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THE IMPLICATIONS OF POLITICAL TRAJECTORY OF THE NIGERIAN STATE ON CONFLICT MANAGEMENT

ABAH, EMMANUEL OJOGWU Ph.D[*], RUSSELL THOMAS Ph.D[†] & JAMES, ENEMALI UKWEDE ,Ph.D[‡]

Abstract

The main objective of this research is to explain the age-long political history of Nigerian state and its implications on conflict management. It started with the ethnic tension between the colonial administrators in the north and the governor general in Lagos which centred on the degree to which the north would be allowed to maintain its institutions as a single, monolithic and almost self-autonomous centre of power within British colonial Nigeria. As formulated and originally applied by Lugard, indirect rule came to mean for the British colonialists in the north, a separate political administration freed from the authority of the governor general in Lagos. The British colonial resident, lieutenant governor, governors and chief commissioners in the north not only became emotionally attached to this idea, they also came to believe that it was their duty to identify with the interest of the ruling class in the north in order to advance the interest of the latter in a Nigeria federation that included the north. Okonjo (1974) has in fact described the relationship between the British in northern Nigeria and the northern ruling class of the period as a passionate love affair. This passionate love affair led to a situation in 1953 where a British officer in the Kaduna secretariat drafted the eight-point program for a common services organization hastily put up by the leaders of the northern people's congress at the height of a national political crisis. The work examines the implications of the age-long tensions between the north and the south on effective management of ethnic and religious conflicts in Nigeria.

***Key words**: Political trajectory,* Nigerian state, conflict management

Introduction

To a large extent, Nigeria exemplifies Africa's state of political instability, ethno-religious and sectarian violence, and intractable resource conflicts. Nigerian is a huge state with a population of about 137-140 million. According to estimates, one

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in every five Africans is a Nigerian (Watts, 2006:9). Its geographical entity has an area of about 373,000 square miles extending from the Gulf of Guinea in the South to the Sahara desert in the North (Colemn 1968: 11). It gained political independence from Britain on 1 October, 1960. The post-independence politics of Nigerian has been characterized by socio-political instability, ethno-religious rivalry, resource distributional struggles, and systemic corruption. Intense political crises and violent social conflict in the western and northern regions led to the collapse of Nigeria's first republic in 1966, just six years after independence (Osuma, 2011).

Also, the thirty-month -long Nigeria-Biafra civil war (1967-1970) was caused by violent conflicts which the political class could not manage (UNDP,2006:112). In the 51 years of her independence, Nigerian has been ruled by military dictatorship for 29 years. The country witnesses not less than ten successful coups and several foiled coups between 1960 and 1996 (Osaghae, 2002a:14).

Nigerian is a violently divided country. Depending on the criteria for measurement, Nigeria has been 250-400 ethnic groups (Mustapha, 2007:3). These groups are divided into ethnic majority and ethnic minority based on their population size. There are three major ethnic groups in Nigeria, namely Yoruba in South West, Ibos in the South East and Hausa-Fulani in the North. The Hausa-Fulanis are predominantly Muslims who have dominated the leadership of Nigeria since independence to the envy of other ethnic groups.

Background of the Nigerian state

Essentially, the modern state is denoted as the type of the state which emerged in Europe in the sixteenth century onwards. According to Held (1992:73),

'the concept connotes an impersonal and privileged legal or constitutional order with the capability of administering and controlling a given territory; that is, a distinct form of public power, separate from both the ruler and ruled, and forming the supreme political authority within certain defined boundaries.

Such states are marked by such features as territoriality, control of the means of violence, impersonal structure of power, and legitimacy. Also, they take different forms such as constitutionalism or the constitutional state, the liberal state, representative democracy, and the one-party or single-party polity (Held, 1992:88-89)

The origin and character of the state is crucial in defining the nature of ethno-religious violence and its management. As Osaghae (2000) contended that there is

hardly any discourse that ignores the character and as defines the disposition and actions of its key players. The Nigerian State is a product of colonial creation. It was created by force, governed by force and sustained by force. Prior to the advent of colonial contact and experience, the geopolitical entity today known as the Nigerian State harbored autonomous empires and kingdoms.

These empires and kingdoms were forcibly lumped together by colonial fiat vide Berlin conference of 1884/85, the amalgamation Act of 1906, and Unification Proclamation of 1914. The manner in which the Nigerian State was created coupled with the divided and rule policies it was administered by the colonial masters engendered low sense of Nationalism or citizenship among component units. Thus, this accounts for its various characterization such as alien-Nation, mere geographical expression, Lugardian political architecture, or colonial debauchery (Osumah, 2010).

Okonjo (1974) provided more compelling account locates the dynamic of the character of politics including ethno-religious violence in the post-independence period in at least two sets of interrelated factors.

The first was the deep division and tension between the colonial administrators on the relationship that should exist between the north and the south after the amalgamation of the two protectorates in 1914.

The second was the desire of the British to secure and preserve the Nigerian nation state as a safe haven for the British economic and political interests in the post-colonial years.

On the first point, the tension between the colonial administrators in the north and the governor general in Lagos cantered on the degree to which the north would be allowed to maintain its institutions as a single, monolithic and almost self-autonomous centre of power within British colonial Nigeria. As formulated and originally applied by Lugard, indirect rule came to mean for the British colonialists in the north, a separate political administration freed from the authority of the governor general in Lagos. The British colonial resident, lieutenant governor, governors and chief commissioners in the north not only became emotionally attached to this idea, they also came to believe that it was their duty to identify with the interest of the ruling class in the north in order to advance the interest of the latter in a Nigeria federation that included the north. Okonjo (1974) has in fact described the relationship between the British in northern Nigeria and the northern ruling class of the period as a passionate love affair. This passionate love affair led to a situation in 1953 where a British officer in the Kaduna secretariat drafted the

eight-point program for a common services organization hastily put up by the leaders of the northern people's congress at the height of a national political crisis. But the passionate love affair produced more fundamental consequences for the political structure and hence politics of the country. This led to a situation where the southern provinces were split into two and the TIV in the middle belt were up in revolt against their subordination to the feudal ruling class in the north.

Nigeria political development, disunity and its implications for conflict management

Political development in Nigeria and hence the character of the Nigerian nation state were shaped in the colonial and flag independence years not only by the partisan relationship of the British administration with the ruling class in the north, but also by the specific desires of the British colonialists to preserve Nigeria as a secure and safe location for the transaction and expansion of British interest of the post-colonial years. Indeed, this desire more than anything else explains the passionate love affair between the British and the ruling class element in the north.

These ruling class elements in the north were understood by the British colonialist as providing the best guarantees for the preservation of British interests. The pan-Nigerian political activists in the NCNC of the period such as Herbert Macaulay and Dr Nnamdi Azikiwe were deeply resented and feared by the colonialists. The British thus skewed political process and arrangement, including elections against these forces in favour of the ruling class element in the north as represented by and in the NPC. The political arrangement- the constitution, the structure of the federation based on divide and rule and the economic arrangement were all designed to preserve the Nigeria nation state as a fertile ground for continued British influence under the control of a trusted local city. Although ethnic and nationality tensions had existed in these lands prior to their declaration as a formal British colony from 1900 onwards, the system of British government exploited, sharpened and deepened these divisions in order to make the territory more amendable to its rule. The emergence of ethnic consciousness and politics shortly before independence, which was a radical departure from the orientation of nationalist political as conducted by NCNC in alliance the labor movement and students in that period, can be traced largely to the efforts of the British colonialists in their relationships with the north and other parts of Nigeria. Today, ethnicity and nationality constitute major factors that are fed into Nigerian citizenship which led, to many of the observed distortions.

Awolowo one of the famous Nigerian nationalists wrote:

Nigeria is not a nation. It is a mere geographical expression.

There are no Nigerians in the sense as there are English, welsh or French. The word Nigerian is merely a distinctive appellation to distinguish those who live within the boundaries of Nigeria from those who do not.

Similarly, Sir Abubakar Tafawa Balewa a leader of the northern people's congress in 1948 was quoted to have said that:

Since 1914 the British government has been trying to make Nigeria into one country but the Nigerian people are historically different in their backgrounds, as in their religious beliefs and customs and do not show themselves any signs of unwillingness to unite… Nigerian unity is only British intention for the country. In the same vein, Adebayo 1999 also portrayed ethnic relations in Nigeria as cohabitation without marriage. Thus, while a Nigerian nationality is non- existent properly speaking citizenship is operative at the homeland level.

Taiwo cited in Ilufoye (2009: 285) strikingly the citizenship conception in Nigeria thus, beyond phrase-mongering, there are no citizens in Nigeria, only citizens of Nigeria. That is, Nigerian citizenship is merely geographical, it is without moral-ideological content… part of what typifies citizenship, especially in the modern state, is the de-emphasizing of geography and other natural fact in its composition… the freedom to locate anywhere within the boundaries of the relevant geo-polity is non-existent in Nigeria.

As Ake (1996:23-24) noted form the political independence did not alter the repressive and exploitative nature and character of African colonial political economy and the political socialization of the elite into a political culture characterized by a lack of public-spirited restrained in the quest for, and exercise of power as a means of primitive accumulation and self-reproduction. This obvious considering the fact that the African economy is weak, dependent disarticulated, and repressed. Added to this, state power remains pervasive and dominant. These features make the state susceptible to private capture. Being the major instrument for the pursuit and realization of personal and parochial interests, the competition or struggle for power is invariably fierce and brutal. As a result Ake (1973;358-359) held thus, to a very great extent the influence of the colonial experience persists. This is manifest in the statism of the new states, and in their political authoritarianism: refusal to hold elections, the abolition of higher courts, arrest and imprisonment of counter-elites.it is evident in the tendency to construe politics as a struggle for rulership in the vein, Osaghae (2002:19-24), argues that the colonial nature of the Nigerian state, its lack of relative autonomy, and the inequitable federal system of government have serious implication for stability and development in the country. He says that the colonial and current state in Nigerian

remains fixated on the maintenance of law and order, with little or no people-orientated development. As a result, the people (like they did in colonial times) continue to see the state and its government as alien establishment, belonging to the oyibo (white man). This negative attitude structures and determines the people's engagement with the state–the state is largely seen as the realm to be plundered for personal and parochial satisfaction. Added to this, the federal system that has been developed to resolve the national question in Nigeria is poorly implemented. And this results in hegemonic struggles amongst Nigeria's various groups and social forces.

There has been a continued tendency to most African problems within its colonial trajectory. Osaghae (2002:1) notes that, in a profound sense, many of the post-independence socio-political and economic formations and malformation processes begun under colonial rule. According to Read, (1973:34):

the manipulation of kinship or other links in face-to-face encounter with bureaucrat or politicians may still be accepted to yield more effective results than formal confirmations through the judicial apparatus. The for reaching influence of a dominant party controlling government with its assorted powers of patronage and coercion is also likely to discourage all, but the most determined or the most offended, from openly attacking state policy or official decision.

Apart from being deficit of the integrative character of a modern state, the Nigerian state like most African state though possesses the institutions in the rubric of the modern states, a number of African scholars have been inclined to describe it like other African state as state undergoing construction, formation, or with appellation such as rhizomatic, soft, weak, transplanted, hybrid, unfinished, neo-patrimonial or pseudo western façade (Chabal and Daloz , 1999, 2006), (Osaghae 2007), World Bank 2006, Stepputat and Engberg-pedersen, 2008), prebendal (joseph, 1987), roguish (Jega, 2002) crippled (Osaghae, 2002), shadow (Reno 2000) among others to described the inability of the state to live up to the Weberian expectation of a modern state. The various concepts brandished in the literature are used to a shorthand expression of the pathologies of problematic states on account of their inability or failure to deliver its core functions (Osaghae, 2007; Stepputat and Engberg Pedersen, 2008). The state path to failure first suffers the loss of its authority to compel obedience to the sanctions and provisions of its statutes and laws. It consequently loses the monolopy of the use or deployment of violence. It lacks moral authority to compel obedience. To this end, violence is democratized. A failed state hatches violence. It breeds warlords and warmongers.

It tolerates jingoes and empowers them. It loses its authority to command a monopoly of violence. Its laws and statutes are objects of scorn and derision. To this warlords and bandits are availed the rich humus to germinate and assume, control of much territories and armed jurisdictions as they can grab. In this scenario, individuals lose their sense of security as fear of violent death lurks in every corner and fissure of life. These were individuals who under the theoretic terms of the social contract subleased their right and powers so that the state can accumulate and exercise a monopoly of violence for the social good.

The Nigerian government has lost the moral authority to be the custodian of the people's welfare. The citizens through a series of government's high-handed behaviour were invited as witnesses, as the structures of state were degraded, bastardized, and co-opted into the service of unholy political ends, to attain impious goals of avaricious import. They have jointly and severally watched as their posterity was shot off the sky by the avarice, squandermania and outright thievery of the ruling class. They have been impoverished beyond all measures, in all dimensions that the society reeks with the odours of corrupt opulence existing side by side with inexplicable penury. These variables of a failing state have direct implication for the eruption of ethno-religious conflict. A perfect example of the danger signal of failure is the recurring circle of violent conflict in Jos-plateau, which has persistently bring the country to the brink of breakdown.

A modern state requires a degree of hegemony for the preservation of sovereignty of a state, keeping the dominant class under control, protection of the environment, financial autonomy and defines its territory, and external relation (Orngu, 2008, Ihonvbere , 2009). The Nigerian state lacks high degree of autonomy (Osumah, 2010). The lack of autonomy of the Nigerian state has lad great implication in the management of ethno-religious conflict.

