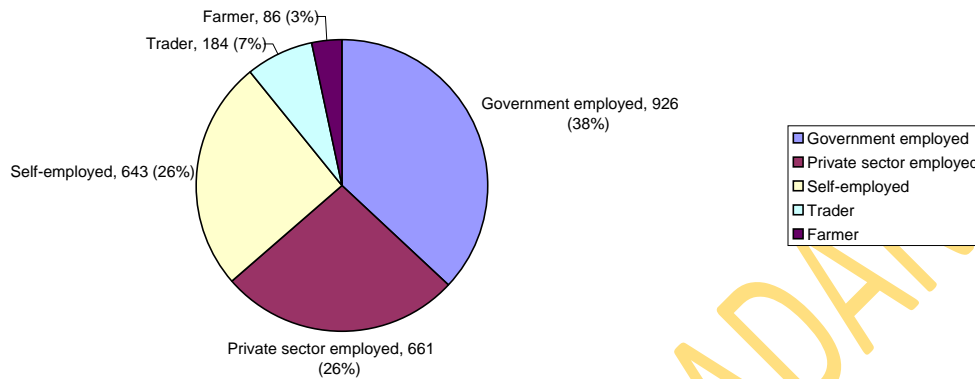


Figure 4.12 Employment status of beneficiary respondents after BEG programmes

Source: Field Survey (2010)

Figure 4.11 shows the employment status of graduates/beneficiaries used in the study before participating in the employment generation programmes of BEG, thus, 1431 (57%) were unemployed, 568 (23%) were self-employed, 148 (6%) were government employed, while, 353 (14%) were employed in the private sector. This indicates that majority of the beneficiaries respondents (57%) were unemployed before participating in the employment generation programmes of the BEG. This is also an indication of the high rate of unemployment in the country and in Ogun State in particular.

Figure 4.12 shows the present employment status of beneficiaries thus; 926 (38%) were government employed, 661 (26%) were employed in the private sector, 643 (26%) were self-employed, 184 (7%) were traders while 86 (3%) were farmers.

A comparison of figures 4.11 and 4.12 shows an improvement in the employment status of beneficiary respondents as none was unemployed in 4.11 whereas, 57% were

unemployed before participating in the various employment generation programmes of the BEG in Ogun State. The number of beneficiary respondents, 148 (6%), who were in government employment before participating in the employment generation programmes, increased to 926 (38%) after participating in the programmes. Also, the number of beneficiaries respondents 353 (14%) employed in the private sector before participating in the employment generation programmes increased to 661 (26%) after participating in the programmes.

A female FGD participant commented on the increase in the private sector employment thus

I participated in the vocational training programme of BEG hoping to benefit from loan or grant that would be given by the government to establish myself in business. But, since I could not raise enough money to start-off and also was unable to secure loan from any government agency or other financial institutions, I had to seek for employment in the private sector when that of the public was not forthcoming.

(Female FGD, Ifo, September 2010)

Also, the number of beneficiary respondents 568 (23%) who were self employed increased to 643 (26%) after participating in the employment generation programmes of the BEG. Likewise, 86 (3%) and 184 (7%) of the beneficiary respondents became farmers and traders respectively, after participating in the various employment generation programmes. The analysis indicated that increase in government employment was the highest (increasing from 6% to 38% of the population of the beneficiary respondents whose questionnaires were properly filled and analyzed), followed by employment in the private sector which increased from 14% to 26%.

The low increase in self-employment, when compared to that of government and private sector employment of beneficiary respondents, can be seen not to be in agreement with the aspirations of the participants as indicated by 2082 (83.2%) of the beneficiary respondents who agreed that they participated in the training programmes to be self-reliant and self-employed. However, only 1382 (55.3%) agreed that participating in the BEG programmes has made them self-reliant and self-employed.

A male KII participant gave this comment in support of the above:

Evidently one would not expect that all those trained will be self-employed, considering the fact that not all will be able to access loans or grants to start-off on their own. This is coupled with the economic recession biting hard on the economy of the state government finances/ purse and lack of the will-power, making it impossible for Ogun-State government to really assist the BEG graduates with take-off grants. Therefore, they (trainee graduates) are left with no option other than to seek for any form of employment to keep body and soul together.

(Female KII, Ibara, October 2010)

Also, 1847 (85.1%) said the training programmes imparted positively on them while 59 (98.3%) of the staff/facilitator respondents said training given was adequate to make participants self-employed/self-reliant. However, there was the lack of initial take-off capital on the part of participants to establish their own businesses after graduation as agreed by 2350 (90.0%) of the beneficiary respondents and 56 (93.3%) of staff/facilitators. Also, 2016 (80.6%) of the beneficiary respondents said high interest rates charged on loans by banks and other financial institutions were some of the challenges facing the BEG in creating sustaining employment for the people of Ogun State.

To buttress the findings of the analysis of data collected with the questionnaire, the following responses were generated through Focus Group Discussion (FGD) and Key Informant Interview (KII) on why there was a low increase in self-employment when compared to that of government and private sector employment of beneficiary respondents after the training programmes.

One FGD participant said:

After our training in agriculture, I was fortunate to secure employment in a private poultry farm when I could not start-off on my own due to lack of fund. However, I still hope to 'one-day' be on my own (self-employed) when I am able to save enough money to take-off and sustain the venture.

(Male FGD, Ilaro, October 2010).

A male FGD participant also commented thus:

I was one of the fortunate graduates in agriculture taken to one of the farm estates on completion of the training with high hopes. However, because of inadequate fund, poor facilities and infrastructure at the farm estates, I came back to town (Abeokuta) to seek for any form of employment. Fortunately, I

was able to secure a teaching appointment in a government primary school.

(Male FGD, Odogbolu, September 2010)

In the words of a female FGD participant:

Lack of provision of essential facilities such as water, electricity, good road leading to the farm estates, etc, made the estate inhabitable for us. As a result, most of us left the estate for different places to seek for other things to do for survival.

(Female FGD, Awowo, October 2010)

Another FGD Participant further said:

As you (researcher) can see, the farm estate here has been left uncompleted since it was commissioned by the state governor years back. Walking the distance from the nearest village (Imasai) to the farm estate is not also encouraging considering the bad road, but some of us from far places such as Ado-Odo, Ilaro, etc, had to secure accommodation in Imasai with the hope that the estate buildings would be made habitable soonest. Alas, when the house rent expired and we could not afford to continue the payment, and coupled with the distance from Imasai to the farm estate and unsympathetic attitude of the government towards our plight, most of us got discouraged and left for places such as Abeokuta, Ilaro, Ifo, etc. Those affected people only came back to harvest what they planted and left without looking back since then.

(Male FGD, Imasai, October 2010)

A male FGD participant also commented thus:

Maybe, most of the graduates in agriculture taken to the farm estates would have become full-time farmers but, for lack of essential facilities on the estates such as good roads, water, power supply, etc. In fact, those of us brought to Idekan faced a lot of hostilities from those who were asked to vacate the place and move to Apoje and Odi-Olowo by the State government in order to accommodate the OGE GEP graduates in agriculture. As a result, most of us left Idekan for Ijebu-Igbo and other towns to engage in other money making activities like commercial okada riding, petty trading, etc.

(Male FGD, Idekan, September 2010)

Accordingly, in line with the above, a female KII participant commented thus:

I can say that the participants in the various employment programmes of BEG gained so much in terms of knowledge and skills acquisition. However, some of them could not be self employed and self reliant because of lack of initial take-off

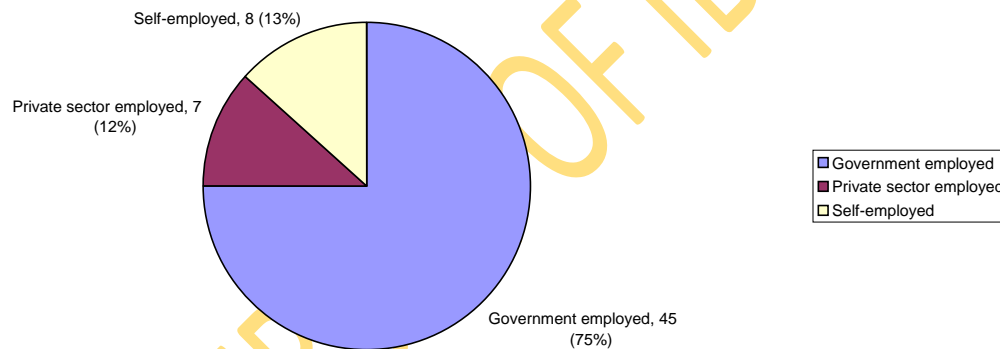
capital while, some are just being lazy and not ready to endure any hardship experienced at the teething stage of any business endeavour.

(Male KII, Odeda, September 2010)

A KII participant corroborating the idea of the previous comment claimed that:

Though, most of the graduates are not self-employed most of them, we at the BEG reliably gathered, still make use of the skills and knowledge gained to engage in part-time businesses/ventures after the close of work and weekends.

(Male KII, Oke-Imosan, October 2010)



4.1.12 Employment status of staff/facilitator respondents

Figure 4.13: Distribution of staff/facilitators by employment status

Source: Field Survey (2010)

Figure 4.13 reveals that 45 (75%) of the staff/facilitators respondents were government employed, 7 (12%) were private sector employed while 8 (13%) were self-employed. It was also discovered that some employees of the State Government (BEG,

Ministry of Agriculture, Fisheries unit, etc) also served as facilitators for the various training programmes of the BEG.

Out of the 60 respondents whose questionnaire were correctly filled and retrieved, 28 (46.7%) were staff of the Bureau of Employment Generation while 32 (53.3%) were facilitators for the various training programmes of the Bureau. So also, 15 (46.9%) out of the 32 facilitators were used in Agricultural training while the remaining 17 (53.1%) were facilitators in vocational skills acquisition.

The facilitators cut across the years when the employment generation programmes started in 2003 till 2009.

4.2 Analysis of data and testing of hypotheses

The results of data collected and analysed to test the hypotheses are hereby presented.

4.2.1 Regression analysis of the joint and relative effect of components of the programmes of the BEG on employment generation.

Table 4.1 – Summary of regression on the relative effect of components of the programmes of the Bureau on employment generation in Ogun State.

Model	Unstandardized Coefficient		Stand. Coefficient	T	Sig.
	B	Std. Error	B		
(Constant)	0.315	0.330		0.955	0.340
Extent at which goals are achieved	8.357E-02	0.011	0.156	7.490	0.001
Nature/pattern of employment opportunities	0.124	0.014	0.136	8.778	0.001
Adequacy of curriculum	0.105	0.017	0.133	6.142	0.001
Funding	0.256	0.017	0.361	14.925	0.001
Facilities	4.430E-02	0.008	0.095	5.893	0.001
Quality of Instruction	-4.852E-02	0.007	-0.119	-7.448	0.001

Table 4.2:- Summary of regression on the joint effect of components of the programmes of the Bureau on employment generation in Ogun State.

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	4990.399	6	831.733	334.459	0.001
Residual	6199.601	2493	2.487		
Total	11190.000	2499			

$$R = 0.668$$

$$R^2 = 0.466$$

$$\text{Adj.}R^2 = 0.445$$

Source: Author's analysis, 2011

Table 4.1 reveals the relative contribution of each of the programmes of Bureau of Employment Generation on employment generation in Ogun State. Funding has the highest relative effect ($\beta = 0.361$, $P < 0.05$), closely followed by Extent at which goals are achieved ($\beta = 0.156$, $P < 0.05$), Nature/Pattern of employment opportunities ($\beta = 0.136$, $P < 0.05$), Adequacy of curriculum ($\beta = 0.133$, $P < 0.05$), Facilities ($\beta = 0.095$, $P < 0.05$), while, Quality of instruction has the least relative contribution ($\beta = 0.119$, $P < 0.05$).

Table 4.2 shows that the linear effect of components of programmes of the BEG on employment generation in Ogun State was significant ($F(6,2493) = 334.459$; $R = 0.668$; $R^2 = 0.446$; $\text{Adj.}R^2 = 0.445$; $P < 0.05$). About 45% of the variations were accounted for by the independent variables. The result of the analysis in Table 4.2 indicates that the linear effect of components of programmes of the BEG on employment generation in Ogun State was significant ($F(6,2493) = 334.459$; $R = 0.668$; $R^2 = 0.446$; $\text{Adj.}R^2 = 0.445$; $P < 0.05$).

Also, Table 4.1 shows that each of the components of programmes of Bureau of Employment has relative effect on employment generation and the analysis of data collected through questionnaire also indicated that 65.5% of the beneficiaries respondents and 96.7% of the staff/facilitators used for the study agreed that the BEG through its training programmes has been able to create employment opportunities for the people of Ogun State. Therefore, the null hypothesis that there will be no joint or relative effect of the

components of the programmes of Bureau of Employment Generation on employment generation is rejected and the alternative hypothesis accepted.

The result of the analysis in Table 4.1 which indicates that there is a significant relationship between adequacy of curriculum of training programmes of the BEG and employment generation agrees with Anderson (1997) whose finding of study noted that although training programmes are designed to facilitate the absorption of youth/people into the market for labour, the success of the programme can be determined by examining the post training employment experience of the graduate. The above is also supported by Lawson's (2011) findings that most training curriculum in Nigeria is outdated and out-of-touch with 21st century skills and realities. This may explain why some graduates of the training programmes cannot be gainfully employed by making use of the skills and knowledge acquired during the training.

The above findings in Table 4.1 is supported by 75.5% of beneficiary respondents and 100% of the staff/facilitator respondents who agreed that the curriculum of the training programme was adequate enough to bring about changes in the skills, knowledge and attitude of trainees. So also, 67.9% of the beneficiary respondents and, 98.3% of staff/facilitator respondents agreed that the training given was adequate enough to make participants become self-employed/self-reliant. 69.8% of the beneficiary respondents and 88.3% of the staff/facilitators also agreed that the duration of the various training programmes should be extended for in-depth knowledge and skills' acquisition. This result can be seen to be in support of the significant relationship between adequacy of curriculum and employment generation.

Further, in support of the findings in Table 4.1, 84.4% of the beneficiary respondents agreed that the success or failure of the employment generation programmes depends on quality of trainers who would implement the curriculum. However, 76.7% of the staff/facilitator respondents said they had input in the curriculum of the training programmes. It is noteworthy that the FGD conducted equally supported that there is significant relationship between adequacy of curriculum of training programmes and employment generation. One FGD participant commented that:

Some of us who were trained at Odeda Farm Institute in agriculture were real local farmers before coming for the training

programme, some were graduates of agricultural science from different higher institutions, while others never farmed in their lives but only came to have their share of the national cake. However, the training given to us generally was not enough to encourage those not into farming before to go into it as they saw farming as meant for the illiterates only.
(Male FGD, Imasai, September 2010)

Another FGD participant commented thus:

The training given to us in paints making and painting was adequate such that, some of us though, government or private sector employed, still make use of the knowledge acquired to generate extra income through paints making and painting for people.
(Male FGD, Obantoko Abeokuta, September 2010)

A female FGD participant said:

I can only speak in respect of vocational training that I participated in. We that took part were given adequate training that we still make use of today. The skills and knowledge acquired were really good just that some of us could not get enough fund to embark on large-scale production.
(Female FGD, Ijebu Ode, October 2010)

The comment of another male FGD participant went thus:

Honestly, there was nothing new in the agricultural training given to us from what I already learnt in the university. So, I was only praying for the training to be over so that I could go back home and maybe benefit from the take-off grant to be given to us as promised by the state government.
(Male FGD, Ijebu Mushin/Illugun, October 2010)

The findings of this study on the relative contribution of quality of instruction on employment generation, as indicated in Table 4.1 agree with UNO (2005) observation on the importance of teachers and trainers to be recognized in the context of attaining quality education for all. Also, Youngman (2005), citing UNESCO (2003), remarked in support of the findings in Table 4.1 that achieving high quality in adult learning programmes depends in large measure on the availability of knowledgeable, skillful, sensitive and socially committed adult educators. However, in the words of Hinzen (2005), “there is no need to repeat that we need government input into adult education as much as we do for other

pillars of the education system, but, this goes beyond policy, legislation and financing to include training and accreditation”.

The above finding in Table 4.1 is also supported by 84.4% of the beneficiary respondents who agreed that the success or failure of employment generation programmes depends on the quality of trainers. So also, 85% of the staff/facilitators respondents agreed that they enjoyed the freedom given to them to plan and deliver their lessons the way they liked. The findings in Tables 4.1 and 4.2 are in line with the National Policy on Education (NPE, 2004) acknowledgement that no education can rise above the level of its teachers and that the provision of training materials from all tiers of government is an important requirement for a successful educational outcome. The result also agrees with Adebisi (2011) who noted that the level of training materials available to any educational system and the way they are put to use will determine to a great extent, the performance of that system.

4.2.2 Regression analysis of the joint and relative effect of employment generation programmes of BEG on poverty reduction.

Table 4.3- Summary of regression on the relative effect of employment generation programmes of the BEG on poverty reduction in Ogun State.

Model	Unstandardized Coefficient		Standardized Coefficient	T	Sig.
	B	Std. Error	B		
(Constant)	-2.467	0.223		-11.064	0.000
Agricultural Training	-2.957E-03	0.004	-0.008	-0.798	0.425
Vocational Training	6.781E-02	0.005	0.127	12.774	0.000
OGUGRADS	0.418	0.005	0.844	83.696	0.000

Table 4.4- Summary of regression on the joint effect of agricultural training, vocational training and OGUGRADS on poverty reduction in Ogun State.

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	9617.233	3	3205.744	2651.841	0.001
Residual	3017.352	2496	1.209		
Total	12634.586	2496			

$$R = 0.872$$

$$R^2 = 0.761$$

$$\text{Adj } R^2 = 0.761$$

Source: Author's analysis, 2011

Table 4.3 reveals the relative effect of the employment generation programmes that is, the three independent variables (agricultural training, vocational training and OGUGRADS) on poverty reduction. The result indicates the relative contribution of each, thus, OGUGRADS programme has the highest relative effect ($\beta = 0.844$, $P < 0.05$), followed by vocational training ($\beta = 0.127$, $P < 0.05$) while agricultural training has the least relative effect ($\beta = 0.008$, $P < 0.05$).

Table 4.4 shows the joint effect of the independent variables that is, the employment generation programmes of the BEG on the dependent variable, which is poverty reduction. The table revealed that the joint effect of agricultural training, vocational training and OGUGRADS programmes on poverty reduction in Ogun State was significant ($f(3,2496) = 2651.841$; $R = 0.872$, $R^2 = 0.761$, $\text{Adj. } R^2 = 0.761$; $P < 0.05$). The result further establishes that about 76% of the variation was accounted for by the independent variable.

Also, from the analysis of data collected through the questionnaire, 61.5% of the beneficiary respondents and 70% of the staff/facilitator respondents agreed that the BEG through its various training programmes has been able to reduce poverty among the people in Ogun State. In line with the above, 50.5% of the beneficiary respondents indicated that with the knowledge acquired, they have better productivity, enhanced income and better living standard. Therefore, the null hypothesis that there will be no joint and relative effect

of employment generation programmes of BEG on poverty reduction is rejected, and the alternative hypothesis accepted.

In agreement with the above, one FGD participant stated:

I participated in the OGUGRADS programme and I am better off today because I was able to save from the monthly stipend paid us by the state government which I later used to set up my own business enterprises. Now, unlike before, I pay my house rent, feed and cloth myself without relying on my parents to do so for me.

(Female FGD, Sagamu, September 2010)

Another FGD participant commented:

With the vocational skills acquired in paints making and painting, and the additional income I make through it, I can now afford to support my wife financially in her business and at the same time provide most of the required school materials such as, books, good sandals, school uniform, bags, etc needed by my school children.

(Male FGD, Odeda, September 2010)

The result obtained from the analysis in Tables 4.3 and 4.4 is in consonance with Strassburg (2007) affirmation that a number of studies (Ribich 1968, Valley 1998, Preece 2005, Akoojee and McGrath 2006) have confirmed the direct relationship between poverty and education. The result of this study also finds support in the work of Muktar (2009) which shows that employment and income generation are important aspects of poverty alleviation efforts. So also, Weeks (2011) indicates that the link between growth and poverty reduction is employment, which is the direct source of household incomes.