The Nigerian state is a modality of class domination saddled with the twin function of providing the condition for accumulation and legitimization (Osumah, 2011). However, for a capitalist state to perform these functions efficiently, it is a requirement that it enjoys a degree of autonomy such that the system of domination is differentiated and dissociated from the ruling class and even the society and appears as an objective force standing alongside society. The absence of this in the Nigerian state implies a social formation cannot institutionalize individualism, competition, freedom and equality, the implication of the limited autonomy of the state is directly immersed in the contradictions of the society, which are defined largely but not exclusively in terms of ethno-religious cleavages. The Nigerian state is emasculated and impaired by the internationalization of ethnic demands and

pressures with severe consequences for state mediation in management of ethnic and religious contradiction (Iron and Osumah, 2011).

Another character of the Nigerian state is authoritarianism. The state is largely undemocratic, deficits of accountability, negotiation, dialogue and widespread consultation. It often resorts to use of coercion and deception or diplomatic manipulation to compel the obedience and loyalty of its citizenry. Those who dare to oppose the custodians of the state power are labelled as detractors, extremists, rascally elements, unpatriotic, enemies and criminals that should be ruthlessly dealt with in the name of national interest and security (Osumah, 2010). The implication of the authoritarian character of the Nigerian state indicates low level of exploitation of democratic mechanisms such as dialogue, negotiation, bargaining and compromise in the resolution and management of conflict.

On another plane, the Nigerian state as neo-patrimonial state falls short of the characteristic of a modern state, this is because custodians of the Nigerian state are vested with enormous power, which in the aperture of the exponents of the doctrine of separation power is prompt to abuse. Also, those who control the affairs of the state tend to personalize and privatize it. This means there is no clear separation or divorce of persons from the office to which they serve or hold. In addition, the public officeholders rather use their offices to serve the interests of the custodians and members of their families, loyalist and constituencies. The implication of the neo-patrimonial character of the Nigerian state is directly related to the mobilization of the masses based on primordial ethnic and religious loyalties (Iro, 2011).

CONCLUSION

The challenge of managing Nigeria's religious and ethnic plurality has not been an easy task. This dual problem poses a number of threats to the legitimacy of government and its ability to offer leadership appropriate to the demands of nation-building. While this remains a daunting task, any attempts at conflict resolution, must be one that goes to the heart of non-acceptance of one group over another, and intolerance of one faith/belief over the other (non-acceptance of diversity). This process can be fostered through dialogue and collaboration, which in turn would most likely be embraced by both the Federal Government and local communities. If there is one lesson to learn about conflict is that it is hardly won on the battlefield.

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HERDSMEN ACTIVITIES, A COG IN THE WHEEL OF AGRICULTURAL DEVELOPMENT IN NIGERIA: A CASE STUDY OF KOGI STATE

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Abstract

The study titled "Herdsmen Activities, A Cog in the Wheel of Agricultural Development in Nigeria, A Case Study Of Kogi State (2015-2020)" is intended to examine herdsmen activities generally in Nigeria. The research examines the effect of herdsmen activities and its attendant ripple effect on agricultural development in Nigeria. The study employs both primary and secondary sources of data collection. The study therefore recommends amongst others that federal government should engage peace and conflict resolution experts in dealing with issues of Herdsmen-Farmer Crises. The study as well concludes among others that herder-farmers' conflict has created an atmosphere of uncertainty, insecurity and breakdown of economic activities.

Introduction

Agriculture in Nigeria is the most important sector of the economy from the standpoint of rural employment, sufficiency in food and fibre, and export earning prior to the discovery of oil (Towoobola, et.al 2014). The above assertion is based on the fact that as at independence in 1960, little was known of petroleum as a source of revenue for the Nigerian economy. There was sustained emphasis on agriculture such that Nigeria was a major exporter of agricultural products like palm produce, cocoa, groundnut, cotton and rubber. In addition to these cash crops, the national agricultural system produced enough food crops such as yam, cassava, maize, millet, sorghum and soya beans so that there was practically no need for food importation. Hitherto,

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agriculture accounted for over60% of the nation's Gross Domestic Product (GDP) (Francis and David, 2012).

According to Akinwumi (2014), in the 1960s, before the discovery of oil, Nigeria was known to be a major agricultural producer in the world. Between 1962 and 1968, export crops were the country's main foreign exchange earner. Nigeria was number one amongst crops producers in countries like Malaysia and Indonesia producing such crops like palm oil and groundnuts, even ahead of the US and Argentina. Nigeria's status with 47% in these products which made her as an agricultural centre has declined steeply. While Nigeria once provided 18% of the world demand of cocoa, second in the world in the 1960s, that figure has drastically reduced to 8%. Also the country which has known to produce 65% of tomatoes in West Africa has become the leading importer of tomato paste.

Despite the poor performance of the agricultural sector which is below economic expectation, the sector is still capable of aiding socio-economic development of people living in rural areas, most especially in the northern states as they engaged more in agriculture in order to sustain themselves, and traded within their capacity or capabilities for profit. However, the on-going Boko Haram insurgency has affected the rural agricultural economy the northern, part of Nigeria, hence, this work is an appraisal of the impact of Boko Haram insurgency on the agricultural sector of the Nigerian business environment.

In Kogi State, there have been instances of conflict between cattle herders and crop farmers in Igalamela/Odolu Local Government Area (LGA), Ibaji, and Ofu over crop destruction by cattle, killing of a herder and stabling of a farmer, respectively, following reprisal attacks on different occasions (personal communication). Thus, Gbaka (2014), rightly states that significant loss of lives and property has occurred in many parts of Nigeria including Katsina, Plateau, Taraba, Kogi, Kwara, Nasarawa,

Adamawa, Gombe, Yobe, Kebbi, Zamfara and Sokoto states in the north; Oye State in the South-West; Abia State in the South-East; and Delta and Edo in the South-South. In the past eight years, conflict accounted for 615 deaths out of a total of 61,314 fatalities in the Nigeria Watch database (Olayoku, 2014).

It was the Governor of Benue State, Samuel Ortom who first warned that the sustained attacks on Benue communities by suspected herdsmen could lead to food insecurity in the country (The Guardian Saturday Magazine, 17 March 2018). Ortom stated this at the Government House in Makurdi, during a courtesy call by the Presidential Committee on Rehabilitation of communities affected by farmers and herdsmen crisis. Since then, many Nigerians, including security and agricultural experts have issued similar warnings. The former Minister of Finance and one time presidential candidate, Chief Olu Falae, was purportedly abducted by Fulani herdsmen with whom he was reported to have been having squabbles over farm issue. This has once again brought to the fore concerns over constant hostility between Fulani herdsmen and farmers across the country (Bakare, 2015). Farmers in the agrarian communities of Benue state have abandoned their farmlands and fled to safer climes because of herdsmen's attacks. They are today living as internally Displaced Persons (IDPs) at various IDP camps in the state. The situation is not different in neighboring Kogi, Taraba and Plateau states. Currently, farmers in most of the affected states who have been displaced from their farms and homes by the herdsmen are recounting their ordeal. Their lamentations are not only pathetic, but also tragic and inhumane. It is also very unfortunate that the killings are taking place at the peak of harvest for farmers in the affected areas, a situation many believe many cause food scarcity in the country, if not properly and quickly addressed.

Despite the aforementioned, these herders are major contributors to agricultural development. The Fulani are the major providers of milk and meat in Nigeria. Their contribution to the dairy and meat industry is phenomenal and about 90% of the cattle

in Nigeria are owned by the Fulani and they contribute about 3.2% to Nigeria's gross Domestic Product (GDP) (Abass, 2012). The Fulani are also responsible for the provision and hides and skin in Nigeria.

Given the foregoing scenario and the challenges posed by herdsmen activities for socio-economic development of Kogi State and Nigeria at large, this study was carried out to examine the activities of herdsmen and how it relates to the agricultural development of Kogi State, while identifying the major factors responsible for the incentive farmers/herders conflict and its agricultural implications on the state and proffer solutions.

Agricultural Development

The Oxford Advanced Learners Dictionary (2000) defines agriculture as the science or practice of farming. Abayomi (1997) noted that agriculture "involves the cultivation of land, raising and rearing of animals for the purpose of production of food for man, feed for animals and raw materials for industries. It involves cropping, livestock, forestry and fishing, processing making of these agricultural products". Broadly defined, Agriculture is the science of farming including cultivation of the soil for the growing of crops and the rearing or animals to provide food, wool and other products. Agriculture and other related products are regarded as the main economy drivers of third-world countries as opposed to manufacturing in developed nations as a historical contact of the duo, Agriculture is the science, art and occupation of cultivating the soil, producing crops and raising livestock. Agriculture is considered as the only fulcrum of civilization; hence, it is regarded as the only natural wealth. It is the food we eat, the clothing we wear, the material of our homes, the garden around and to a large extent, the determinant of our traditions and values.

The Cattle herding system in Nigeria

Cattle herding is dominated almost entirely by the Fulani tribe in Nigeria. Iro (1994) gave a vivid documentation of the herding system of the Fulani in Nigeria, and most of what is presented hereunder was derived from his account. According to him, herding is a daunting task, and contrary to widespread belief, it is not the delight of the Fulani, they herd not as a matter of choice, but as a necessity. Iro (1994) found that about 75% of the sampled nomadic pastoralists maintained that cattle herding is not only toilsome, but also becoming increasingly strenuous.

Describing the annual herding cycle of the Fulani cattle herdsmen, Iro (1994) stated that the herding season begins with southward movement of the herd and along rivers and stream valleys from October to December-marking the end of rainy season and beginning of dry season. January to February is the harmattan season that is characterized by longer grazing hours, herd splitting, and more frequent visits to stable water sources. These thus increase southward movement of the herds. The months of March and April are usually the toughest for the herdsmen and their cattle, as it is the hottest period in the grazing calendar. Indeed, they now herd their cattle only in the evenings and nights (Riesman, 1977). May and June signify the end of dry season and vegetation begins to appear. This also marks the beginning of northward movement of cattle herds.

From this period up till September, which is the peak of rainy season, though characterized by cattle-breeding, more milk production and shorter grazing hours, cattle herding coincides significantly with arable crop production emanating in farmer-herdsmen conflict during this period. The resultant increase in competition for arable land has often times led to serious manifestation of hostilities and social friction among the two user-groups in many parts of Nigeria.

Farmers-Herdsmen Conflict

Social Conflict is a global phenomenon. From Europe to America, Africa to Asia, conflicts are common phenomena. Africa has experienced and is still experiencing conflicts of grave proportions among several ethnic and religious communities across the states. In West Africa, conflicts between farmers and nomadic cattle herders have been a common feature of economic activities for ages (Oh et al., 2018). The Nigerian state has witnessed series social conflict and violence. These conflicts are such as the Biafran war, the Zaki-Biam massacre, the Odi massacre, the Niger Delta violence, operation Wetie, the Modakeke-Ife war, Maitatsine religious uprising, the Fulani-Birom clashes in Jos, the Bauchi religious riots, the Boko Haram terrorist activities, the Shiite group massacre in Zaria and the recent Fulani herdsmen terrorist activities which pervades every region of the country. These acts of conflicts have largely disrupted the state of peace and development in the Nigerian state. In Nigeria, over the past decade, with increasingly violent flare-ups spreading throughout central and southern states; incidents have occurred in at least 22 of the country's 36 states. The most recurrent among these crises involved the Fulani herdsmen and farmers which, apart from the human casualties, has cost the nation over 27 billion dollars between 2012 and 2018 (according to UK-based Mercy Corp, 2018).

The cattle herders/farmers' conflict in Nigeria has become so pervasive and has led to loss of lives and properties. Many farmers and herders have lost their lives and herds while others have experienced dwindling productivity in their herds. In most of these encounters, citizens are regularly killed and the destruction or loss of property leaves an already endangered populace even poorer. There have been repeated and bloody clashes between the cattle herdsmen and host communities for several years. These clashes according to BBC (2016) have claimed thousands of lives within a period of twenty years. It is further stated that in 2014, over 1,200 lives were lost which made these set of people the world's fourth deadliest militant group (Okoli and Atelhe, 2014).

North Central Nigeria continues to witness, almost on a regular basis, violent clashes between and among her numerous ethnic nationalities. Farmers and cattle herdsmen conflicts have become common occurrences in middle belt states such as Benue, Plateau, Nasarawa, Kwara and Kogi states. According to the scholar, in 2008, there were 31 reported cases of cattle herders/farmers conflict while in 2009 the fatalities soared to 83 all occurring most primarily in the north central states of the country. In 2010, it was also observed that the occurrence of cattle grazing violence dropped to 39 fatalities with most of the cases occurring in the north central but sad enough, in the following year, the occurrence rose to 116 fatalities with the highest occurrence being in Plateau state and the most sustained, lasting five days occurring in Benue State. In a newspaper study of crisis in Nigeria between 2005 and February 2017 found that conflicts over agricultural land use between farmers and herdsmen accounted for 45 percent of all reported crises. In February 2016 there was an attack on farmers in Benue State which according to reports killed some 300 people (BBC, 2016). According to one report, in 2016 over 2,000 people were killed and tens of thousands displaced in Benue and Plateau states alone The clashes between the farmers and herdsmen in the region had resulted to an estimated death toll of approximately 2,500 people in 2017, these clashes are becoming as potentially dangerous as the Boko Haram insurgency in the north east (International Crisis Group ICG, 2017).