In support of the findings in Tables 4.3 and 4.4, and also corroborating Muktar (2009) and Strassburg (2007), a female FGD participant commented:

As a widow, if not for the training in agriculture, specifically poultry production, which has afforded me the opportunity to secure employment in a poultry farm, I would still be unemployed. At least, with the little I earn now as a poultry worker, my children are better fed unlike before when I was jobless.

(Female FGD Obantoko, October 2010)

Also, the significant joint effect of employment generation programmes of BEG on poverty reduction as shown in Table 4.4 agrees with Olomola, et al (2009) who emphasizes that employment remains the core index for poverty measurement and evaluation, and as an economy approaches the threshold of “full employment” *ceteris paribus*, poverty decline begin to tend towards zero and vice-versa. So also, UNO (2005) regards education as the primary solution to poverty.

The findings of Onyishi (2004) that poverty reduction can only be real, if non-formal education programmes are seriously taken care of and effectively implemented by government is also noteworthy. In the same vein, Seya (2005) observes that as long as poverty remains a distinctive feature of Africa, adult education will impose itself as an unavoidable ingredient of development processes and as a result, majority of African countries have elaborated adult education policies as parts of national development.

As indicated in Table 4.3, agricultural training has the least relative effect on poverty reduction ($\beta = -0.008$, $P < 0.05$) and this is in line with Ojo's (1998) submission that in Nigeria in the 60s, about 72% of the total work force was engaged in agriculture but the proportion of work force in gainful occupation in agricultural sector has declined gradually, reaching about 60% in 1996. He affirms further that the relative neglect of the agricultural sector since the oil boom of the 1970s explains the drop in the relative contribution of the sector to total gainful employment.

Also, OGUGRADS, having the highest relative effect on poverty reduction ($\beta = 0.844$, $P < 0.05$), finds support in Richard (2007) who states that targeted pro-poor policies, including job creation for vulnerable population, are important poverty reduction strategy. Stressing further that development and poverty reduction therefore require the development of productive sectors that create jobs and generate income.

4.2.3 Regression analysis of the joint and relative effect of employment generation programmes on social vices reduction.

Table 4.5 – Summary of regression on the relative effect of the independent variables (agricultural training, vocational training and OGUGRADS) on the dependent variable that is, social-vices reduction in Ogun State.

Coefficients ^a					
Model	Unstandardized Coefficient		Standardized Coefficient	T	Sig.
	B	Std. Error	B		
(Constant)	-2.14	0.185		-1.155	0.248
Agricultural Training	-2.412E-02	0.003	-0.069	-7.830	0.000
Vocational Training	2.069E-02	0.004	0.041	4.685	0.000
OGUGRADS	0.421	0.004	0.904	101.395	0.000

Table 4.6 – Summary of regression on the joint effect of the independent variables (agricultural training, vocational training and OGUGRADS) on the dependent variable that is, social-vices reduction in Ogun State.

Model	Sum of Squares	Df	Mean Square	F	Sig.
Regression	9101.581	3	3033.860	3625.957	0.001
Residual	2088.419	2496	0.837		
Total	11190.000	2499			

$$R = 0.902$$

$$R^2 = 0.813$$

$$\text{Adj } R^2 = 0.813$$

Source: Author's analysis, 2011

Table 4.5 reveals the relative effect of the employment generation programmes (agricultural training, vocational training and OGUGRADS) on social-vices reduction. The result indicates the relative contribution of each. Thus, OGUGRADS has the highest

relative effect ($\beta = 0.904$, $P < 0.05$), followed by vocational training ($\beta = 0.041$, $P < 0.05$) while agricultural training has the least relative effect ($\beta = 0.069$, $P < 0.05$).

Table 4.6 shows the joint effect of the employment generation programmes of BEG (agricultural training, vocational training and OGUGRADS) on social-vices reduction in Ogun State. The table reveals that the joint effect of the employment generation programmes of BEG on social-vices reduction in Ogun State was significant ($F(3,2496) = 3625.957$; $R = 0.902$; $R^2 = 0.813$; $Adj.R^2 = 0.813$; $P < 0.05$). The result further established that about 81% of the variation was accounted for by the independent variable.

Table 4.5 reveals the relative effect of the employment generation programmes (agricultural training, vocational training and OGUGRADS) on social-vices reduction. The result indicated the relative contribution of each. Thus, OGUGRADS has the highest relative effect ($\beta = 0.904$, $P < 0.05$), followed by vocational training ($\beta = 0.041$, $P < 0.05$) while agricultural training has the least relative effect ($\beta = 0.069$, $P < 0.05$).

The result obtained in Table 4.6 clearly indicates that the joint effect of employment generation programmes of the Bureau of Employment Generation on social vices reduction was significant. Also, the results from Table 4.6 show the relative effect of each of the employment generation programmes (agricultural training, vocational training and OGUGRADS) on social vices reduction in Ogun State.

The analysis of data collected through questionnaire also indicated that 80.2% of the beneficiary respondents and 76.7% of staff/facilitators used for the study agreed that the Bureau of Employment Generation has been able to reduce restiveness and crimes among the youths and people of the state through its various intervention programmes. In the same vein, 59.3% of the beneficiary respondents and 58.4% of the staff/facilitator respondents agreed that there has been reduction in commercial sex hawking among female youths since the commencement of the intervention programmes of BEG.

It was also agreed by 50.4% of the beneficiary respondents and 68.3% of the staff/facilitator respondents that with the programmes of BEG, there has been reduction in the use of youths as political thugs by politicians. Therefore, the null hypothesis that there will be no joint and relative effect of employment generation programmes of Bureau of

Employment Generation on social vices reduction is rejected and the alternative hypothesis accepted.

Buttressing the above findings, a male FGD participant said:

But for OGUGRADS, most of us that participated in the training programmes would have become miscreants on the streets of Ogun-State. But the token we were paid and the opportunity to work for 3 days and to use the remaining 2 days to search for job really took us off the streets and from other social vices.

(Male FGD, Sagamu, September 2010)

Another male FGD participant commented:

If not for BEG through the OGUGRADS programme, maybe I would have become frustrated and joined some of my friends in doing some horrible things like internet fraud, political thuggery, drug abuse, etc. But I was able to participate in the OGUGRADS programme two times with my wife before being fortunate to secure a permanent teaching appointment in a public secondary school.

(Male FGD, Sango, October 2010)

In support of the above, a female FGD participant commented as follows:

I was involved in the vocational training of the BEG after my secondary education when I was yet to secure admission into a tertiary institution. After the training and with little financial support from my parents, I was able to put into practice what I learnt to generate little income before I gained admission into the polytechnic. Even now, I still make use of the skills and knowledge acquired during the BEG training programme to make little money to support myself in school.

(Female FGD, Owode- Obafemi, November 2010)

The result obtained from the analysis in Tables 4.3 and 4.4 is in support of UNO (2005) findings that there is an apparent world-wide increase in social-vices combined with economic recession, especially in the marginal sectors of urban centres. Therefore, rather than relying solely on criminal justice system, approaches to the prevention of violence and crime should thus include measures to support equality and justice, to combat poverty and reduce hopelessness among young people. This, UNO (2005) established, can be achieved through employment generation for the youths/people.

Also, the significant joint and relative effect of employment generation programmes of Bureau of Employment Generation on social-vices reduction in Ogun State is in

conformity with UNDP (2007) observation that the promotion of youth employment, combining elements aimed at increasing youth employability with direct employment creation, is one of the interventions mostly directly connected to the prevention of armed violence. According to Sofoluwe (2011), education has been identified as the most powerful instrument for social reform as it imparts knowledge, skills and character to the individual through teaching, learning and experimental activities.

The result of this study also agrees with the report of O’Higgins (1997) that unemployment early in a person’s working life may impair his/her productive potential and the result of such an experience, particularly if sustained for a considerable time, is a loss of self-esteem and self worth. O’Higgins (1997) also notes that youth unemployment is particularly associated with drug abuse and crime and when both forms of behaviour tends to be persistent, they will have high social as well as individual costs. So also, in support of the findings in Tables 4.5 and 4.6, UNO (2005) notes that increasing opportunities for gainful employment and activities which provide recreation and opportunities to develop a variety of skills are important in reducing social vices among the youths. The UNO (2005) findings also indicated that providing opportunities for meaningful work for youth/people decreases the risk of young people being recruited into or voluntarily joining hostile forces.

4.2.4: Relationship between the employment generation programmes of the BEG and the establishment of small scale enterprises

Table 4.7: Correlation table on the relationship between employment generation programmes of BEG and the establishment of small scale enterprises in Ogun State.

Variable	Mean	Std. Dev.	N	R	P	Remark
Employment programmes of Bureau of Employment Generation (BEG)	10.2976	2.2485	2500	0.357**	0.005	Sig.
Establishment of small scale enterprises	28.3364	3.9530.2				

Significant at 0.05 level.

Source: Author’s analysis, 2011

Table 4.7 reveals that there is significant relationship between the employment generation programme of the BEG and establishment of small scale enterprises ($r = 0.357^{**}$, $N = 2500$, $P < 0.05$). From the analysis of data collected, 75.2% of the beneficiary respondents and 81.7% of the staff/facilitator respondents agreed that the activities and programmes of the BEG have promoted the establishment of small scale enterprises in Ogun State. Therefore, the null hypothesis that there will be no significant relationship between employment generation programmes of the BEG and establishment of small scale enterprises is rejected and the alternative hypothesis accepted.

The result of study as indicated in Table 4.7 is in support of Richard's (2007) findings that the more government is able to provide the poor with employment opportunities and affordable goods and services, the greater their contribution to poverty reduction through creating small and medium-sized enterprises. He also states that small and medium sized enterprises play a leading role in creating employment, increasing income and added-value and in providing the foundation for developing and testing entrepreneurial talent. Suffice to say that small and medium sized enterprises are often the main sources of income for large sections of the population in low income countries and through creating jobs and generating income, they are highly relevant for development policy.