Antecedents of Fulani herdsmen in Nigeria

In January 2013, Fulani herdsmen attacked some villages in Nasarawa State, killing 10 people and displacing over 5000 people. In a fresh attack on some villages in Nasarawa State, about 33 people were killed in November 2014 (http://naijagist.com/Fulani-gunmen-attack). More attacks by the armed Fulani herdsmen came in 2016. Duru (2016) reports a gruesome attack on Agatu Local Government Area of Benue State in February 2016 in which about 7000 people were driven from six villages by the Fulani herdsmen. The villagers observed that despite heavy gunshots by the herdsmen, no military or security presence was felt. Over 200

persons were killed and houses were razed. In April 2016 there was a renewed attack on Agatu by the armed herdsmen. Statistics from the Benue State Emergency Management Agency indicates that no fewer than 30 persons died in the renewed violence.

Mamah et al., (2016) reveal the activities of Fulani herdsmen in Enugu State in April 2016. The herdsmen attacked UkpabiNimbo in Uzo-Uwani Local Government Area on 25 April 2016, killing over 40 people. Survivors fled to neighbouring communities. Two days later after the UkpabiNimbo attack, there was another attack by the Fulani herdsmen in Umuchigbo community in Enugu East Local Government Area of Enugu State. It is clear that the deadly escapades of arms-bearing herdsmen are becoming increasingly unsettling. They have left their footprints in virtually every part of the country. In their recent outings, they have been very unsparing of the Iammunities (Ede, 2016).

Militants from the Fulani ethnic group are believed to have killed at least 1229 people in Nigeria in 2014, according to the latest Global Terrorism Index, which ranked African nations as the world's third most terrorised countries. The Fulani militants, together with the terror group Boko Haram, were responsible for more than 7000 deaths that occurred in Nigeria in 2014. While Boko Haram is predominant in the news related to terrorism in Nigeria, little is known about the attacks and abductions by the Fulani herdsmen (Ludovica, 2015).

Adetula (2016) says that according to statistics provided by the Institute for Economics and Peace, 1229 people were killed in 2014, up from 63 in 2013, and Benue State seems to be the hardest hit in recent times. Barely 5 days before the end of Governor Gabriel Suswam's administration in May 2015, over 100 farmers and their family members were reportedly massacred in villages and refugee camps located in the Ukura, Per, Gafa and Tse-Gusa areas of the state. According to reports, in July 2015, suspected herdsmen attacked Adeke, a community on the outskirts of

the state capital, Makurdi. In December 2015, 6 persons were killed at Idele village in the Oju Local Government Area. A reprisal attack by youths in the community saw 3 Fulani herdsmen killed and beheaded.

In February 2016, as a result of a clash between herdsmen and farmers in Benue State, 40 more people were killed, about 2000 displaced and not less than 100 were seriously injured (Duru, 2016). Most recently, more than 92 Nigerians were massacred by suspected Fulani herdsmen in Benue and Niger States. Also, before this time, there were reported attacks by the Fulani pastoralists in the southern states of the country, including Enugu, Ekiti and Ondo States.

The Igbo Youth Movement, IYM, has lamented that Fulani herdsmen have killed 710 other Nigerians, excluding the 48 Agatu people in Benue State in the last 10 months, without the federal government addressing the issue. The statement signed by the founder of the IYM and leader of the South-East Democratic Coalition, Evangelist Elliot Uko, entitled, 'Ten Months of Carnage', read: 'Between June 2015 and April 2016, Fulani herdsmen have killed over 710 Nigerians (excluding [the] Agatu incident) in 48 recorded incidents, the highest in recent years' (Emeka and Clifford 2016).

Another deadly attack was that of the 2016 southern Kaduna massacre, which some nongovernmental organisations (NGOs) have labelled as genocide against southern Kaduna indigenes. Ajijah (2016) relates that the Catholic Archdiocese of Kafanchan says that the unrest in southern Kaduna State has claimed 808 lives. Moreover, 53 villages have so far been attacked and 57 people injured, according to the church. Governor Nasir El Rufai said the attackers were foreign Fulani herdsmen, who were avenging past attacks on them and their livestock. Mr Yakubu said 4 local government areas have been attacked, with 808 people killed and 1422 houses, 16 churches, 19 shops and one primary school destroyed (Ajijah 2016).

However, the Miyetti Allah Cattle Breeders Association, the umbrella organisation of herdsmen, notes that it has lost no fewer than 6000 cows to the crisis in southern Kaduna (Ibenwa and Uroko 2017). Garba (2017), reports that the National Emergency Management Agency said that 204 people have been killed in the southern Kaduna crises. Moreover, the clashes between Fulani herdsmen and locals in southern Kaduna have lasted for months.

The latest now is an attack on farmers and other people living in Jos, Plateau State, on Saturday 24 June, at 11 pm by Fulani herdsmen. Most Nigerians described the incident as most painful and deeply regrettable. News agent Idegu (2018) reports that no fewer than 86 persons were killed that weekend when gunmen suspected to be Fulani herdsmen attacked many communities in Plateau State. Police Spokesman Terna Tyopev, who confirmed the figure, said 8 persons were hospitalised and about 50 houses were razed. He added that 6 suspects were arrested. Yusuf also reports that Berom Villages-Xland, Gindin Akwati, Kura Falls, Nghar and Ruku-were completely sacked (p. 37). However, more people might have died because many families buried their dead before the police arrived. Tyopev added that some bodies were deposited at the Jos University Teaching Hospital mortuary and security had been tightened in the affected villages to restore peace.

On Tuesday, 26 June, 2018, Nigerian Television Authority International reported in its 9 pm news that over 200 people had been killed in the conflict between the Fulani herdsmen and farmers in Jos, Plateau State, on Saturday, 24 June, and that this was the highest death toll so far in the history of conflict between the Fulani and farmers.

Causes of Herdsmen-Farmers Conflict in Nigeria

Empirically, evidences have revealed various reasons for the continued conflict between herdsmen and farmers in Nigeria. Some of the factors that influence the conflict include;

Human Factor:

The damaging or intentional grazing on crops has been pointed out as the most predominant cause of conflict between farmers and herdsmen (Adebayo and Olaniyi, 2008). In a recent study, Adeoye (2017) found deliberate grazing of cattle on crops, farmers' encroachment on grazing reserves, water holes and cattle paths and indiscriminate bush burning by herders as notable causes of conflict between the groups in parts of North central Nigeria. Similarly, Bello (2015) enumerated the major causes of herdsmen-farmers conflict in Nigeria. He argued that destruction of crops by cattle and other property (reservoirs, irrigational facilities and infrastructure) by the herdsmen themselves are the main direct causes for conflicts cited by the farmers. Burning of rangelands, fadama and blockage of stock routes and water points by crop encroachment are important direct reasons cited by the herdsmen while increasing rate of cattle theft which is often accompanied by violence, antagonistic perceptions and beliefs among farmers and herdsrnen could compound conflict situation, especially due to failing institutions and fierce competition for resources (Bello, 2015).

Ecological Factor:

The encroaching desert to the traditional abode of the pastoralists in the Sahel region has been identified as a factor for the continued clash as herders migrate southward where the grass is much lusher and often intrude into spaces long claimed or cultivated by settled farmers (Olaniyan et al., 2015). In Nasarawa State, the situation has been exacerbated by the phenomenon of climate change which dynamics tend to have been aggravating natural resource conflicts across the region (Okoli and Atelhe, 2014). Climate change and desert encroachment have made southward movements even more inevitable and confrontations with southern farming communities more frequent (Nwosu, 2017).

Blench (2006) attributes farmers-herders conflict to competition over natural resources and over access to grazing and water resources and suggests that, because

herders now farm and farmers have herds, competition for the same natural resources has increased. The semi-arid zone has always been more populous than the Middle Belt, and the initial expansion of cultivation was in this zone. As the pressure on arable land in the semi-arid zone increased, soil fertility decreased and farmers were obliged to move to regions of uncleared bush or to increase their holding size. As a consequence, more and more farmers began to settle further and further south in the lightly settled sub-humid zone (Blench, 2006). Farmers and pastoralists who are the main agricultural practitioners in Nigeria depend on water resources to sustain their vocations. In recent times, access to water and grazing land have become more competitive and has led to violent conflicts on a regular basis between farmers and herdsmen. Jacobs (1980) noted that fresh water scarcity and insufficient rainfall are causes of social conflict between farmers and herders in Nigeria.

The Institute for Peace and Conflict Resolution in conjunction with United Nations Development Programme (IPCR-LTNDP, 2012) traced the cause of the conflict in Guma and Makurdi LGAs of Benue State to the material needed for existence or survival which is the green of the land and fresh water. As the pastoralists need this for grazing and drinking purposes; the farmers at the same time need it for farming activities; thus they usually clash.

Ethno-religious factor

Another major reason for the conflicts between farmers and pastoralist is the ethno-religious dynamics of the social relations between these groups of resources users. The ethnic dimension comes to play in the conflict between two broad ethnic groups, the pastoralists who are majorly of the Fulani extraction with an entirely different set of practices and way of life of the sedentary farmers who are made up of a variety of ethnic groups (Blench 1984; Shetimma and Tar, 2008). Language barrier and religious intolerance are also a major colouration to the conflict. The indigenes of these North Central state are predominantly Christians while the settlers are of the

Islamic religion. Hence, this often leads to escalation of conflict between pastoralist and farmers because of the ethno-religious alignment of the herdsmen and farmers.

Political Factor

Burton (2016) noted that government's silence or negligence on the need for increased grazing space has influenced the conflict. He also argued that the request is not new as the Fulani herdsmen have previously called on the government to rectify the situation. He maintained that there has been little action on the part of the government to resolve these problems and some quarters believe that it is just being politicized for selfish gains. The herdsmen therefore have grown restless and their impatience has culminated into violent actions.

Demographic Factor

Nyong, (2010) observed that the expansion of population can be seen as a cause of the herders- farmers conflicts in Nigeria. With the expansion of population, the rate of food production would naturally increase and to meet that increasing demand, it is natural for the farmers to encroach into marginal lands that had been the traditional pasture routes for the cattle. This has therefore heightened struggle between livestock and agricultural production which, more often than not, result in the escalation of conflicts. Hence, as population grows, more land is being cultivated and less is available for posture; forcing Fulani to migrate and tramp on crops cultivated by farmers.

Socio-economic impact of Herdsmen-Farmers conflicts in Nigeria

Clashes between cattle herders and crop farmers have been a major cause of increasing violence and general insecurity in Nigeria. According to Abba and Usman (2008) is that of food security. In all the states under consideration, particularly Taraba and Benue states, the majority of those displaced are women and youths who make up substantial part of the farming community, just like in Nasarawa, Kaduna

(Southern Kaduna) and Plateau States. The instability caused by the incessant conflict, will likely lead to food shortages for the communities that depend on subsistence farming. Conflicts resulting from the use of Fadama land may also jeopardize huge financial investment by government, Africa Development Bank and World Bank in the Fadama projects nationwide (Ardo 2004).

Similarly, Ofuoku and Isife (2009) identified socio economic effects of herders/farmers conflict to include;

Reduction in output and income of crop farmers as a result of the destruction of crops by cattle and indiscriminate bush burning as many Jhrmers lost part or the whole of their crops. This meant reduced yield which translated into low income on the part of the farmers who take farming as a major occupation. This tends to negatively affect their savings, credit repayment ability, as well the food security and economic welfare of urban dwellers that depend on these farmers for food supply. This discourages the farmers and rural/agricultural development.

Also, Adebayo and Olaniyi, (2008) noted that the impact of the herders-farmers conflict has been observed to lead to the displacement of the farmers from their places of origin. They have thus become Internally Displaced Persons (IDPs) with a far-reaching impact on farming activities. Because the people displaced are peasant farmers they often depend on others to give them land to plant crops on a smaller scale than what they have cultivated before. This has often led to low agricultural yield mainly to support their existence at a subsistence level. Their economic wellbeing is thus tempered with because of this conflict. Their cash crops production has reduced, their subsistence level also has dropped.

Other socio-economic implications include displacement of communities, refugee problems, and increase in crimes, famine, malnutrition, illnesses and death. The conflict also has substantial economic effect on government revenues. As reported

by Mercy Corps (2015), the Federal Government of Nigeria was losing about $13.7 billion revenue annually as a result of farmers/herders conflict in Benue, Kaduna, Nasarawa, and Plateau States, while the affected States were also losing about 47% of their internally generated revenues annually. The consequences of herders/farmers conflict on the economy, according to Dulta and Husain, (2009) include driving out of foreign investors, decrease in availability of productive labour and diminished skilled manpower, resulting in poverty, underdevelopment, unemployment and misery. Abass (2012) maintains that the socio-economic consequences of herders-farmers conflicts are usually eminent. Conflicts between the crop farmers and nomadic farmers or grazers create some mistrust, tension and open confrontations between the opposing groups. Reduction in income and output of crop farmers occur as a result of indiscriminate bush burning and destruction of crops by cattle which lead to either partial or total loss of crops by the farmers. The effect on crop yield therefore has negative impact on the affected farmer's income with its summary impact on the overall agricultural income. This tends to negatively affect farmer's savings, credit repayment ability, as well the food security and economic welfare of urban dwellers that depend on these farmers for food supply, thus, farming and rural/agricultural development is discouraged.

Lederach in Audu (2013) further identified three different effects of herders-farmers conflict in a deeply divided society: Firstly, cohesion and identity in a contemporary conflict tend to form within increasingly narrower lines than those that encompass national citizenship. In a conflicting society, people seek security by identifying with something close to their experience and over which they have control. In today's settings that unit of identity may be clan, ethnicity, religion, geographic or regional affiliation, or a mixture of these.