The result of study in Table 4.7 also corroborates the finding of Muktar (2009) that the basis for employment generation and entrepreneurship development is to enhance the improvement of the living conditions of the people. USAID (2007) also remarked that poor people can contribute to wealth creation and improve their own quality of life if they are trained or encouraged to start, maintain or grow a small business. This is because when poor people do not participate in self-employment or seek to employ others, economies waste human capital and government incur great expenses in supporting the poor, dependent population.

The finding in Table 4.7 is supported by 75.2% of the beneficiary respondents and 86.6% of the staff/facilitator respondents when they agreed that youth participation in BEG programmes has promoted the establishment of small scale enterprises. Also, 86.7% of the staff/facilitator respondents agreed that the activities and programmes of the Bureau have

been promoting the establishment of small-scale industries in Ogun State while 91.7% of the staff/facilitator respondents also agreed that the skills and knowledge acquired by the participants during the training would assist them in establishing their own businesses.

To buttress the findings through data collected with the questionnaire, the following responses were generated through the FGD and KII interviews conducted.

A male FGD participant commented thus:

Some of us participated in the employment generation programmes of the BEG to be self-employed and with little fund establish our own small businesses. This is because we have waited for several years searching for white collar jobs which are not available. Thank God, today I have two employees in my GSM repairs and sale of accessories business.

(Male FGD, Car-wash, October 2010)

Another female FGD participant commented:

After our vocational training, I was fortunate to secure a teaching appointment in a public primary school. But today I have a small beads making business where I make beads to sell and also train people on how to make beads.

(Female FGD, Panseke, September 2010)

A male FGD participant also said:

With the skills and knowledge acquired during the training, I was able to, with financial assistance from an uncle, establish my own poultry farm which has been growing from year to year.

(Male FGD, Odeda, October 2010)

One KII participant also commented:

No doubt, the employment generation programmes of the BEG really contributed to the establishment of small scale enterprises in Ogun State. This is because some of the past graduates of the various programmes are on their own and are even used by the bureau as trainers.

(Male KII, Odeda, September 2010)

4.2.5 Relationship between the employment generation programmes of the BEG and entrepreneurship among the people

Table 4.8 - Correlation table on the relationship between employment generation programmes of the BEG and entrepreneurship among the people in Ogun State.

Variable	Mean	Std. Dev.	N	R	P	Remark
Employment Generation Programmes	10.2976	2.2485	2500	0.555**	0.005	Sig.
Entrepreneurship among the youths	17.6316	2.9829				

Significant at 0.05 level.

Source: Author's analysis, 2011

As indicated in Table 4.8, there is significant relationship between employment generation programmes of the BEG and entrepreneurship among people in Ogun State ($r = 0.555^{**}$, $N = 2500$, $P < 0.05$). The analysis of the data collected also indicated that 72.2% of the beneficiary respondents agreed that the agricultural and vocational skills acquisition programmes have been able to promote entrepreneurial skills in them. In the same vein, 83.3% of the staff/facilitator respondents agreed that participating in the BEG programmes will make trainees self-reliant and self-employed. Therefore, the null hypothesis that there will be no significant relationship between employment generation programmes of the BEG and entrepreneurship among the people is rejected and the alternative hypothesis accepted.

To buttress the above findings a female FGD participant commented as follows:

I was involved in the vocational training of the BEG after my secondary education when I was yet to secure admission into a tertiary institution. After the training and with little financial support from my parents, I was able to put into practice what I learnt to generate little income before I gained admission into the polytechnic. Even now, I still make use of the skills and knowledge acquired during the BEG training programme to make little money to support myself in school.

(Female FGD, Owode- Obafemi, November 2010)

Another FGD participant commented thus:

The training given to us in paints making and painting was adequate such that, some of us though, government or private sector employed, still make use of the knowledge acquired to generate extra income through paints making and painting for people.

(Male FGD, Obantoko Abeokuta, September 2010)

A KII participant corroborating the above speakers said:

Though, most of the graduates are not self-employed most of them, we at the BEG, reliably gathered still make use of the skills and knowledge gained to engage in part-time businesses/ventures after the close of work and weekends.

(Male KII, Oke-Imosan, October 2010)

The findings of this study as reflected in Table 4.8 is in agreement with the submission of Okebukola (2001) as cited by Sofoluwe (2011) that the development of entrepreneurial skills and initiatives should be of paramount importance in employment generation. This, according to Fapounda (2006), is because entrepreneurship has four social benefits; it fosters economic growth, it increases productivity, it creates new technologies, new products and services, and it changes and rejuvenates market competition. Suffice to say, it is the source of small-scale business. There are numerous reasons why entrepreneurship tends to start, survive and grow in all economies. These include employment and income generation, contribution to the Gross Domestic Product, linkage and integration effects, fostering innovation, potential large industries, industrialization and technological development (Fatunla, 1998).

The above findings in Table 4.8 also confirm the functions of an entrepreneur to include identification of business opportunities, selection of opportunities, combination of other factors of production, allocation of resources, planning and controlling, mobilization and utilization of raw materials, risk bearing, innovations and generation of employment opportunities. Thus, Olutunla (2001) defines entrepreneurship as self-employment or small-scale enterprise ownership or organization in agriculture, manufacturing and service industries. Also, Adenekan (2008) opines that empowering youths economically is capable of reducing poverty and contributing to the development of the country while Sofoluwe

(2011), citing Fatunla (2001), conceptualizes entrepreneurship as self-employment or the ownership of a small scale enterprise.

The results of the data collected and analyzed through the questionnaire further supported the findings presented in Table 4.8 as 79.2% of the beneficiary respondents agreed that the agricultural training and vocational skills acquisition programmes have been able to promote entrepreneurial skills in them. Also, 78.3% of the staff/facilitators agreed that through the training programmes the orientation of the trainees is changed from seeking government employment to being self-reliant/self-employed, while 88.3% of the staff/facilitator respondents were of the opinion that participating in the BEG programme will make trainees self-reliant/self-employed. So also, 85% of the beneficiary respondents agreed that the training programmes have imparted positively on them.

4.2.6 Relationship between funding and employment generation.

Table 4.9: Correlation table on the relationship between funding of BEG programmes and employment generation in Ogun State

Variable	Mean	Std. Dev.	N	R	P	Remark
Funding	14.400	2.1161	2500	0.281**	0.005	Sig.
Employment generation	16.1648	2.3181				

Significant at 0.05 level.

Source: Author's analysis, 2011

Table 4.9 shows that there is a significant relationship between funding and employment generation ($r = 0.281^{**}$, $N = 2500$, $P < 0.05$). Therefore, the null hypothesis that there will be no significant relationship between funding and employment generation is rejected and the alternative hypothesis accepted.

Table 4.9 indicates a significant relationship between funding and employment generation which agrees with the similar finding of HNDSP (2002) that failing to fund and financially support training programmes and graduates of the programmes could severally endanger the long term growth and poverty reduction prospects.

One FGD participant supporting the above findings commented thus:

OGEGERP (that is Bureau of Employment Generation (BEG) really tried in terms of the training given to us, but of what use is the training when we have no financial capacity to practice what we have learnt during the training? Most of us cannot enjoy financial assistance from the state government or other financial agencies for one reason or another.
(Male FGD, Awowo, October 2010).

However, one of the KII participants remarked thus:

The first or two sets of OGEGERP (Bureau of Employment Generation) Agricultural training graduates in the established farm estates were given forty thousand naira each as grant for stumping where the government was yet to bulldoze the land. However, some absconded with the money without stumping while some also collected loans and diverted it into something else. This discouraged the government from further giving financial assistance without insurance or collateral but rather, advised interested graduates of the various training programmes to approach financial institutions/agencies for such.
(Male KII, Abeokuta, October, 2010).

UNO (2005) advises that in creating opportunities for self employment, government and organizations should create or promote grant schemes to provide money (fund) to encourage and support enterprises and employment programmes for young people. UNO (2005) states further that businesses and enterprises could be encouraged to provide counterpart financial and technical support for such schemes.

A Female KII participant, expressing her views on the relationship between the funding of BEG and employment generation, stressed that:

Ogun State government in partnership with First Bank Plc assisted 40 farmers in cash and kind at 13% interest rate to cultivate 2 hectares of land with maize and cassava and manage 200 'point of lay' poultry birds at Ponkuku farm estate. 85% loan recovery was achieved from livestock, while the crop production failed. Therefore, the loans were not fully recovered, resulting in setback in the partnership programme.
(Female KII, Abeokuta, October, 2010).

A male KII participant expressing his views however, gave this comment:

Government aim and objectives for establishing the Bureau is laudable, but due to poor funding or what I can refer to as lack of empowerment or initial take-off capital by the graduates, some of them were forced to go back to some other things such as motor-bike (Okada) commercial riding.

(Male KII, Awowo, September, 2010).

UNO (2005) also observes in line with the findings in Table 4.9 that in order to have real impact on poverty reduction, the challenge at the national and international levels is to “scale up” funding, that is, there is the need to increase financial commitments to youth employment initiatives.

To buttress the above finding in Table 4.9, a female FGD participant noted:

After our training, the Bureau/government asked us to go to Ogun State Agriculture and Micro-credit Agency (OSAMCA) for loans. But majority of us could not meet up with the conditions, as given by OSAMCA, such as providing guarantors who are Senior Civil Servants with the State or Federal government establishments and because we could not benefit from any loan, some of us had to look for something else to do to survive.

(Female FGD, Abeokuta, September 2010).

In support of the significant relationship between funding and employment generation, Quane (2009) observes that adult learning and education are an essential means of achieving the internationally agreed development goals of Education for All (EFA). Therefore, significant financial investment is essential to ensure the high-quality provision of adult learning and education. This result in Table 4.9 also corroborates the opinion of Nyerere (1976) who insists that adult education be given a priority within the overall development and recurrent revenue allocations of government or other institutions, for if properly funded and therefore effective, it would be the most potent force for developing a free people who would insist upon determining their own future.

Also, the result supports Onyishi (2004) findings of study that women, after learning skills like hair dressing, sewing, soap making, etc. in Nigeria, could not set up on their own due to lack of finance and inability to obtain loans either from government or from banks.

This is not good because when the acquired skills are used reasonably for establishing business enterprises, people become self employed and can give employment to others.

4.2.7 Perceived impact of the intervention programmes and the identified challenges confronting the BEG in achieving her objectives.

There were mixed feelings on the impact of the employment generation programmes of the Bureau in Ogun State. While some respondents, KII and FGD participants agreed it has been achieving its objectives, others argued that it has not.

A male FGD participant responded:

I am not happy and I am sure majority of us here are not happy with the state government who promised us a lot of goodies such as provision of credit facilities, buying of farm produce directly from us, etc, but has not been doing as promised. It is like we have only been used to score political points and then left to our fates.

(Male FGD Ijebu-Mushin/Ilugun, November, 2010)

From the analysis of data collected, 56.6% of the beneficiary respondents and 71.7% of the staff/facilitators used for the study expressed satisfaction with the performance of the Bureau in generating employment. Also, 85.1% of the beneficiary respondents expressed the fact that the training programmes have been able to impart positively on them while 88.3% of the staff/facilitator respondents were of the opinion that the programmes have been able to impact positively on the graduates of the programmes and their communities.

53.3% of the staff/facilitator respondents agreed that BEG has been able to achieve the objectives for which it was established. However, 80.2% of the beneficiary respondents and 76.7% of staff/facilitators used for the study agreed that the Bureau of Employment Generation has been able to reduce restiveness and crime among the youths and people of the state through its various intervention programmes.

In response to whether the employment generation programmes should be continued or not, and which of them should be continued or discontinued, based on the rating by the beneficiary respondents, OGUGRADS programme should be continued, ranked highest (Mean = 3.24, S.D. = .667) followed in succession by the vocational training programme (Mean = 3.15, S. D. = .689) and the agricultural training programme (Mean= 3.13, S.D.=.679).

Also, based on the rating by the staff/facilitators used as respondents, OGUGRADS programme should be continued ranked highest (Mean = 3.754, S. D. = .437) followed in succession by agricultural training programme (Mean = 3.73, S.D. = .446) and the vocational training programme (Mean = 3.62, SD = .555).

The general consensus expressed by both beneficiary respondents and staff/facilitators used for the study is that the three employment generation programmes of the BEG should be continued. 91.3% of the beneficiary respondents and 100% of the staff/facilitator respondents agreed that the OGUGRADS programme should be continued, while 88.9% of the beneficiary respondents and 96.7% of the staff/facilitator respondents agreed that the vocational skills acquisition programme should be continued. Also, 88.4% of the beneficiary respondents and 98.5% of the staff/facilitator respondents agreed that the agricultural training programme should be continued.

Suffice it to say that based on the perception of the two different groups, OGUGRADS is the most successful. However, political interference should be avoided as much as possible in the selection of participants for the programmes. This is to be able to fully reach out to the targeted groups and by so doing, those genuinely interested and belonging to the targeted groups can benefit. This will go a long way to bring about sustainable employment in the state.

From the analysis of data collected, it was established that OGUGRADS has the highest relative effect on reduction of both poverty ($\beta = 0.884$, $P < 0.05$) and social vices ($\beta = 0.904$, $P < 0.05$), followed by vocational training ($\beta = 0.127$, $P < 0.05$) and ($\beta = 0.041$, $P < 0.045$), and agricultural training ($\beta = .008$, $P < 0.05$) and ($\beta = .069$, $P < 0.05$) respectively.

It was established from the analysis of data collected that, as laudable as the intervention programmes are, one major challenge confronting the Bureau in creating sustainable employment for the people is the lack of initial take-off capital on the part of graduates to establish their own businesses after graduation as indicated by 93.3% of the beneficiaries and 90% of the staff/facilitator respondents. This is coupled with high interest rates charged on loans by banks and other financial institutions as indicated by 80.6% of the beneficiary respondents used for the study. This discovery finds support in Ibrahim's

(2009) submission that ‘if you train an electrician and he has no light to work, what then have you done?’

The above submissions of the respondents are in support of Olajide’s (1980) findings which indicated that in Nigeria, access to formal credit is a major problem facing the small and medium scale entrepreneurs due to the prevalence of some factors such as delays in loan disbursement on the part of financial institutions and payment defaults on the part of the beneficiaries. Also, Muktar (2009), corroborating Olajide (1980), observes that small and medium scale entrepreneurs, especially in rural areas in Nigeria lack the necessary financial services, especially credit from commercial banks and because they are considered not credit worthy.

From the analysis of data collected on the field, only 7.5% of the beneficiary respondents agreed that they were assisted by the state government or other financial agencies to access credit/loan to start their farming/business activities. Also, 88.1% of the few graduates who benefited from one grant/loan or another agreed that the amount given was not enough to start-off their farming/ business activities.

Poor funding is another challenge confronting the BEG in creating sustainable employment for the people of Ogun State as attested to by 83.5% of the beneficiaries and 56.7% of the staff/facilitator respondents. Corroborating the above findings, a male FDG participant expressed his view thus:

OGEGEP (now known as Bureau of Employment Generation (BEG) really tried in terms of the training given to us, but of what use is the training if we have no financial capacity to practice what we have learnt. Most of us cannot enjoy financial assistance from the state government or other financial agencies because of the stringent conditions attached.
(Male FDG, Awowo, October 2010).

Another FDG participant responded thus:

Though we learnt that government approved that each of us taken to the farm estates be given a grant of forty thousand naira (₦40,000.00) to stump 2 hectares of land allocated to us. Some of us did not get a kobo from the officer-in-charge here, while few who were able to get part of the money absconded with it when they realized that further financial assistance might not be given as promised by the state government.
(Male FDG, Imasai, October, 2010).

A female FGD participant also noted that:

After our training, the Bureau/government asked us to go to Ogun State Agriculture and Micro-credit Agency (OSAMCA) for loans. But majority of us could not meet up with the conditions, as given by OSAMCA, such as providing guarantors who are Senior Civil Servants with the State or Federal government establishments and because we could not benefit from any loan, some of us had to look for something else to do to survive.

(Female FGD, Abeokuta, September 2010).

Another female FGD participant summarized her opinion on the subject matter thus:

Government through the Bureau is not sincere. Fine, we were trained but after the training we were left to approach financial institutions/agencies on our own. In-fact, some of us formed cooperatives and met regularly in various places like Ifo, with the hope that we would one day benefit from loan or any form of financial assistance from government or other agencies. However, I stopped attending meetings like some others members of the group, when nothing was forthcoming and I now teach in a private nursery and primary school. The Bureau did not even show interest in the graduates once they are through with the training programmes.

(Female FGD, Abeokuta, September, 2010).

The above submissions of the FDG participants find support in Strassburg's (2007) observation that the success of interventions depends on the overall macro-economic environment and current socio-economic policies which give people the opportunity to utilize the acquired skills. Key Informant Interviews conducted generated the following responses on the subject matter.

One of the KII participants remarked thus:

The first or two sets of OGEGERP (now Bureau of Employment Generation) Agricultural graduates in the established farm estates were given forty thousand naira each as grant for stumping where the government was yet to bulldoze the land. However, some absconded with the money without stumping, while some also collected loans and diverted it into something else. This discouraged the government from further giving financial assistance without insurance or collateral. But rather advised interested graduates of the various training programmes to approach financial institutions/agencies on their own for such.

(Male KII, Abeokuta, October, 2010).

Another KII participant expressed his views thus;

Can you imagine that trainees who graduated some years ago were given tools and materials such as driers, sewing machines, etc. and some of them exchanged those things given to them for money, right in our presence? That, you will agree with me is discouraging.

(Male KII, Odeda, September, 2010).

A Female KII participant stressed that:

Ogun State government in partnership with First Bank Plc assisted 40 farmers in cash and kind at 13% interest rate to cultivate 2 hectares of land with maize and cassava and manage 200 'point of lay' poultry birds at Ponkuku farm estate. 85% loan recovery was achieved from livestock, while the crop production failed. Therefore, the loans were not fully recovered resulting in setback in the partnership programme.

(Female KII, Abeokuta, October, 2010).

A male KII participant also expressed his views thus:

Government aim and objectives for establishing the Bureau is laudable, but due to poor funding or what I can refer to as lack of empowerment or initial take-off capital by the graduates, some of them were forced to go back to some other things such as motor-bike (Okada) commercial riding.

(Male KII, Awowo, September, 2010).

Another identified challenge is the lack of provision of essential facilities such as good road network, electricity, etc, in the few established farm estates which makes it difficult for most of the beneficiaries to stay on the estates. This was expressed by 86.2% of the beneficiaries and 93.3% of the staff/facilitator respondents.

A male FGD participant commented thus:

I was one of the fortunate graduates in agriculture taken to one of the farm estates on completion of the training with high hopes. However, because of inadequate fund, poor facilities and infrastructure at the farm estates, I came back to town (Abeokuta) to seek any form of employment. Fortunately, I was able to secure a teaching appointment in a government primary school.

(Male FGD, Odogbolu, September 2010)

In the words of a female FGD participant:

Lack of provision of essential facilities such as water, electricity, good road leading to the farm estates, etc, made the estate

inhabitable for us. As a result, most of us left the estate for different places to seek for other things to do for survival.
(Female FGD, Awowo, October 2010)

Another FGD Participant further explained:

As you (researcher) can see, the farm estate here has been left uncompleted since it was commissioned by the state governor years back. Walking the distance from the nearest village (Imasai) to the farm estate is not also encouraging considering the bad road, but some of us from far places such as Ado-Odo, Ilaro, etc, had to secure accommodation in Imasai with the hope that the estate buildings would be made habitable soonest. Alas, when the house rent expired and we could not afford to continue with the payment, and coupled with the distance from Imasai to the farm estate and unsympathetic attitude of the government towards our plight, most of us got discouraged and left for places such as Abeokuta, Ilaro, Ifo, etc. Those affected people only came back to harvest what they planted and left without looking back since then.

(Male FGD, Imasai, October 2010)

82.2% of the beneficiary respondents and 83.3% of the staff/facilitators pin-pointed the inability to fully reach out to the targeted groups due to political interference and considerations as another challenge confronting the BEG in achieving its objectives. To buttress this, some FGD participants remarked that political interference, nepotism, favouritism, etc. were in the selection of participants for the training programmes, and that those so selected were not even interested in making use of the knowledge acquired during the training to make a living thereafter. They were only interested in the stipend given during the training period.