Conclusion and recommendations

Having looked into herdsmen activities on agricultural development in Nigeria with Kogi State as case study, it is obvious that these activities have wreaked havoc on our

agricultural development and there is need to curb them. The main aim of every herder or farmer is good harvest which means good and bountiful farm produce on the part of farmers and robust and healthy animals for herders. This has led to competition for the available resources (land, water etc) leading to clashes that result in loss of crops, produce storage and cattle.

Traditional rulers who have been worried about the effect of these clashes on agricultural development and the overall effect on our nation made attempt to resolve the issue but their authorities were disregarded. With this lack of respect on the part of the herders, more cases of sexual harassment of women and contamination of stream by cattle began to surface.

Consequently, the socio-economic implication of these activities which includes loss of produce storage, reduction in output and income of farmers, loss of house and properties, and low revenue generation by the government thereby resulting in infrastructural damages have been on the increase.

This herder-farmers' conflict has therefore created an atmosphere of uncertainty, insecurity, breakdown of economic activities and migration of people to safer places.

Based on the findings of this study, the following recommendations are made:

i. Federal government should engage peace and conflict resolution experts in dealing with issues concerning herdsmen-farmer crises. This will enable effective dialogues, negotiations and of course a win-win resolution, while encouraging early warning mechanism.

ii. Government should adopt community policing model to forestall peace in the rural areas- as it will enable the police and the community members detect when the herdsmen gain access into the communities to attack residents. Community policing seeks the effective community engagement in the provision of solution to policing

issues and also developing partnership in the maintenance of safety and security in the society.

iii. Governments at all levels should promulgate legislations outlawing open grazing of cattle while encouraging herders to establish ranches for their cattle.

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EXPLORING THE INTERFACE OF MIGRATION AND HUMAN TRAFFICKING: IMPLICATIONS FOR NATIONAL DEVELOPMENT

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Abstract

The paper discusses the consequences of migration and the evil effects of Human Trafficking, particularly in Nigeria and other parts of the world. It draws a nexus between migration and human trafficking. The paper traces the origin of human trafficking to the colonial slave trade era characterized by forceful moving away of men and women from one area to another, particularly from Africa or Nigeria to European Countries by Coercion. Most of the female trafficked are used as sex workers, and are subjected to involuntary services such as debt bondage, slavery and plantation workers. The paper is of the opinion that though slavery has been outlawed, but human trafficking has continued unabated. Those who are involved in it see it as a lucrative Endeavour not minding the hardship it brings to human life. The paper notes that people do not just migrate for the sake of migrating; there are certain factors which make people to migrate to other areas which include hunger, poverty, bad climate and bad policies of government in Nigeria. The paper adopts the state fragility theory and leptons urban biased theory to discuss the problem of Human Trafficking in Nigeria. The fact is that if the situation in Nigeria was good and favorable, citizens would not have been migrating to other favorable areas but since the situation is not favorable the citizens have to look for an alternative means of livelihood hence the governance theory. The paper adopts the secondary method of research in sorting materials for the paper. In summary, it is contended that government should intensify the war against human trafficking and through other international collaboration the

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trafficking in Human beings will reduce. The paper recommends the way forward to include action plan of internal monitoring and implementation of all legal laws against trafficking. It further recommends that centers for training, counseling and provision of better standard of living and amenities will help to reduce the problem of migration and human trafficking.

Keywords; Migration, Human trafficking urban biased theory, Slavery and Counseling.

Introduction

Human trafficking has become a cause for concern in most third world countries particularly Nigeria. It is a talk of the moment because of its damaging and evil effects. Eki Igbinedion (2006), sees Human Trafficking as the act of inducement by force, fraud, or coercion, or in which the person induced to perform such act has not attained 18 years of age or the recruitment, harboring, transportation, provision or obtaining of persons for labour or services through the use of force or coercion for the purpose of subjection to involuntary services, debt bondage or slavery.

Human trafficking is another form of Migration whereby persons are either induced or otherwise taken to another country particularly Europe where they were used for forced labour. The issue of migration is not the case; the point here is that people can migrate to another area for different reasons whether for safety or for greener pastures. Migration is part and parcel of human existence and history, though it gained prominence during the period of industrial revolution in Europe, just as it is now during the period between 2016 and 2020s in Africa and Nigeria. During the period of industrial revolution much goods were produced in Europe at that time and they needed a place where they could sell or exchange what they had and get new goods. Migration took a negative tone where it resulted in trade in human beings which led to the underdevelopment of Africa. According to Fichter (2004:181), Migration is the relocation and mobility of people across an area. Mayodan Larousse Encyclopedia (1971) see Migration as the relocation of individual under the influence of economic, political and social reasons one of which is associated with increasing cases of depression and anxiety among

displaced workers due to unemployment which may lead to migration. There was a certain period in the Nigerian history before and after the first and second republics when there was massive brain drain in Nigeria. A situation where the most educated and learned Nigerians had to relocate to Europe and America for greener pasture created a serious cause for concern for the Nation State of Nigeria. So also, unemployment and job loss could cause certain percentage of Nigeria to relocate to America and Europe in search of job and favourable condition of living (Catalono et al 2011). This situation can also give room for trafficking where people can be deceived into travelling abroad in search for better living. Example in June 22, 2005, a United States court in Honolulu, Hawail sentenced kil soo lee to 40 years imprisonment for holding more than 200 victims from China and Vietnam as forced labourers at his factory in America (Samoa, UNFPA, 2008). This situation also explains what is going on in Europe particularly, Italy where large numbers of Nigerian girls have been deceived to travelling to Italy for jobs where they have ended up becoming sex workers. Even when most of them know what the job issue there is, that it is sex business, they nonetheless decide to agree to go because of unemployment and hunger issues in Nigeria.

It needs to be remarked that both Migration and human trafficking are twin conditions that never occur in a normal situation. Although we agree that migration have been part of human existence but people don't just migrate for migrating sake, something tends to push people to leave their places of abode to another place. There is also a situation of search for better condition of living.

Trafficking in terms of its origin is traceable to era of the slave trade which resulted in the impoverishment and underdevelopment of Africa. With the resultant effect of partition and colonization of Africa, the continent of Africa being sources of cheap labour for the development of Europe and the new world, while Africa was impoverished. It created a demarcation between Europe and Africa; Africa became underdeveloped and a third world, while Europe and America became the industrialized Nations, using the cheap labour from Africa. Even in recent times,

visas were only granted to people from Africa and Asia to come to America to work in their plantations as a source of cheap labour.

In colonization era, the Europeans made it impossible for Africa to develop, as its resources and products were transported abroad for the development of Europe and America while Africa and Asia remain impoverished making them third world. At the end of colonization, when it became impossible for them to continue their exploitation, they decided to hand over to their representatives in Africa who will be making returns to them, thereby giving them power to continue to be in charge and determine the rate of development in Nigeria and Africa. Even when the Europeans had handed over power to indigenes of Africa, but in actual fact they are still in charge. This is the reason why their representatives called the African Political elite still steal money and transfer such monies abroad for self-keeping and banking such movies are used for the development of Europe while their own area is impoverished.

Conceptual clarifications

Human trafficking is a transnational crime that is not peculiar only to a particular region. Thousands of victims are killed in civil conflict for refusing to submit to force labour or sexual slavery, trying to escape or from diseases contacted or abuse endured during their enslavement (ILO/IPEC, 2014), the African Charter on Human and Peoples Right (1981), the major human right instrument in Africa made provisions for the prohibition of human trafficking in Africa. It provides that every individual shall have the right to respect of the dignity inherent in a human being and to the recognition of his legal status. All forms of exploitation and degradation of man particularly slavery, slave trade, torturer, and cruel inhuman or degradation treatment in so far as it affects the dignity of man. To this end, trafficking of persons is a degradation of human dignity should be prohibited.

On the other hand Agawan (2008) pointed out the evil effect of Migration in the sense that it changes and influences the basic life of the people at all levels from economic perspective to culture being a social movement in its essence. In other words, according to him, Migration is not only the relocation of people on a site

but it is also a phenomenon closely associated with many elements of social structure including poverty, hunger and underdevelopment. Migration as a phenomenon or factor is described by some sociologist as an issue which affects the generality of the society. It engenders other societal problems in the citizens where they migrate to and it effects interaction processes such as adaptation cooperation and conflict take place (Brett, 2006:10) Most of the war-stricken zones of the world today, the nations closer to them suffer massively because of high influx of people seeking to survive due to hunger while Thomas (2007) states that Migration is the movement of individual or social group from one place to another in order to settle, while Woodruff (2007), states that Migration includes the permanent movement of individual or groups beyond symbolic and political boundaries towards new settlement areas and societies. The point here is whenever an individual relocates to another area whether for economic factor, war or because of forced labour or other pressing conditions like hunger etc, the general life style of such an individual will never be the same.

(Awake, June 22 2002), was of the opinion that many of the young girls who allowed themselves into trafficking for sexual purposes never originally, wanted to do so or allowed themselves to be involved. It is the situation they found themselves caused them to do so. According to Awake, many young prostitutes want to marry and dream of a prince charming, while there are complex situation that lead to their taking up the life of a prostitute. It states that most of them were raped in their own homes (Agbu, 2003).

However, there is this belief that the most acceptable causes of human trafficking are the greed for money and wealth, both on the part of the trafficked and the trafficker when you see the young people talking about how to make it and become rich, the first thing that comes to their minds is how to travel abroad. Sometimes they see their fellow young people driving big cars and talking big, and them they are tempted to follow the tread.

Statement of the problem

Migration and human trafficking have never been a natural phenomenon. It is always as a result of problem of life caused by some group or quest for personnel and selfish drives that has given room for migration and human trafficking. Though slavery has been abolished yet the trade in human beings continued, whereby women and children are normally the object of attacks and capture. In Nigeria and most countries in Africa, hundreds of thousands of people both men, women and children are constantly taken in to forced labour and sexual exploitation abroad. Most of them die on the high seas and desert in the quest to migrate illegally. Young men and Women knowing the situation around them decide to take the risk to migrate to Europe and America due to hunger and joblessness in Nigeria. Most of them suffer untold hardship on the road and sea. The worse of it is that their captors or people dealing on this evil business put them under dangerous oath and conditions which they must fulfill before they are set free with many forced to work for their abductors until their lives are wasted (Federal Republic of Nigeria, 2003). The Traffickers exploit the aspirations of persons living in poverty and seeking better lives abroad to deceive them, they use dramatic improvements in transport and communication to sell men, women and children particularly young girls into situations of forced labour and sexual slavery with virtually no risk of prosecution (European Commission, 2007). There is this belief that migration of Africans to Europe is a natural response to the severe pains and plunder inflicted on the continent by the forces of globalization and capitalism. In an attempt to address the imbalance created by globalization and to prevent Africans seeking economic refuge by migrating to Europe and other developed nations see such move as debt relief and development aid that provide only cosmetic solution to the problems of underdevelopment in Africa that generate migration in the first place. In Africa there are far reaching consequences of migration than the gains. Women are still considered property in some places, hence they may be sold into marriages, women may also be coerced into working in brothels, sweetshops, construction sites and illegal migration workers may be subjected to sexual violence, horrific living conditions, threat against their families and dangerous workplaces. Human

trafficking no doubt has become a serious business in most third world nations, particularly Nigeria and most countries in the coast of West Africa. The dangers posed by this illegal and illicit trade in human beings drew attention of the United Nations fund for population activities (UNFPA) which in their international workshop in Bratislava organized in October, 2002, established a link between trafficking and the violation of reproductive health and right.

Factors responsible for migration and trafficking

It has been noted earlier, that the balkanization and partition of africa was the remote reasons for the dependent nature of Africa and Asian countries today, Africa supplied the Europeans with human cargo often through European raids on African coast for slaves who were taken to the European plantation to till the land stolen from the owners, the red Indians. In return the Africans received the guns and gun-powders and this began the process of dependency and underdevelopment. It is estimated that over (5 million) five million Africans were carried away as slave during the process. The European impoverished Africa by carting away the strong and able bodied men and women while the sickly and weak were left behind.

Another serious factor responsible for migration is that of corruption by African leaders (Ebeku, 2005). The Central Bank of Nigeria Report for the year 2005 stated that Nigeria received up to 99.6% of its total export revenue from oil, making it the most oil dependent economy in the world. According to this report, of the ₦5.547 trillion earned in 2005, ₦4.75 trillion came from oil, while only ₦785 trillion came from non-oil sources. Unfortunately, there is little or nothing to show for this, because of corruption hence poverty is ravaging the whole Nation state which has given rise to migration and relocation to other European areas. According to the above report, Nigeria is the 6th world largest exporter of oil and Nigeria oil is the second best in the world yet Nigeria is poor due to corruption. This is the reason why some African governors when they steal money through corruption there illegal funds are stocked away to Europe and America hence the land continues to be underdeveloped and impoverished. The options for the citizens who have

opportunity, is to migrate to Europe and America where it is assumed erroneously that there are opportunities and Jobs waiting for them to do and get hard currency, while the ladies resort to sex business on realizing that the expectations are not met.

Effects of migration/human trafficking

Migration and human trafficking have serious negative effects on the home country where they abandoned. It leads to brain drain (Beine et al 2011) a situation where most of the highly educated people move away or relocate to other countries what will happen to their home country. It will lead to educational backwardness, illiteracy and poverty. This is why for some times now the developing countries complain that their scientists, nurses, doctors, engineers and other relevant personalities have vanished to other countries particularly Europe and America. This is the reason why some argue, that Europe and America should pay some compensation to Africa in form of reparation for slave trade (House of Common 2004)

Sometimes, Most of these migrants are subjected to much untold hardship, which resulted to death and sickness. On the negative side, many remittances receiving household decrease their labour market participation which ultimately could create dependency on these flows similar to some type of international welfare system.