In support of the above submission, 82.2% of the beneficiary respondents agreed that the inability of the Bureau to fully reach out to the targeted groups due to political interference and considerations is one of the challenges confronting the Bureau in creating sustainable employment for the people of Ogun State.

This is also in support of Ibrahim's (2009) finding which indicated that some apprentices in Kano, who were attached to artisans on a stipend saw the money as their campaign bonus or rewards.

The above finding on political interference in the selection of participants also agrees with Strassburg's (2007) research findings in South Africa which shows that any intervention is likely to be more effective (in terms of human development and poverty alleviation among the most vulnerable population groups) if the intervention is located in an area with high poverty levels. Strassburg (2007) opines further that the effects on poor individuals and communities are higher if interventions are located in areas with high poverty level because this increases the accessibility of interventions for the target population and hence attracted more poor people.

Poor implementation and lack of monitoring of graduates of the programmes were also identified by 86.5% of the beneficiary respondents as another challenge confronting the BEG in creating sustainable employment for the people.

A female KII participant expressed her view thus:

The implementation of the programmes of the Bureau was faulty especially at the on-set when too many ministries and agencies such as Ministry of Agriculture, Ministry of Commerce and Industry, Ministry of Youths and Sports, OGE GEP and OSAMCA were involved. It became everybody's job as the Bureau trained. Ministry of Agriculture received some of the agricultural training graduates at the farm estates, and OSAMCA, under Ministry of Commerce, gave loans. The problem then was who actually should be in-charge of the supervision as thorough supervision and monitoring of all categories of graduates could not be achieved.

(Female KII, Abeokuta, November, 2010).

One FGD participant said:

The training given to us was fine, but there was no follow-up or monitoring after the training to ensure that all was well with us. In fact, the state government only dumped us in the farm estate to suffer as we had to cope with hostility on the part of those we met on ground on arrival here. As you (researcher) can see, most of us have gone back to town to engage in other activities to survive.

(Male FGD Idekan, November, 2010)

The findings above, especially through Focus Group Discussion (FGD) and Key Informant Interview (KII), are in agreement with Strassburg's (2007) research finding that evaluation and monitoring help to detect possible implementation problems (on-going),

monitoring progress and learning from mistakes and success which help to identify the impact and sustainability of an intervention (ex-post evaluation).

Corroborating Strassburg's (2007) findings, Richard (2007) advises that the participants should be involved more directly in the project as the beneficiaries not only ensures project relevance and sustainability, but also ensures that economic, social and cultural rights of the poor are taken into consideration and are protected.

However, adequate planning, proper implementation, and thorough monitoring and evaluation will go a long way to help improve on the achievements so far recorded.

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CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

This chapter presents the summary of the study/findings, conclusion drawn from the findings of the study, policy implications from the result or findings of the study, recommendations based on the findings of study and suggestions for further studies on related or other areas of the subject matter that this study did not cover.

5.1 Summary

This study was an impact evaluation of the Ogun State Bureau of employment generation intervention programmes. It was carried out with a view to ascertaining the extent to which the Bureau of Employment Generation (BEG) in Ogun State has been able to achieve the objectives for which it was established in terms of employment generation, poverty and social vices reduction, establishment of small scale enterprises, promotion of entrepreneurship, etc. The study examines reasons why total success could not be achieved, the strengths and weaknesses of the programmes and the ways by which the identified challenges facing the Bureau of Employment Generation (BEG) in creating sustainable employment for the people could be adequately tackled in Ogun State.

This, therefore, generated the following salient questions: what is the joint and relative effect of the components of the programmes of BEG on employment generation? What is the joint and relative effect of the employment generation programmes of BEG on poverty and social-vices reduction? Is there any relationship between funding of the Bureau and employment generation? Is there any relationship between the employment generation programmes of the Bureau and establishment of small-scale enterprises and, also entrepreneurship among the youths? What is the perception of the beneficiaries, staff and facilitators as regards the effectiveness of the Bureau in achieving the objectives for which it was established? It is against this backdrop that this study on the Impact evaluation of the Ogun State BEG intervention programmes was carried out vis-à-vis, the objectives for which it was established.

The research study was presented in five chapters. Chapter one contains the introduction which included the background to the study, statement of the research problem, objectives of the study, research questions, significance of the study, scope of the study and the operational definition of terms.

Chapter two of the study focused on literature review, conceptual framework, theoretical framework, and hypotheses. The literature review dealt with past but related literature on issues such as poverty, evaluation, employment and unemployment, types of unemployment, overview of unemployment situation in Nigeria, overview of government efforts at employment generation in Nigeria, overview of the Bureau of Employment Generation (BEG) in Ogun State, review of unemployment in some countries around the world, review of some employment generation programmes in India and Bangladesh, empirical findings from past studies, theoretical framework, conceptual system model of programme evaluation, appraisal of literature and lastly, the research hypotheses formulated for the study.

Chapter three of the study presented the methodology which included the research design, population of study, sample and sampling techniques, research instruments, method of administration of instrument and finally, the method of data analysis.

Chapter four of the study presented the analysis of data gathered from the field and presentation of results and discussion of findings. Specifically, demographic data gathered were presented using pie and bar charts, while Analysis of Variance (ANOVA), Multiple Regressions and Pearson Product Moment Correlation (PPMC) were used to test the hypotheses formulated. Descriptive statistics and content analysis were also used to analyse data collected through questionnaire, FGD and KII in order to answer some research questions.

The analysis of data for the study revealed that:

- i. There was significant joint and relative effect of components of the Bureau of Employment Generation on employment generation in Ogun State.
- ii. There was significant joint and relative effect of the Employment Generation Programmes of the Bureau of Employment Generation (agricultural training, vocational training and OGUGRADS) on poverty reduction in Ogun State.

- iii. There was a significant joint and relative effect of the Employment Generation Programmes of the Bureau of Employment Generation (agricultural training, vocational training and OGUGRADS) on social vices reduction in Ogun State.
- iv. There was a significant relationship between activities of the Bureau of Employment Generation and establishment of small scale enterprises in Ogun State.
- v. There was significant relationship between Employment Generation Programmes of the BEG and entrepreneurship among the youths.
- vi. There was significant relationship between funding and employment generation.
- vii. Both the beneficiaries of the programmes and staff of the Bureau of Employment Generation and other Ministries/Agencies involved at one stage of the programmes or another agreed that the various programmes were laudable but could have been more successful if there were adequate funding, planning, implementation and monitoring/evaluation, especially, if the target group and past beneficiaries were involved in the above mentioned processes.

5.2 Conclusion

There is no gainsaying the fact that different governments all over the world including Nigeria have in the past and are presently introducing different intervention programmes under different nomenclature aimed at creating employment opportunities and reducing poverty, among others. It is however, worthy of note that despite all the programmes the rates of unemployment, poverty and social vices are still very high in most countries of the world, according to literature.

In response to the various empirical evidences indicating the high rate of unemployment, poverty and social vices despite the various employment generation programmes of government at the different levels, this study was an impact evaluation of the employment generation intervention programmes that is, agricultural training, vocational training and OGUGRADS scheme of the Ogun State Bureau of Employment Generation. This was with a view to establishing the extent to which the Bureau has been able to accomplish the objectives for which it was established, identify the various challenges confronting the Bureau in its bid to generate employment with the view to

consolidate on the strengths and improve on the weaknesses, thereby proffering solutions and the way forward to achieve sustainable employment for all in Ogun State.

The findings from this study revealed that the Bureau of employment generation has over the years improved employment generation, reduced poverty and social vices, improved entrepreneurship, as well as affected positively the establishment of small scale enterprises in Ogun State. However, identified were the problems of financial, technical and managerial constraints including inadequate coordination and monitoring due to the existence of too many agencies expected to do the same thing, thereby resulting in role overlap and confusion. This was discovered to have really affected the success of the employment generation programmes of the Ogun State government as managed by the Bureau of Employment Generation.

Therefore, in view of the findings of this study, it is unimportant the name or nomenclature given to any intervention programme aimed at generating employment what is important is the political will on the part of government to adequately plan, fund, implement, monitor, supervise and evaluate the programmes for necessary feedback. Paying lip-service, undue political interference, lack of empowerment, etc. will only be hinderance to the employment generation programme of government and the achievement of the Millennium Development Goals (MDGs).

5.3 Policy Implications of the Study

The findings of this study definitely have some policy implications. The results generated by this study will prove to be of value to policy makers in Ogun State and indeed Nigeria in general. Firstly, the discovery that employment generation, especially sustainable employment, will reduce poverty and social vices among the youths/people is a pointer to the fact that government at all levels need to come up with good policy measures to provide sustainable employment that will keep youths off the streets and also reduce poverty in Nigeria. Policy makers should understand the trend of employment and unemployment in a particular economy through analysis of employment trends and distribution for proper policy formulation and implementation.

Secondly, the findings that funding goes a long way to determining the extent and quality of employment generated could make the concerned government not only to adequately fund but also supervise/monitor employment generation programmes to ensure prudent spending and avoid diversion of the funds meant for the programmes.

Thirdly, the result of this study which indicates that funding, adequacy of curriculum, available facilities and quality of instruction of training programmes each have significant effect on employment generation, would draw the attention of government, policy makers, those in charge of implementation, and facilitators/trainers to the fact that the training aimed at employment generation should not just be given for the sake of it but should be qualitative enough through provision of adequate planning, funding, curriculum, availability of adequate facilities/training materials and quality facilitators/trainers who are knowledgeable in those areas and experienced. These facilitators/trainers should be adequately remunerated for best performance.

Also, government may consider empowerment after training because having training and nothing to work with in terms of tools and finances after graduation will amount to graduates going back to their old life styles or back to the streets to seek for white-collar jobs which are not readily available.

Finally, government may consider involving the target group(s) in the planning process and especially evaluation of the employment generation programmes as the group(s) will be able to come up with reports indicating the true situations of things as regards the strengths, weaknesses and effectiveness of such programmes. They will also be able to indicate their areas of needs.

5.4 Recommendations

Based on the findings of the study, the following recommendations are hereby offered to help facilitate and improve policy decisions if the Bureau of Employment Generation is to impact more on the lives of the people of Ogun State:

- i. Government should adequately fund intervention programmes, especially training programmes, aimed at employment generation for the people and also ensure that the fund is strictly utilized for the purpose(s) for which it is meant.

- ii. Training should be such that meets the needs of the people, that is, it should be people-oriented and not based on what the government feels would be good for the people as it has been discovered that in most cases, what the government feels is good for the people may not be so after all.
- iii. As much as possible, graduates should be empowered after completion of the training because acquisition of skills without working tools/materials and initial take-off capital to establish, will amount to beneficiaries seeking private sector or government employment when they cannot establish their own businesses.
- iv. Implementation/monitoring and evaluation mechanisms/strategies must adequately be put in place for the success of any employment generation programme. Independent external researchers, past graduates and beneficiaries should be involved in the evaluation process to detect and adequately take care of any observed lapses. This will ensure feedback mechanism which ensures continuous participation by all stakeholders and having clear checks and balances of the objective, input, output and outcomes of the employment generation programmes.
- v. Especially when the employment generation programmes are initiated by the government, political interference, nepotism and favouritism should be avoided as much as possible in the selection of participants to be able to fully reach out to the targeted groups and for the success of the intervention programmes.
- vi. Government at all levels should endeavour to encourage international donor agencies, corporate organisations, non-governmental organisations and philanthropists to assist and contribute to training programmes aimed at employment generation by involving them in the planning, implementation, monitoring and evaluation stages of such programmes.
- vii. Logistics should be put in place for proper monitoring of graduates/beneficiaries of any training programmes so as to know the challenges they face with the hope of proffering solutions and taking care of such in future planning of subsequent similar or other programmes.

- viii. Good policies and programmes of any government should not always be jettisoned but improved upon by the new government. This is because it has been discovered that it takes more time to design policy than it takes to jettison it. This is more evident when there is a change in government and good policies put in place by the old government are abandoned by the successor in a bid for the new government to create the impression of working for the people and having its own agenda to execute.

5.5 Limitation of study

The researcher confronted some challenges while carrying out this study. Some of these were financial constraints, transportation problems as a result of the bad roads leading to some of the established farm estates and lack of proper record keeping by the BEG, especially in the first few years of its establishment and operation. Also was the uncooperative attitude of some of the respondents and FGD/KII participants by their reluctance and in some cases, refusal to allow their photographs taken their discussions, contributions, opinions or views recorded for fear of what the reaction of the state government could be to that.

5.6 Suggestions for Further Studies

This study was an impact evaluation of the intervention programmes of the Bureau of Employment Generation in Ogun State. However, it is important to point out other areas on the same subject matter that this study did not cover for further studies. This is necessary because research is a continuous search for knowledge and the truth.

- i. This study was limited to state government intervention programmes towards employment generation through the Bureau of Employment Generation in Ogun State. Further studies can be carried out to include the intervention programmes of the federal government and international agencies in the state.
- ii. Also, further studies can be carried out to evaluate and compare employment generation programmes in South-Western states since this study covered only Ogun State.

- iii. Further study on a particular federal government employment generation programme may also be carried out in other states of the federation or better still to cover the whole of Nigeria.
- iv. Finally, comparison can be made between a state government and federal government employment generation programmes.

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UNIVERSITY OF IBADAN

APPENDIX 1

UNIVERSITY OF IBADAN, FACULTY OF EDUCATION DEPARTMENT OF ADULT EDUCATION

Dear Respondent,

This questionnaire seeks information on Employment Generation Programmes of the Bureau of Employment Generation (EEGPBEGOSQ) in Ogun State. Be assured that all information supplied will be treated in strict confidence and used only for academic purposes.

Thank you.

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SECTION A: PERSONAL DATA

Instructions: Please tick (✓) or fill as appropriate.

- Gender:** (i) Male (), (ii) Female ()
- Age :** (i) 10-19yrs (), (ii) 20-29yrs (), (iii) 30-39yrs (), (iv) 40-49yrs (), (v) 50-59yrs (), (vi) 60yrs and above ().
- Marital Status:** (i) Single (), (ii) Married (), (iii) Separated/Divorced (), (iv) Widowed ().
- Religion:** (i) Christianity (), (ii) Islam (), (iii) African Traditional Religion ()
- Highest Educational Qualification:** (i) No Formal Education (), (ii) Primary Six () (iii) WASC (), (iv) NCE / OND (), (v) B.A / B.Sc / B.Ed / HND (), (vi) MA / M.Sc / M.Ed (), (vii) Ph.D ().
- Employment status before participating in the BEG Employment Generation Programme:** (i) Unemployed (), (ii) Self- employed (), (iii) Government employed (), (iv) Private sector employed ().
- Present employment status:** (i) Government employed (), (ii) Private sector (), (iii) Self employed (), (iv) Farmer (), (v) Trader ().

8. **BEG programme participated in:** Agricultural training (), Vocational training (), OGUGRADS ().
9. **Which year did you participate in the BEG programme?** : 2007(), 2008(), 2009(), 2010().
- *If self-employed, complete item 10, if not skip it.
10. **How many employees do you have in your organization/industry?** :

SECTION B

Instructions: Please fill appropriately or tick (√) the alternative that best describes your response to each item from **SA – Strongly Agree, A – Agree, D – Disagree, SD – Strongly Disagree.**

PART I – Employment Generation Assessment Scale.

1: **Extent to which the Employment Generation Programmes of the Bureau are achieving their aims.**

S/N	ITEM	SA	A	D	SD
i	I participated in the training programme to have my own share of National cake.				
ii	I participated in the training programme to be self reliant/self employed.				
iii	I am satisfied with the performance of the employment generation programmes of the Bureau of Employment Generation.				
iv	I can encourage my friends and relations to take part in any of The training/intervention programmes of BEG.				
v	I prefer the training programmes to empowerment through gifts such as okada, food items, sewing machines, cash, etc.				
vi	The Bureau through its employment generation programmes has been able to create employment opportunities for the youths /citizen in Ogun State.				
vii	The BEG has been able to reduce restiveness and crime among the youths/citizens in the state through its various intervention programmes.				
viii	With the knowledge acquired, I have better productivity, enhanced income and better living standard.				
ix	The BEG through its various intervention programmes has helped to reduce poverty in Ogun State.				

x	The agricultural training programme should be continued.				
xi	The vocational skills acquisition programme should be continued				
xii	OGUGRADS programme should be continued				

2. Nature and patterns of employment opportunities created by the BEG.

S/N	ITEM	SA	A	D	SD
i	The training programme has been able to impart positively on me.				
ii	The targeted groups have been benefiting from the programmes.				
iii	The agricultural training/vocational skills acquisition programmes have been able to promote entrepreneurial skills in me.				
iv	The Bureau and/or other state government agencies assisted me to access credit/loan to start my farming/business activities.				
v	The credit/loan given was enough for me to start-off my farming/business activities.				
vi	The employment generation programmes have been able to directly/indirectly benefit even those who did not participate in any of the programmes and their various communities.				

3. Adequacy of the curriculum of each programme to effectively impart on the trainees.

S/N	ITEM	SA	A	D	SD
i	The training programme was what I expected it would be.				
ii	Curriculum of the training programme is adequate enough to bring about changes in knowledge, skills and attitude.				
iii	Training given is adequate enough to make participants become self-employed /self-reliant.				
iv	The success or failure of the employment generation programmes depends on the quality of trainers.				
v	The duration of the training programmes should be increased or extended.				

4. Funding

S/N	ITEMS	SA	A	D	SD
i	The employment generation programmes are adequately funded by the state government.				
ii	Participants pay a token for the programme.				
iii	Participants are paid a token for their upkeep during the training programmes.				
iv	Stipends paid to participants should be increased.				

v	Government should seek the support of individuals, philanthropists and Non-Governmental Organizations (NGOs) in funding the Bureau.				
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5. Facilities

1- Available 2- Not-Available 3- Adequate 4- Not-Adequate

S/N	FACILITIES	1	2	3	4
i	Tools/equipment/implements/machines.				
ii	Lecture /classrooms.				
iii	Hostel accommodation.				
iv	Water supply.				
v	Power supply/electricity.				
vi	Teaching materials.				

6. Skills- extent to which your facilitators are good in the following areas.

1- Excellent 2- Very Good 3- Good 4- Fair 5- Poor

S/N	SKILLS	1	2	3	4	5
i	Application of theoretical knowledge to practical situations					
ii	Application of practical skills.					
iii	Handling of tools.					
iv	Handling of equipment.					
v	Handling of machines.					

PART II– Youth Employment Generation, Entrepreneurship and Poverty Reduction Scale.

1. Influence of the Bureau activities on small scale enterprises/entrepreneurship among the youth.

S/N	ITEM	SA	A	D	SD
i	Participating in the BEG programme has made me self-reliant/self employed.				
ii	The knowledge/skills acquired has made me to establish my own business				
iii	The knowledge/skills acquired is very useful in my own business				
iv	With the experience gained in the BEG programme, I have been able to employ youths in my business.				
v	Generally, youth participation in BEG programmes has promoted the establishment of small scale enterprises/entrepreneurship among youth.				

2. Contribution of the employment generation programmes to reduction of poverty among the youth.

S/N	ITEM	SA	A	D	SD
i	Through the activities of the BEG, there has been reduction in poverty among the people of Ogun-State.				
ii	With the knowledge/skills acquired, I have better productivity and enhanced income.				
iii	With the knowledge/skills acquired, my standard of living has improved for the better.				
iv	With my enhanced income, I can now provide the basic necessities of life for myself and family.				

PART III: Youth Employment Generation and Social-vices scale.

S/N	ITEM	SA	A	D	SD
i	The Bureau through its employment generation programmes has been able to reduce restiveness among the youth/citizens.				
ii	The Bureau through its various intervention programmes has been able to reduce crime among the youth.				
iii	There has been reduction in the use of youths as political thugs by politicians.				
iv	There has been reduction in commercial sex hawking among youths since commencement of the intervention programmes of BEG in Ogun State.				