It leads to an increase in the level of crime or criminality people can always take to crime when there is nothing to do, armed robbery becomes the other of the day, since they must eat to survive and take care of their family members by so doing the host countries will be in danger of their lives and properties. A typical example of this is the activities of Hausa/ Fulani influx in the Southern States of Nigeria. Some of these Fulani's are from Benin and Chad republic where they migrate to Nigeria in search of food and job. Most of them now have turned into criminals and kidnappers causing serious and untold hardship on the area where they are residing.

Perez-Armendariz (2010), says that migration and Trafficking have become a serious problem in the developing world today because the boundaries between the urban and the rural areas are getting very blurred thereby affecting the states concerned.

The practice of human trafficking has promoted the sustenance of illicit activities and organized crime as traffickers are often highly successful because of links with other transnational crimes, trafficking in arms, drugs and other contrabands, which provides them with safe and tested routes, access to cash and known corrupt officials to bribe. They easily trick their victims into travelling to another country in their search for better life by creating false travel and employment agencies to give their operations an air of legitimacy. In this way, the profits from human trafficking strengthen criminal groups and thereby find other illicit activities, while undermining government attempt to establish rule of law. Human trafficker's, thieves, drug addict, smugglers are known to use the same method, routes and corrupt officials to transport humans, drugs and stolen goods to lucrative markets. It is also possible that some terrorist groups are profiting from human trafficking.

Theoretical framework of analysis

The theory to explain this work is the state frigidly theory, the state fragility theory, according to Hanson (2003), tries to explain the failure of state to perform the functions necessary to meet citizen's basic needs and expectations. For example it is the duty of the state to provide and protect the citizens from attacks and inversion. The state should provide the based needs of the people, in situation where corruption has taken a high tone and his become the order of the day in Nigeria the citizens have no option than to migrate to another area for survival where the state has failed in its duty to protect the citizens this is the reason why there is high level of human trafficking despite the laws made to combat them. A situation where the political class and state leaders steel money and transfer them abroad while the citizens are languishing in hunger and poverty, the option available to the citizens will be to migrate to another area and while some will take to human trafficking.

Some section of citizenry may decide to embark on certain level of crime such as Human Trafficking prostitution and Migration with intension to commit crime such as transnational boarder crimes, Herdsmen killings including Fulani Migrant activities in the southern states of Nigeria all these happen simple because their expectation from the state were not met and because they were denied major opportunities like employment. In other words, when the state fails in its responsibility to provide for the needs of the people, and where the people could not trust the government of the day, then the state becomes very fragile and any little issue could result to into a very serious problem and it becomes as reason for Migration, such as brain drain in Nigeria and the early eighties and nineties in Nigeria which is as a result of the fact that their basic needs such as provision of adequate food, housing, employment etc are not met this could weaken the state. Similarly, when the educated elite and the uneducated class expect the government to protect them and give them job, provide social integration, address their inadequacies, ensure equity and social justice as well as regional autonomy and others, the absence of these critical expectations could seriously lead to brain drain, Migration and other social evils and crimes like Human trafficking, prostitution and kidnapping and these could affect the integrity of the state.

Fragile state according to Olsen (2000), therefore are usually described as incapable of security, maintenance of law and order. When the legitimacy of the state is in question, based on the fact that the citizens are not carried along and the policies of the state are out of congruence with the expectation of the population, such a state is referred to as a fragile state. This explain the situation in most third world countries where these are large number of their citizens migrating to other areas and high level of Human trafficking and other levels of crimes. Kew (2006), describes a country that is failing or at a high risk of failing because it lacks the authority to protect its citizen from human trafficking and brain drain and to provide the basic necessities of life as a fragile state. The urban biased theory states that the reason why there is migration is because of the disparity in development between the urban and the rural areas hence Migration People will always migrate

if the situation in the rural areas are not comfortable, the government of the day is also responsible for people migrating from one area to another because lack of development. Equally, human trafficking also take place because the same reason of lack of development hunger and poverty when this are the case people have no option than to take the alternative which is to migrate to other area and other will take to woman trafficking.

Way forward

As stated earlier, there are basic factors that encourage both migration and human trafficking and other crimes in Nigeria. The major reasons are that of poverty, hunger and unemployment. The resultant effect of these is under development. If these issues are corrected and Jobs provided for the citizens of the state, brain drain will reduce and migration and human trafficking will be reduced.

The most dangerous factor is corruption. It is sad to say that Nigeria is poor in the midst of plenty. Nigeria is the 6th world largest producer of oil yet the citizens are poor due to corrupt leaders. If the large quantity of money stolen by the leaders which they transfer abroad is committed into the use to establish industries for the teaming population of the people crime will reduce and the people will be happy with the leaders.There should be a comprehensive mobilization of the uneducated citizens to a services duties and reduced occupational approach that will make them understand how to be self-reliant without depending on the government for everything.

It is believed that through enlightenment and sensitization campaigns, different sectors of the public will be educated on the evils effect of trafficking in human beings and its related consequences. The target population will be the women, youth and school children. Information can be disseminated through the market women unions. Youth associations, transport association etc.

There should be a plan Action to encourage member states to participate in measures taken to prevent trafficking in persons, protect and support victims of

Trafficking, promote awareness, raising activities and to establish cooperation for law enforcement officials of borders, share data among ECOWAS nations and the United Nations. The plan of Action focuses mainly on criminal justice related response to trafficking in persons.There should be serious diversification of the economy from oil to other areas, so that the country will move away from monoculture economy that is dependent on oil to agriculture.

Conclusion

Though human trafficking is a transnational crime that is not peculiar to Nigeria alone, the manner by which it is carried out in Nigeria has violated human rights and in the cause of its practice the social and moral foundation of our society has shifted from the norms from which it was based. According to (ILO/IPEC, 2014) Human trafficking also carries with it problems of social exclusion and crime for families and communities, as trafficking weakens ties of parental affection, undermines extended family relationships, and decreases the family's influence and control over the child.

It is clear that because of the problem of unemployment and joblessness, most of these migrate and the trafficked provided sheep labor for the areas they found themselves. Most of them are ready to adjust to any filthy condition where they were located. As stated earlier one of the social movements of every human population is migration from one settlement to another depending on development and availability of economic resources the major factor is that there is a problem that existed which gave rise to migration, and the problem are hunger, poverty and underdevelopment.

Finally, the Nation state and leadership policies determine the level of development. Where corruption is the order of the day Nigeria with it resultant poverty, unemployment and hunger, the rate of migration and human trafficking will be on the increase.

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ASSESSMENT OF ALTERNATIVE SOURCES OF REVENUE GENERATION FOR SUSTAINABLE ECONOMIC DEVELOPMENT IN KOGI STATE, NIGERIA (2010-2018)

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Abstract

There is a compelling need for Kogi State Government to align with the Federal Government's Economic Transformation Agenda in order to ensure effective restructuring of its economy from subsistence to industrial economy. The failure of the various State Governments to sustain the economy has led to increasing hunger, diseases, unemployment and all forms of social vices in the State. The study is an assessment of alternative sources of revenue generation for sustainable economic development in Kogi State. It aims at assessing the effect of harnessing new potential sources of revenue generation on a more sustainable basis through economic transformation and technologically driven methods. To achieve this, the researcher drew a sample size of 400 respondents using Anova as a tool, while questionnaire were distributed to the areas arrived at by proportional equal allocation. It employed both primary and secondary methods of data collection. Data were analyzed by using simple percentages and tables, while exploring relevant theories such as systems and modernization theories as explanatory tools. Three hypotheses were formulated and tested using chi -square (X_2) method. The study recommends amongst others that agriculture and industrial sectors should be adequately funded, priority attention is given to policies and

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programmes designed to boost food production, incentive schemes should be made functional while public-private sector partnership be encouraged.

Introduction

In Nigeria's fifty four years of political independence, the country's economy and Kogi State in particular, has continued to be confronted with many socio-economic challenges that task the ingenuity of policy makers and the development partners. The Nigeria Civil War of 1970s, the severe drought of the early 1970s and the emergence of the oil boom in 1970, unemployed youths and women quest for white collar jobs constrained the capacity of agricultural and industrial sectors to fulfill their traditional roles in the economy (Onah, 2011). Kogi State is not endowed with huge natural resources or investment potentials yet the State is flooded with abject poverty, hunger and mass unemployment.

Since time immemorial, poverty remains one of the serious threats to human development. Since then, people started adopting different strategies to eradicate poverty in their midst. In fact, poverty has become one of the serious issues not only to the developing countries but also to the developed ones. In essence, poverty has attracted attention of scholars, government and international communities. The situation is so glaring that the United Nation Development Programme (UNDP) report in 2005 shows that more than 1.2 million people, one in every five on earth survive on less than US $1 per day. While its 2008 report as observed by Ibrahim and opportunities to employment and provides awareness among the citizens. Indeed a country with more educated people has less poverty. Not only that health contributes to poverty eradication, for the fact that a country with a healthy population is a wealthy nation, and any country that fails to provide sufficient health service to its citizens may leads to low productivity, low savings and investment which may automatically lead to cycle of poverty.

Federal and State Government had in the past initiated programmes of action which guide their plan of actions. The choice of such programmes as public policies guide their actions towards the achievement of national and states development.

Therefore, previous government administrations had introduced a number of reform measures or policies such as Operatoin Feed the Nation (1976), Structural Adjustment Programme (1983), Green Revolution (1984), National Directorate of Employment (1989), River Basin Development Authority (1992), National Orientation Agency (1993), Universal Basic Education (1999), Economic Transformation Agenda with vision 20:2020 (2011), among others. Some of these policies were either abandoned or failed while some of them were implemented in line with the directives of the international organizations like the United Nations, World Bank and International Monetary Fund (IMF) (CBN, 2008).

Accordingly, the International communities for the promotion of good governance across the globe adopted the freedom of poor developing countries like Nigeria from extreme poverty and multiple privations that gave birth to Millenium Development Goals (MDGs) and President Jonathan's vision 20:2020 Economic Transformation Agency for Nigeria (Chime, 2012). The MDGs strategic models of development is set to address a wide variety of issues concerning poverty, education, gender equality, health, environment and global partnership for development while the transformation agenda was necessitated by the need to correct the flaws in the nation's and states pursuit for sustainable economic development. It is intended to address issues where there is absence of agreed policies. In alliance with their agenda, Kogi state government was poised to address priority development policies and programmes designed to transform the state and its Ministries, Department and Agencies (MDA's) from federal allocation to resources driven economy. It was in line with the visions and policies of the transformation agenda and the goals of the MDGs that in 2006, the Kogi state government gazette tax laws to guide the actions and inaction of the state towards new tax laws and investment potentials. The study is an assessment of Alternative Sources of Revenue Generation for Sustainable Economic Development in Kogi State, Nigeria.

The Concept of Development - the Challenge in Nigerian

Development refers to advancement through progressive changes in economic, social, cultural, technological and political conditions of a society, leading to an improvement in the welfare of the citizens. No society can develop if there is a high level of poverty, unemployment, illiteracy, malnutrition. Adelakun, O.A. (1986). Child mortality, political instability and inequity in income distribution Nigeria has been involved in development planning since 1962. The first national development plan covered the period from 1962 -1968. The rolling plan approach has been adopted and a number of three-year rolling plans have been executed.

The country is, therefore, not lacking in ideas in terms of what constitutes development. The outcomes of the various development efforts, however, indicate that, there have been serious problems with the implementation or development plans considering the social and political aspects of poverty, which had impacted on the people very severely.

Overview of Economic Development of Kogi State

Kogi state which came into being in 1991 is one of the thirty-six (36) states of Nigeria and was created out of the defunct Kabba Province of the defunct Northern Region. There are 21 local government councils which are further subdivided into three (3) senatorial zones.

The socio-economic characteristic of the state reveals that the state economy is largely rural with the bulk (90%) of the population living in rural areas. Over 80% of the total populace are engaged in traditional agricultural practices. Informal sector activities undertaken on a small-medium scale include trade and commerce in agricultural and manufactured goods, tailoring services, auto repairs, metal works, carpentry, food processing, and masonry, (KO-SEEDS 2004). The structure of the state economy has not changed significantly over the years in spite of the relative economic development that has taken place in the country since independence.

As in many rural economies, the state is characterized by the inadequate existence of the various socio-economic infrastructures essential for economic development. Like in most poor economies, Kogi state is devoid of adequate access and availability of food health care system; conducive educational environment,

structures and facilities; good/safe, potable drinking water; all- season motorable roads; electrical source of energy; modern market structures and facilities; environmental/ecological and sanitation control etc.

Kogi State is blessed with enormous human and material resources. All known indices of underdevelopment about such as illiteracy, infant mortality, poor medical facilities and corruption are prevalent in the Kogi State socio-economic system. The resultant effect of the above scenario is ridiculously low and depicted standard of living and mass poverty amongst the populace. The situation as always been of immense concern to successive Nigerian governments, attempts have been made in the past to address this worrisome state of affairs and such attempts delivered no significant dividend to the target beneficiaries of the programmes.