PART IV: Challenges facing the BEG in creating sustainable employment for the people and possible solutions.

a. Challenges facing BEG

S/N	ITEM	SA	A	D	SD
i	Uncooperative attitudes of some public and private sector organizations with the Bureau.				
ii	Inability to fully reach out to the targeted groups due to political interference and considerations.				
iii	Lack of initial take-off capital on the part of participants to establish after graduation.				
iv	Poor funding.				
v	Poor implementation/monitoring by officials.				
vi	High interest rates charged on loans by Banks and other financial institutions.				
vii	Lack of provision of essential facilities such as water, good road network, electricity and so on in the few established farm estates which makes it difficult for some of the beneficiaries to stay on the farm estates.				

viii	Lack of interest on the part of graduates of the various programmes to continue making profitable use of the skills and knowledge acquired.				
ix	Some youths on the OGUGRADS programme secure employment before the end of the one year programme but will not inform the Bureau because they feel the N7,000 stipend is their own share of the National cake.				

Others:

.....

b. Suggested solutions to identified challenges; in your views what should be done to improve on employment generation by the BEG?

S/N	ITEM	SA	A	D	SD
i	Public and private sector organizations should be adequately involved in the planning, implementation and monitoring of the programmes of the Bureau.				
ii	Political interference and considerations should be avoided as much as possible in the selection of participants to be able to fully reach out to the targeted groups.				
iii	Interested applicants for the various training programmes/ OGUGRADS should be thoroughly screened to ensure that those with genuine interest are selected and benefit.				
v	The BEG and the various training programmes should be adequately funded by the government and other stakeholders.				
v	There should be proper monitoring of the implementation by the public and concerned government agencies.				
vi	Essential facilities/infrastructures should be provided in the few already established farm estates.				
vii	Government should encourage graduates through giving them take-off credit facilities and/or grants.				
viii	Graduates of the various programmes should be encouraged to form groups and cooperatives to be able to benefit profitably from loans from banks and other financial institutions.				
ix	There should be mechanism for detecting OGUGRADS participants who have secured employment before the end of the one year programme so that they can be replaced appropriately.				

Others:

APPENDIX 2

UNIVERSITY OF IBADAN,
FACULTY OF EDUCATION
DEPARTMENT OF ADULT EDUCATION

Dear Respondent,

This questionnaire seeks information from Ogun-State Bureau of Employment Generation Staff and Facilitators/Trainers (OSBEGSFTQ). Please, be assured that all information supplied will be treated in strict confidence and used only for academic purposes.

Thank you.

.....
SECTION A: PERSONAL DATA

Instructions: **Please fill or tick (√) as appropriate.**

1. **Category:** (i) Staff of BEG (), (ii) Facilitator / Trainer ()
 2. **Gender:** (i) Male (), (ii) Female ()
 3. **Age :** (i) 20-29yrs (), (ii) 30-39yrs (), (iii) 40-49yrs (), (iv) 50-59yrs (),
(v) 60yrs and above ()
 4. **Marital Status:** (i) Single (), (ii) Married (), (iii) Separated/Divorced (),
(iv) Widowed ().
 5. **Highest Educational Qualification:** (i) No Formal Education () (ii) Primary Six (),
(iii) WASC (), (iv) NCE / OND (), (iv) B.A / B.Sc / B.Ed / HND (),
(v) MA / M.Sc / M.Ed (), (vi) Ph.D ().
 6. **Religion:** (i) Christianity (), (ii) Islam (), (iii) African Traditional Religion()
 7. **Occupation:** (i) Government employed (), (ii) Private sector employed (),
(iii) Self– employed ().
- * If a staff member of BEG skip items 8 and 9. If a facilitator/trainer, fill items 8 and 9.
8. **Facilitator for:** (i) Agricultural training (), (ii) Vocational training ().
 9. **Which year did you start participating in the BEG programme?**

SECTION B: FACILITATORS' INVENTORY

Instructions: Please fill appropriately or tick (✓) the alternative that best describes your response to each item from **SA – Strongly Agree, A – Agree, D – Disagree, SD – Strongly Disagree.**

10: Extent to which the employment generation programmes of the BEG are achieving their aims.

S/N	ITEM	SA	A	D	SD
i	The Bureau through its employment generation programmes has been able to create employment opportunities for youths/citizens in Ogun-state.				
ii	I am satisfied with the performance of the BEG.				
iii	The BEG has been able to reduce restiveness and crime among the youths and citizens in the state through its various intervention programmes.				
Iv	The BEG through its various programmes has helped in reducing poverty in Ogun-state.				
V	I can encourage others to participate as facilitator(s) in the employment generation programmes of the BEG.				
Vi	I can encourage anyone to participate as a trainee in the employment generation programmes of the BEG.				
Vii	Agricultural training programme should be continued.				
Viii	Vocational training programme should be continued.				
Ix	The OGUGRADS programme should be continued.				

11: Nature and patterns of employment opportunities created by the BEG.

S/N	ITEM	SA	A	D	SD
i	Through the training programmes, the orientation of the trainees is changed from seeking for government employment (white-collar jobs) to being self-reliant/ self-employed.				
ii	The activities and programmes of the Bureau have been promoting the establishment of small-scale industries in Ogun state.				
iii	The BEG has been able to impact positively on the participants and the community.				
iv	The employment generation programmes have been able to reach and benefit the targeted groups.				
v	The employment generation programmes of the BEG have been able to directly/indirectly benefit the non-targeted group and the community.				
vi	The BEG has been able to achieve the objectives for which it was established.				

12: Adequacy of the curriculum of each training programme to effectively impart on the participants.

S/N	ITEMS	SA	A	D	SD
i	The curriculum of each training programme is adequate to bring about changes in skills, knowledge and attitudes of the trainees’.				
ii	As a staff/facilitator/trainer, I have input in the curriculum of the programme.				
iii	I enjoy the freedom given to me to plan and deliver my lessons the way I like.				
iv	Training given is adequate to make participants self-employed /self reliant.				
v	The duration of the various training programmes should be extended for in-depth knowledge and skills acquisition.				
vi	*For facilitator/trainers only. If given the opportunity at another time, I would like to be a facilitator/trainer in the BEG employment generation programmes.				

13. Funding

S/N	ITEMS	SA	A	D	SD
i	The BEG employment generation programmes are adequately funded by the state government.				
ii	Facilitators involved in BEG training programmes are adequately remunerated/compensated.				
iii	Facilitators benefits are paid as at when due.				
iv	Stipends are paid to participants during the training for their Upkeep.				
v	Participants are made to buy some necessary materials themselves.				
vi	Government should seek the support of individuals, philanthropists and Non-Governmental Organizations (NGOs) in funding the Bureau.				

14. Facilities

1- Available 2- Not-Available 3- Adequate 4- Not-Adequate

S/N	FACILITIES	1	2	3	4
i	Lecture/classrooms.				
ii	Hostel accommodation for participants.				
iii	Office accommodation for facilitators.				
iv	Tools/equipment/Implements/machines.				
v	Water supply.				
vi	Electricity supply.				
vii	Teaching materials.				

15. Skills – extent to which you feel facilitators are good in the following areas.

1- Excellent 2- Very Good 3- Good 4- Fair 5- Poor

S/N	SKILLS	1	2	3	4	5
i	Handling of tools.					
ii	Handling of machines/implements.					
iii	Handling of equipment.					
iv	Application of theoretical knowledge to practical situations.					
v	Application of practical skills.					

16. Influence of the Bureau activities on the establishment of small scale enterprises/entrepreneurship among the youth.

S/N	ITEM	SA	A	D	SD
i	Participating in the BEG programme will make trainees self-reliant/self employed.				
ii	The knowledge/skills acquired can make trainees to establish their own businesses.				
iii	The knowledge/skills acquired will be beneficial to participants in their businesses.				
iv	Generally, youth participation in the BEG programmes has promoted the establishment of small scale enterprises/entrepreneurship among youth.				

17. Youth Employment Generation and Social-vices scale.

S/N	ITEM	SA	A	D	SD
i	The Bureau through its employment generation programmes has been able to reduce restiveness among the youth/citizens.				
ii	The Bureau through its various intervention programmes has been able to reduce crime among the youth.				
iii	There has been reduction in the use of youths as political thugs by politicians.				

iv	There has been reduction in commercial sex hawking among youths since commencement of the intervention programmes of BEG in Ogun State.				
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18. Youth Employment Generation and reduction of poverty alleviation scale.

S/N	ITEM	SA	A	D	SD
i	Through the activities of the BEG, there has been reduction in poverty among the people of Ogun State.				
ii	With the knowledge/skills acquired, graduates will have better productivity and enhanced income.				
iii	With the knowledge/skills acquired, the standard of living of graduates will improve for the better.				
iv	With enhanced income, graduates can provide the basic necessities of life for themselves and their respective families.				

19. Challenges facing the BEG and possible solutions.

a. Challenges facing BEG

S/N	ITEM	SA	A	D	SD
i	Lack of interest on the part of graduates of the programmes to continue making profitable use of the skills and knowledge acquired.				
ii	Poor funding by government.				
iii	Uncooperative attitudes of some public and private sector organizations with the Bureau.				
iv	Inability to fully reach out to the targeted groups due to political interference and considerations.				
v	Lack of initial take-off capital on the part of participants to establish after graduation.				
vi	Lack of access to cultivable land to start the business/farming activities.				
vii	Lack of provision of essential facilities such as water, good road network, electricity and so on in the few established farm estates which makes it difficult for some of the beneficiaries to stay on the farm.				
viii	Lack of adequate support in terms of funding by NGOs and other international organizations.				

Others:

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b. Suggested solutions to identified challenges to improve on employment generation by the BEG?

S/N	ITEM	SA	A	D	SD
i	Interested applicants should be thoroughly screened to ensure that those genuinely interested are selected.				
ii	Political interference and considerations should be avoided as much as possible in the selection of participants to fully reach out to the targeted groups.				
iii	Public and private sector organizations should be adequately involved in the planning, implementation and monitoring of the programmes of the Bureau.				
iv	The BEG and the various training programmes should be adequately funded by the government.				
v	Government should seek the support of individuals, philanthropists and Non-Governmental Organizations in the funding of the BEG.				
vi	There should be proper monitoring of the implementation by the concerned government agencies.				
vii	Essential facilities/infrastructure should be provided in the few already established farm estates.				
viii	More farm estates should be established by the government				
ix	Beneficiaries of the various programmes should be encouraged to form groups and cooperatives to be able to benefit profitably from loans given by banks and other financial institutions.				
x	Government should encourage graduates through giving take-off credit facilities and/or grants.				

Others:

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