Studies have shown the earlier programme aimed at poverty alleviation such as Directorate for Food, Roads and Rural Infrastructure (DFRRI), better life for rural women, family support programme (ESP) etc. failed not a result of conception but an account at haphazard non-focused and blurred implementation process in some cases. The entire programme was hijacked by buccaneers in the corridors of power. The result has always been dismal performance of such programme, all these programmes were intended to fight poverty by helping to develop the country's industrial and social infrastructure as well as provide soft loans to encourage investment in the development of the abundant local resource especially in the rural sector. The rural sector plays a significant role in the development process in Nigeria as it employees over 85% of the working population and account for over 70% of the non-oil expects (Vision 2010 Report, 1997). Activities/NAPEP achievement from January 2001, NAPEP intervened in a number of projects. So far about 140,000 youth have been trained in more than 190 practical hands on trades over a period of 3 months. Every trainee in this intervention project was paid N3, 000 per month while N3, 500 was the understanding that beneficiaries would subsequently set up their own business in line with the skills they have acquired. To actualize these 5,000 beneficiaries were resettled with assorted tailoring and fashion design equipment. Also under the mandatory attachment programme for

unemployment graduates, N40,000 beneficiaries were attached in 2001. Each of who was paid a monthly stipend of NI 0.000. The installation of equipment under the rural telephone project is currently in progress, while KEKE NAPEP project is currently being rigorously implemented.

This study offers:

i. A vehicle with a powerful deist engine and a fuel tank capacity of 10.5 liters.

ii. A vehicle with a passenger capacity of four (4) people.

iii. A vehicle with a play load capacity of 320kg, 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.

iv. Rural infrastructure development scheme (RDS), the objective of this scheme is to ensure that the provision and development of infrastructure needs in the areas of transport, energy, water and communication especially in rural areas. The scheme was broken into four (4) parts; the rural transport programme, the rural energy programme, the rural water programme and the rural communication programme.

Others areas in which (NAPEP) made effort at alleviating poverty in Kogi State include:

1. Training of 2,500 people in tailoring and fashion design.
2. The delivery of KEKE NAPEP is three wheeler vehicle project involving 500 units distributed to the three senatorial districts.
3. The delivery of informal micro credit ranging from Nl0,000 beneficiaries most of whom were women.
4. Establishment of youth information center across the three (3) sensational district.
5. Aid to destitute homes.
6. Direct assistance to victim of natural health deformities.
7. Inauguration of the Kogi State agency for poverty reduction.
8. Supply of “Ibro Tryson” another form of KEKE NAPEP to ease transportation of person and farm produce at the rural areas.

Reasons for failure

Although most of the decisions and measure of NAPEP are positive and men intended, it is unfortunate that less than 50% of these decisions have been fully implemented and aims fully achieved. These can be analyzed from the decisions made and even the measure adopted.

1. The "KEKE/NAPEP" and "Ibro Tryson" are highly substandard transportation facility that can perform close to nothing compared to what is meant for.

2. The purchase and supply of facilities through contract has been cornered into another device of detaching the agency government.

3. The distribution of amenities to the less privileged does not actually get to the less privileged.

4. The distribution of farm chemicals like fertilizer and others as far from reality as they are sold at exorbitant rates too high for target farmers to afford.

5. Distribution and aids to vit1m of natural deserter and klatch problems are politicized to favour only supporters of the ruling party and just a few privileged supporters.

6. The government has converted the NAPEP to another making venture.

7. The scent initiates at the local government areas are ore observance of national protocol but no extension of fraudulent hand to party stalwarts at the local government levels.

8. Despite the inauguration of NAPEP, and their unending message of provision on employment, unemployment rate is still very high revealing un-achievement of the agencies.

This is not to say that there is a total failure. But compared with the intention, little has been achieved. Reasons include:

- Poverty
- Fraud
- Poor policy formulation and coordination

- Policy discontinuity
- Unhealthy rivalry among agencies/institution
- Lack of genuine commitment to course
- Selfishness

Conceptual analysis of poverty has been from two broad perspectives. Poverty is having insufficient income to meet the minimum standard of living. It exist when income and disposable resources such as wealth are inadequate to support a minimum level of well-being (Ogwumike, 1991; 105-12, Ravallion and Bidami, 1994;75-120, Like, 1996;1-4, OgwuMile, 1991;105) or household lacks sufficient income to satisfy its need for shelter, food, clothing, education and transportations. Fields (1 989;2) consider the poor to be those whose income falls short of an established poverty line, while Obadan (1996;83) defined poverty as the condition in which the standard of living of a household or expenditure level below which individuals are regarded as poor. These definitions analyzed poverty from the economic stand point. And is a common practice among economists (Obadan, 1996; 83-110, Pacchioli, 1996; 5). Such analysis implicitly assumes that the cure of poverty is earning enough financial capital or income measures however do not necessarily depict an improvement in the living condition of people and though useful, it only provides a limited picture of well-being (World Bank/FOS/NPC, 2000).

Poverty equally means lack of access to resource required by an individual to maintain certain minimum number of activities such as the capacity to stay alive; enjoy good or decent living, reproduce, live a healthy life, interact socially or have knowledge (Desai, 1992; 3). For an individual to be capable of these activities he/she must have access to such resources as personal income wealth, clan water, health and educational facilities as well as physical assets. Poverty is a situation where people have little or no resources of land, knowledge, skill, health, capital and social physical necessities assets and income (Chamber, 1997:25) or malnutrition lack of clean water, adequate sanitation o low life expectancy.

From the foregoing, it is obvious that the concept of poverty is wide and varied. Its multi-dimensional in nature (economic, social, psychological, political and cultural dimensions) made it possible to arrive at a universal consensus of its meaning (Hemmer, 1994:8-11). Poverty may thus be conceptualized as a condition characterized by economic physical/materials as well as psychological deprivation suffered by an individual or household.

The economic component refers to the inability of an individual to earn an income above an established poverty line or an income required or the basic necessities of life such as food, clothing and shelter.

2017 Review revenue on registration of business premises:

(Pool Betting Game of Change, Trade Fair, Co-Operative Registration and Auditing Subjects to Upward review from time to time to meet up Internally Generated Revenue (IGR)

Table 1: Registration/Renewal Fees of Business Premises

S/No.	Business Names	Old Rate ₦	New Rate ₦	Renewal ₦
1	Private Hospitals	20,000	30,000	15,000
2	Dispensary Maternity, Home Nursing Clinics, Optical/Pathology and Ex-ray	2,000	30,000	15,000
3	Pharmacy shops	10,000	20,000	10,000
4	Patent/Proprietary medicine vendor license	5,000	10,000	5,000
5	Hotels between 1-20 rooms	2,000	40,000	20,000
	21-50 rooms	50,000	100,000	50,000
	51 rooms and above	100,000	120,000	60,000

6	Five Star Hotels	100,000	300,000	150,000
7	Petrol 1-2 pumps	30,000	40,000	20,000
	1-4 pumps	40,000	50,000	25,000
	1-5 pumps	80,000	100,000	50,000
	6 and above pumps	100,000	140,000	70,000
8	Motor spare part dealer	10,000	20,000	10,000
9	Motorcycle spare part dealer	10,000	20,000	10,000
10	SAW Mills	40,000	10,000	50,000
11	Bench Saw millers	20,000	30,000	15,000
12	Plant Seller/dealer	10,000	15,000	7,500
13	Building material dealer/seller	20,000	40,000	20,000
14	Cement company	100,000,000	12,000,000	6,000,000
15	Cement dealer/seller	20,000	40,000	20,000
16	Motor dealer/seller	100,000	200,000	100,000
17	Motorcycle dealer/seller	50,000	100,000	50,000
18	Private nursery/primary schools	10,000	20,000	10,000
19	Private secondary schools	20,000	40,000	20,000
20	Higher institutions (private)	500,000	1,000,000	500,000
21	Commercial banks	100,000	200,000	100,000
22	Micro Finance bank	40,000	80,000	40,000
23	Surface tank kerosene dealers	20,000	30,000	15,000
24	Limited liability company (medium)	50,000	100,000	50,000

25	Limited liability company (big) 1	70,000	140,000	70,000
26	Limited liability company (big)2	100,000	200,000	100,000
27	Partnership/distributorship	30,000	60,000	30,000
28	Sole proprietorship	10,000	15,000	7,500
29	Solid mineral miners	-	50,000	25,000
30	Private radio TV station	100,000	200,000	100,000
31	Pooling centre/game of Chance	10,000	30,000	15,000
32	Package water producer	20,000	20,000	10,000
33	Traveling agency	10,000	10,000	5,000
34	Restaurant (a) small (b) big	12,000 24,000	22,000 48,000	12,000 24,000
35	Fast food/confectioneries (a) small (b) big	5,000 12,000	10,000 24,000	5,000 12,000
36	Bakery	10,000	20,000	10,000
37	Block industry	10,000	20,000	10,000
38	Tailor/fashion design	2,000	4,000	2,000
39	Welding/fabrication	5,000	10,000	5,000
40	Insurance investment	50,000	50,000	50,000
41	Security agency (private)	10,000	20,000	10,000
42	Interior decorators	10,000	20,000	10,000
43	Clearing agents	10,000	20,000	10,000
44	Beer/spirit sale (a) big	30,000	60,000	30,000

	(b) small 20,000	20,000	40,000	20,000
45	Bookshops/ stationeries stores	7,000	14,000	7,000
46	Supermarkets	50,000	80,000	40,000
47	Physiotherapy	7,000	14,000	7,000
48	Rental services	7,000	14,000	7,000
49	Agro service/chemical	5,000	10,000	5,000
50	Boutique (a) small	10,000	20,000	10,000
	(b) big	20,000	40,000	20,000
51	Launder/dry cleaners	10,000	15,000	7,500
52	Printers (large)	12,000	24,000	12,000
53	Printers (medium)	10,000	20,000	10,000
54	Printer (small)	5,000	10,000	5,000
55	Lawyers/Architect/accountants	50,000	70,000	35,000
56	Refrigerator/radio/electronics repairs	3,000	6,000	3,000
57	Nutritional food supplement food	10,000	15,000	7,500
58	Health, firms/fitness centre	10,000	20,000	10,000
59	Embalmment centres	7,000	14,000	7,000
60	Acupuncture clinic (inpatients)	40,000	8,000	4,000

Source: Kogi State Internal Revenue Gazette, 2018.

Table 1.1 above shows the reviewed revenue of old and new rate respectively as an alternative source of revenue to the state.

Table 1.2:

NEW AREAS (NON EXISTENCE) OF TRADE FAIR LEVIES/FEES AT LOCAL LEVEL		
S/NO.		**₦**
1	Participation/Certificate fee	150,000
2	Pravilion fee	10,000
3	Gate fee	100
4	Social Amenities	15,000
5	Labour dues	5,000
6	Security levy	10,000

Source: Kogi State Internal Revenue Gazette 2018.

Table 1.2 above shows new revenue areas explored by this government. This again is an additional source of revenue to the state.

This table i.e. tables 2.3, 2.4 and 2.5 below shows new areas explored in 2017 amongst others in Kogi State as additional alternative source of revenue in Kogi State.

Table 1.3

Non Existence Ministry of Education		
S/NO.		**₦**
1	Establishment of school fee	10,000.00
2	Registration and operation certification	
3	Secondary/primary and nursery	75,000.00
4	Primary and nursery	25,000.00
5	Renewal of registration	10,000.00

Source: Kogi State Internal Revenue Gazette 2018.

Table 1.4: Pollution Tax New Areas

Contaminant Fees for Effluents		
S/No	**Contaminant**	**Fee Per Ton Discharged**
1	Ammonia	300.00
2	AOX	600.00
3	Arsenic	600.00
4	BOD	600.00
5	Chlorine	4600.00
6	Cyanide	600.00
7	Fluoride	693.00
8	Metals	600.00
9	Nitrogen and Nitrates	300.00
10	Oil and grease	70.00
11	Other petroleum products	70.00
12	Other solids	120.00
13	Phenols	600.00
14	Phosphorus and phosphates	600.00
15	Sulphates	120.00
16	Suphides	600.00
17	Suspended solids	120.00
18	Other contaminants	120.00

Source: Kogi State Internal Revenue Gazette 2018.

Table 1.5:

CONTAMINANTS FEES FOR AIR EMISSIONS NEW AREAS		
S/No.	**Contaminant**	**Fee Per Ton Discharged**
1	Ammonia	213.00
2	Asbestos	213.00
3	Carbon Monoxide	110.00
4	Chlorine and Chlorine Oxide	110.00
5	Fluorides	453.600
S/No.	**Pollutant**	**Range/Ton**
1	SO	300.00
2	NO	688.00
3	YOC	118.00

Source: Kogi State Internal Revenue Gazette 2018.

SUMMARY AND CONCLUSIONS

The study strongly addressed the theoretical and empirical issues in the Assessment of Alternative Sources of Revenue Generation for Sustainable Economic Development in Kogi State, in agricultural and industrial sectors, the analysis of distortions, the phenomena of the continued poor state of the State economy amidst abundance of natural resources, distortions in economic management, economic transformation and the global economy.

In view of the above stated research findings, the following recommendations are made to ensure that Kogi Slate and its citizens will henceforth enjoy a more improved infrastructural and social services provisions on sustainable basis through evaluation of agricultural and industrial potentials.

(i) There must be adequate funding of infrastructures and other social services sectors in order to improve the state of the economy. The State needs to

mobilize sufficient funds from financial institutions, individuals and sometimes collaborate with the private sector for the development of basic infrastructures. Most infrastructures like road constructional rehabilitation, water supply and power supply would require a huge injection of capital fund. These infrastructural requirements could be met through joint finding of selected projects between the State, Federal, Local Governments and nongovernmental organizations on agreed terms;

(ii) Kogi State Government should review its obsolete policies on investment plans and non-oil sector resource. The new policies on Agriculture and Industry must be technologically driven and in accordance with the present economic transformation agenda. The formulated policies and programmes must provide consistent, legal, financial, institutional and adequate regulatory framework that will accommodate private sector participation as synergy for accelerated economic transformation;

(iii) There is the need for the State Government to partner with the private sector and international organization through the adoption of public private partnership (PPP). This model of infrastructural development will involve the combination of both the strengths of the public and private sectors on agreed terms. In this regard, the financial and human resources can be effectively mobilized by the parties to the project for a timely execution.

After the empirical analysis of data, the following findings were made:

(i) Kogi State policy on Assessment of Alternative Sources of Revenue Generation for Sustainable Economic Development in Kogi State, Nigeria has not been able to provide adequate infrastructures and social services to the people of the State. In case of social amenities like water supply, the people have resorted to providing private water borehole while those in the interior still trek long distances to the stream to obtain safe drinking water;

(ii) The State's transformation has not enhanced citizens access to basic facilities like adequate food security, manufacturing and investment benefits. Farming system has remained subsistence which can hardly provide enough food for the teeming population; road side chemist shops and unregulated private hospitals are still being patronized because the public health centres and general hospitals are either inaccessible to people or do not provide efficient services due to shortage of qualified personnel, equipment and drugs;

(iii) Kogi State New Revenue Generation has not been able to address the massive infrastructural requirements that will boost food production, stimulate industrial development and funding gap. Evidence of poor condition of living, hunger and high incidence of unemployment rates still abound in the State, while some respondents appreciated the efforts of new tax system, majority of them however, expressed dissatisfaction with the buying o plenty cards for election.

(iv) The state does not partner with the private sector to fast-track development in agriculture, industry and investment. The implication of this result is that economic development in these sectors has remained at its lowest ebb;

(v) That the farming system in Kogi State is not technologically driven. The subsistence system of farming is still being practiced with the use of out-dated equipment like hoes, cutlasses, knives, among others which cannot enhance food production;

(vi) That loans granted to farmers to boost food production have not resulted in improved farm yield. The implication is that the funds were diverted by the beneficiaries to other personal uses which had no positive effect to agricultural development in the State.

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INDIGENOUS WOMEN IN INFORMAL TOURISM SECTOR IN ILE-IFE

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Abstract

Cultural tourism is seen as vital ingredient for the development and promotion of not only communities but culture across the globe, thus there is a need to harness cultural tourism so as to appreciate its potentials to addressing poverty and employment. This paper examined the impact of Olojo festival on SDG1 among women in the informal sector of the tourism industry in Ile-Ife. Primary source of data was through administering questionnaires to fifty respondents, who were women. Data were analyzed using simple charts and percentage. The result revealed that not all informal sectors identified benefited from the festival and also the major challenged faced by both the food and drinks vendors where the hijacking of the event by large firms. The paper concluded that other cultural and historical sites in the town requires more marketing planning so that the people in Ife will not depend on one festival that take place once in a year.

Keywords: Cultural tourism, tourism development, olojo festival, poverty and sustainable development goals

Introduction

Rogars etal (2008), Willis (2011) and Elliot (2013) have all argued that the three depiction pillars of sustainable development namely; economic, social and nature are not adequate given the current wave of globalization instead a new pillar which is cultural diversities and gender differences should be included. This reason for this is not far-fetched; cultural diversities and gender differences are the roots of a sustainable way of life and respect and care for cultural diversity and gender differences as well as ecological integrity, can help boost the development of any society Elliot (2013). This new argument challenges governments in Africa with diversities in culture to embrace the development of tourism in Africa as a way forward to attaining SDG 1.

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In addressing the germane focus of sustainability in relation to the economic, social, environment and culture, African countries adopted a framework known as the African Agenda 2063 framework of African Union. One of the highlights of the framework is using Hospitality/Tourism as a means for delivering Sustainable Development Goals (SDGs) (https://au.int/en/agenda2063/goals). The choice of tourism as a tool for achieving the SDGs goals is born out of the reality that African is blessed with rich educational and cultural heritages that can aid the realization of the SDGs 1 and 8. Today, tourism has become integral to both globalization and sustainable development of any country; this is so because tourism is one of the fastest growing sectors in the world, thus making tourism a new bride embraced for global revenue. For instance, the total contribution of tourism to the world economy revealed that there has been a steady increase from US$6.03 trillion in 2006 to US$ 8,27 trillion in 2017; while global international tourism revenue grew from US$ 475 billion in the year 2000 to US$ 1.34 trillion in 2017 (www.statista.com). Also, The total contribution of tourism to the world economy revealed that there has been a steady increase from US$6.03 trillion in 2006 to US$ 8,27 trillion in 2017; while global international tourism revenue grew from US$ 475 billion in the year 2000 to US$ 1.34 trillion in 2017 (www.statista.com). In 2018, Europe ranked first in the number of tourist with 716 million people and revenue of $571 billion; Asia was in the second position with 348 million tourists and $442 billion accrued from tourism, Americas 216 million tourists to be third with a revenue of $338 billion while Africa followed with 68 million tourists. Though Africa was ahead of Middle East (59 million tourists) in the ranking, revenue generated from tourism in Middle East ($73 billion) was higher than Africa ($38 billion) (https://www.unwto.org/). This implies that tourism serves as an integral part of development in many countries. However, the degree to which tourism expansion and advancement has been planned by countries varies significantly (UNCTAD, 2017).

It is therefore not surprising that many countries like France, United Kingdom, South Africa, United States of America and United Arab Emirate and Nigeria

inclusive are investing in tourism.The Nigerian government is increasingly recognizing the need to diversify her economy from petroleum and agriculture, to tourism. Tourism is seen as another sector that could help in turning the Nigerian economy around (Dalat, 2010) by generating employment, alleviate poverty and promote the economic well-being, thereby creating another opportunity for women's life to be improved. To achieve this, government is promoting through revamping all cultural and historical monuments that represents the nation's cultural heritage. In 2016, the efforts of government paid off with Nigeria recording a total of 5 m tourists in ranking 68th in the world while in Western Africa; it ranked 9th and also generated around 1.47 billion US Dollar in the tourism sector alone which is approximately 41 percent of all international tourism receipts in Western Africa (https://www.worlddata.info). In 2017, the tourism industry contributed 2.6 billion US dollar to the Nigerian economy, while in 2018, the industry contributed 1.9 billion US dollar (www.macrotrends.net). This implies that there was a steady increase from 140.35% increase from 2016.

The efforts at promoting cultural tourism and gender inclusive in the tourism industry have gained weight in women employment in the industry. The working paper of International Labour Organisation (ILO), 2013 revealed that women constitute 75.4% of the labour force of the tourism industry in Nigeria but in reality women in rural communities in the country still remain poorer than men in the country. Though there are studies on women in the formal sectors of tourism; there are however paucity of study on women in the informal sector of the industry in the country. This study therefore focused on women and cultural tourism in Ile- Ife Osun State of Nigeria, with a view to examine the impact of Olojo festival on SDG1 among women in the town, women make up of 26.25% of the total population of rural dwellers with men constituting 25.97, the resultant implication of this is that the gender composition of the poor is varyingly towards a greater share of women (Narasaiah, 2001). Thus there is a need to include gender in cultural tourism in order to address SDG1 among women in communities. The first section of this paper is the introductory part of the paper; the second section is a review of

literature on cultural tourism and Olojo festival. The third section is the methodology while the concluding section is a discussion on the findings.

Literature Review

Cultural tourism

Culture, in its widest sense, provides a set of material and symbolic resources that are abundant in supply (arguably infinite), and highly mobile (Rojek & Urry, 1997). "The resource of culture is certainly at the basis of international tourism and indeed has facilitated its growth and allowed various societies and sections of societies to participate in the development process" (Robinson& Smith, 2005). Ezenagu, (2020) further explained that managing cultural resources is problematic because it is a way of life, tangible and intangible expressions and manifestation of society's values and beliefs. Increasingly, various forms of intangible heritages are being mobilized for tourism purposes and experiencing living heritage is a particularly enriching experience for both tourist and the community.

According to the United Nations World Tourism Organization (2016), cultural tourism is "movements of persons for essentially cultural motivations such as study tours, performing arts and cultural tours, travel to festivals and other cultural events, visits to sites and monuments, travel to study nature, folklore or art, and pilgrimages." Richards (1996) also defined cultural tourism as: the movement of persons to cultural attractions away from their normal place of residence, with the intention to gather new information and experiences to satisfy their cultural needs. These definitions clearly gave us the purpose of cultural tourism which is to understand and appreciate the different cultures that exist. Just like Imoukhuede, (1991), argued that people embark on cultural tourism to have a feel of alien cultures, with their complements of original ancient civilization, music, arts, handicraft, historic monuments and architecture. It is the totality of the way of life evolved by a people in their attempts to meet the challenges of living in their environment, which gives order and meaning to their social, political, economic, aesthetic and religious norms and models of organizations, thus distinguishing a people from their neighbors. Cultural tourism involves movement from one place

to another; it doesn't mean that we need to travel out of the city we live in before we engage in.

In Nigeria cultural tourism is a rich aspect of life in most communities; there is hardly any state without one cultural heritage or cultural festival that attracts tourists from within and outside these communities. For instance, the Osun Festival and Olojo festival in Osun state, the new yam festival in the east and the Arugungu festival in the northern part of the country. In the developing and promoting cultural tourism in Nigeria, the federal government in partnership with both the state and Local government is expected to finance cultural tourism through the renovation of cultural and historic sites and also the development of templates for marketing and preservation of cultural tourism. Unfortunately, it is disappointing that cultural tourism is not receiving the attachment or analyses it deserves; the potentials of these cultural sites has been not been fully harnessed by stakeholders in cultural tourism. The reasons for this ranges from the biases among the people based on religious beliefs; paucity of funds, security challenges, taboos associated with cultural tourism in some communities to lack of trust among the different stakeholders in the community and government (Aref, Gill & Farshid 2010)

Women, Cultural Tourism and Poverty

Many may argue that though Africa is still struggling with some SDGs, but they have been able to achieve tremendous progress on issues that borders on hunger, poverty and gender equality in work place. In reality, the pace is relatively slow and accomplishing these goals may be a mirage if adequate measures are not taken. The growth, success and survival of SDGs is no doubt dependent on the active participation of the people in issues that borders on development; it is therefore essential that women as stakeholders in sustainable development of any community or nation should be given adequate consideration since poverty is higher amongst them. In addition, the realization of SDG1through cultural tourism requires a greater participation of women in decisions that cam alleviate poverty among women and youths in the community. Cultural tourism no doubt promotes of greater cooperation among women

Also, in the International Labor Organisation publication of 2019 tourism is described as "labour-intensive and employment-generating sector, especially for those with limited access to the labour market. It can be significant for women, youth, migrant workers and rural populations in developing and least developed countries". The growing market trend of tourists seeking cultural and natural attractions in rural areas gives LDCs a strong comparative advantage. This trend is particularly relevant to LDCs since three quarters of people in extreme poverty live in rural areas (UNESCO, 2011).

Olojo Festival

A discourse on Olojo festival will be incomplete without considering the historical perspective of Ile-ife. Ife known as the source is believed to be the cradle and source of modernization of the Yoruba people of western part of Nigeria. Also, Ife accommodates more than 300 deities recognized by the Yoruba and every of these deities have a special day of celebration. For instance, Itapa festival for Obatala and Obameri, the Edi festival for Moremi Ajasoro, and the Igare masqueraders. But the most popular celebration is the olojo festival which attracts tourist from both within and outside Nigeria.

Olojo festival is a seven days event that comes up in October every year to appreciate and celebrate the lives of sango and Oduduwa for the creation of Yoruba kingdom. The festival rites include:

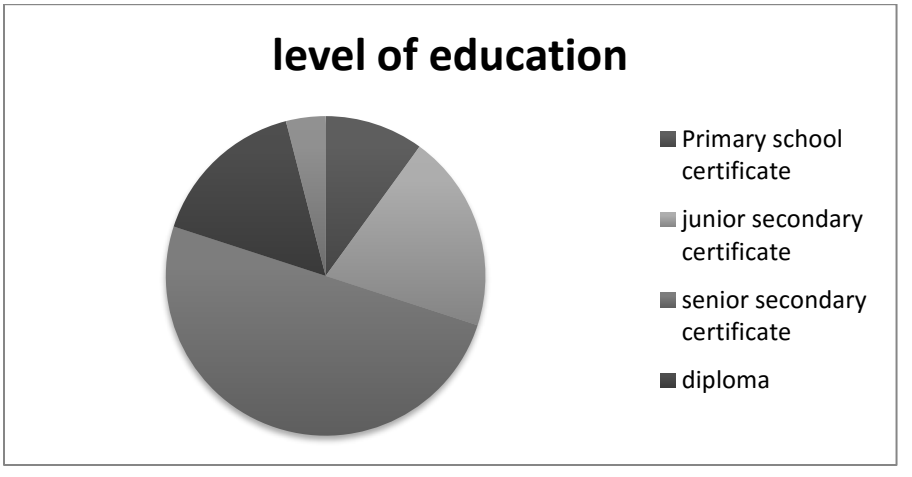
- The seclusion of Ooni of Ife from people: during this period the king will speak with no one but remain in a fast with prayers to the ancestors and women sweeps the palace floors to wade off evil spirits.
- The king wears the Are crown after the fast and prayer and then proceed to the ancestral and culturally symbolic places within the land to offer prayers.
- He then moves to the palace for the remaining ceremony which includes receiving of guests.

Methodology

This paper used primary source of data, through administering a structured questionnaire to women with business around the palace of Ooni of Ile-Ife. The palace area is a busy business area for small business owners before and during the festival. The respondents were randomly selected based on what they were trading in and these respondents were totaling fifty. The questionnaire was distributed equally among street food vendors, drinks vendors, textile vendors, arts and craft vendors and footwear vendors. Data collected were analyzed using simple charts and percentage.

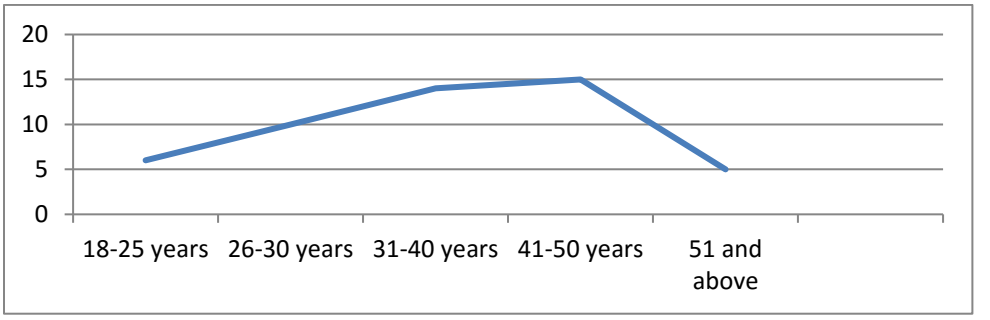
Findings and Discussions

Figure1: level of education among the women



The figure above shows that majority respondents who are small business owners were senior secondary school certificate holder (25); while those that had Junior Secondary certificate were 10 respondents while only 2 of the respondents had university education. This implies that most of the women involved in the informal sector of tourism industry in the Ile-ife are predominantly disadvantaged in their level of education.

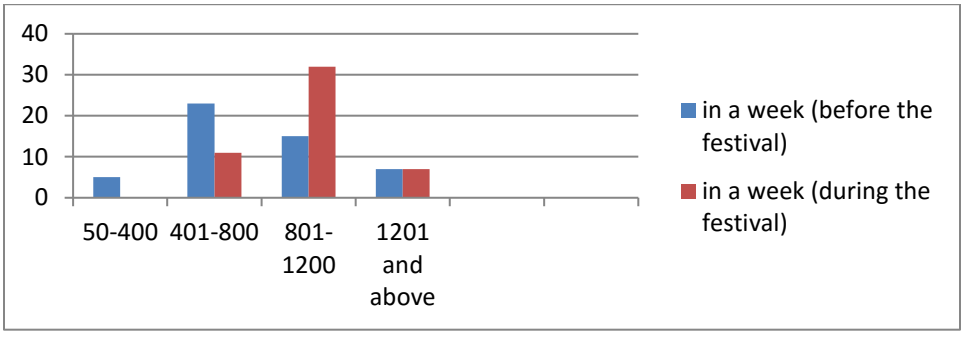
Figure 2: Age distribution of the women



Source: field work, 2019

The figure above revealed that 30% of the respondents were between 41-50 years; while 28% of the respondents were between 31-40 years. The ages between 18-25yrs and 51 and above recorded the lowest with 12% and 10% respectively. This indicates that small business owners within the study area were predominantly women with their active years.

Figure 3: Income per week in Naira (before and during the festival)

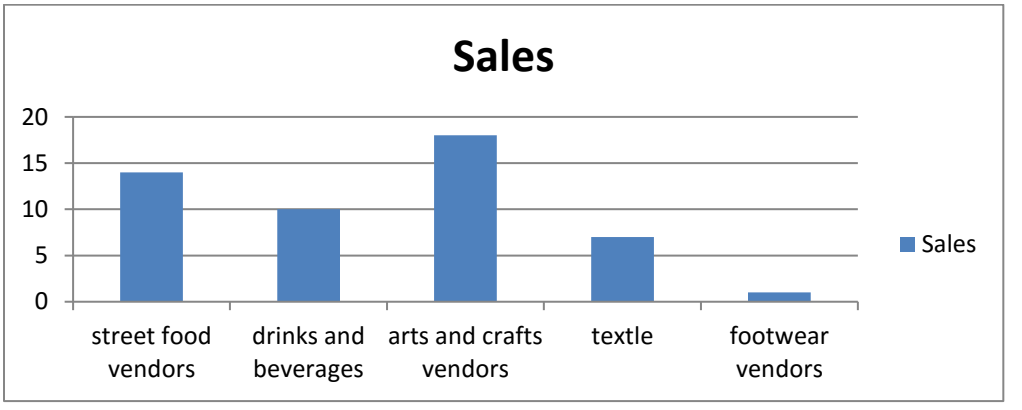


Source: fieldwork 2019

The figure above clearly stated that these women earn more during the festival but with an exemption the respondents (7) earning 1200 naira before the festival did not experience an increase due to cultural tourism. But respondents (32) between an income of 801 naira and 1200 naira increase tremendously during the festival. It is clear though cultural tourism boosted the incomes of majority of the respondents the same cannot be said for 14% of the respondents. The figure 4 below revealed that 26% of the respondents from the arts and crafts (souvenir) sold more than the respondents in the street food business (28%) and Drinks (10) respectively.

Respondents selling footwear (2%) did not experience a significant increase in income.

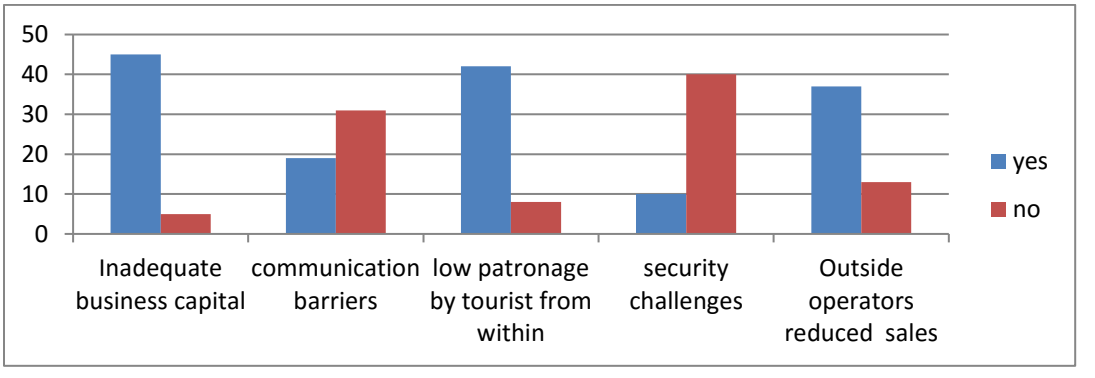
Figure four: increase in income per sector (during festival)



Source: field work, 2019

Also 90% of the respondents believed they would have earned more from cultural tourism, while 6% of the respondents disagreed that they could have earned more.

Figure 5: challenges faced by the respondents



Source: field work, 2019

The figure above showed the major problem facing women in tourism industry in Ile-ife is inadequate capital (90%) for their businesses while the least of the challenges faced is security challenged (20%). This implies that security is tight around the event area. The figure also revealed that vendors/ sponsors affect the sales of the small business (74%) during the festival and 84% of the respondents believe that people from Ife and environs do not engage in cultural tourism during this festival.

The indigenous women studied showed that these women are hard working and they conduct their business based on their own understanding and knowledge of the environment they live in. The fact is that the business cannot compete and survive in a global competitive environment and thus, the cycle of poverty continues to thrive.

Conclusion

The development of cultural tourism though an expensive venture needs more attention from stakeholder from the government and the various communities. It is therefore necessary for these stakeholders women inclusive ; to embrace the potentials cultural resources can deliver and then remove biases that dissuade women from been actively involved in decision that can help curb poverty in their midst.

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INTERPERSONAL RELATIONSHIP AND EMPLOYEE PERFORMANCE IN MICRO-FINANCE INSTITUTIONS IN BAMBILI, CAMEROON

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Abstract

The work environment which encompasses several factors impacts on the way the employees perform their work. A comfortable and all-inclusive workplace environment will boost the employees' performance hence boosting the organizational performance. This research examined the effect of interpersonal relationship on employee performance in microfinance institution in Bambili, Cameroon. The research was guided by the objective; i) to examine the effect of interpersonal relationship on Employee Performance in Micro-Finance Institutions in Bambili, Cameroon. The study used a cross-sectional research design and it involved a total population of 143 respondents; out of which 105 were identified as the sample size. Simple random sampling and purposive sampling techniques were used to determine the participants in the study. Findings indicated that; training and development significantly affects employee performance in Micro-Finance Institutions in Bambili, Cameroon. The researcher concluded that; training and development enables employees to progress from a present state of understanding and capability to a future state in which higher level skills, knowledge and competencies are required, employees can be allowed to take on responsibilities that are important to the company, and acquire roles within the social framework of the organization, but they are expected to always act with the best interests of the company in mind, hence creating a good relationship between employees and the management,. Recommendations were; Micro-Finance Institutions should develop good

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training plans, and this will help to cater for issues surrounding quality of services, contract compliance, and customer service issues can be resolved internally before going out. The contribution to knowledge was that it is a fact career traning and development can be used to increase the level of employee performance in Micro-Finance Institutions in Bambili, Cameroon; The following are the common strategies which can be used by the Micro-Finance Institutions to measure employee performance levels; timeliness, quality of Service and feedback.

Keywords: training, career development, workplace environment, employee performance

Introduction

Globally, the success of any organization is closely related to employee performance within that organization. The quality of the employees' workplace environment has an impacts on their motivation level and hence performance (Heath, 2016).The numbers of micro and small enterprises and those working in the informal sector of the economy are growing rapidly around the world since 19th century which account for the bulk of new employment and for the majority of the working poor. In assessments of workplace environment and employment conditions, with issues such as health and occupational safety, maternity protection, work-family issues, homework, time spent at work, wages and income, work organization, sexual harassment, violence at work, workload, worker's welfare facilities, housing, nutrition and environment, the millions of women and men within micro and small size enterprises and the informal economy face perhaps the greatest problems among the working population (Rinehart, 2004). Conducive workplace environment ensures employee's wellbeing which will enable them exert themselves to their roles with full commitment that may translate to higher performance (Akinyele, 2007).

In Africa, many research studies have been conducted regarding the impact of workplace environment on employee performance. Levert, Lucas and Ortlep (2014) conducted a research study on South African nurses and found high fatigue on three levels: emotional exhaustion, de-personalization and low personal accomplishment. They attributed the nursing burnout to a high

workload and other organizational factors within the hospital. In addition, Noble (2003) states that more attention should be given in identifying and dealing with workplace condition because when employees have negative perception to their environment they sometimes suffer from chronic stress. The workplace environment of any organization or institution generally includes three sub-environments. These are technical, human and organizational environments. Technical environment comprises tools, equipment, infrastructure and other technical elements; the human environment comprises peers, and colleagues with whom employees relate, team and work group, interactions, the leadership and management, while organizational environment, on the other hand, includes systems, procedures, practices, values and philosophies (Opperman, 2012). Work environment of an organization can also be categorized into internal and external work environment. The totality of these environments has an influence on the employee performance of microfinance institutions.

In Cameroon, the factors of workplace environment began changing as a result of changes in many factors such as the social environment, since the 1990s, information technology and the flexible ways of organizing work processes (Hasun & Makhbul, 2015). When employees are mentally stable (that is physically and emotionally) they will be motivated to work and their performance outcomes shall be increased. Moreover, a good workplace environment helps in reducing counterproductive behaviors such as number of absenteeism, theft and thus can increase the employee's performance which intern leads to increased productivity at the workplace (*Boles et al*.2004). Workplace environment is argued have an impact immense on employee's performance being either with negative or the positive outcomes (Chandrasekar 2011).

In the world today, there are international organizations who fight for the rights of employee. Most people spend forty to fifty percent of their lives within a confined environment, which greatly influence their mental status, actions, abilities and performance (Dorgan, 1994). A better workplace environment will lead to better outcomes and increased productivity. Better physical condition of office will

boosts the employees and ultimately improves their productivity. Various studies of multiple offices and office buildings indicated that factors such as dissatisfaction, cluttered workplaces and the physical environment are playing a major role in the loss of employee's performance (Briner, 2014).

1. Conceptual and Theoretical Perspective

Workplace Environment: Many scholars have attempted in recent past conceptualizing independent workplace environment Friedrich Engels (1845) and Henry Mayhew (1861). It could be defined as the settings, situations, conditions and circumstances under which people work. Further it's been elaborated by Briner (2014) as a very broad category that include the physical setting within the work place which includes heat, equipment's etc, characteristics of the job itself (e.g. workload, task complexity), broader organizational features (e.g. culture, history) and even aspects of the extra organizational setting (e.g. local labor market conditions, industry sector, work-home relationships). It therefore seems that workplace environment is the total of the interrelationship that exists amongst the employee's as well as employers and the environment in which these employees work which usually includes the technical, the human and the organizational environment.

According to Opperman (quoted in Yusuf and Metiboba 2012) gives consideration which needs to be taken into account when defining workplace environment which includes the technical environment, the human environment and the organizational environment. According to Yusf and Metiboba, technical environment refers to tools, equipment, technological infrastructure and other physical elements used within the workplace. The human environment includes the peers, others with whom employees relate, team and work groups, interactional issues, the leadership and management. The term workplace environment is used to describe the surrounding conditions in which an employee operates.

Employee Performance: Sinha (2001) stated that employees' performance depends on the willingness and also the openness of the employee's desire of doing

their job. He also stated that by having this willingness and openness of the employees in doing their job, it could increase the employees' performance which also leads to the productivity. Stup (2003) also explained that to have a standard performance, employers will need to get the employees to do their task on track so as to achieve organizational goals. By having the work or job done on track, employers could be able to monitor, observe and help them to improve their performance.

Employees will always be contended when they feel that their immediate environment states are in line with their obligations (Farh, 2012). Chandrasekar (2011) stated that the type of workplace environment in which employees operate determines whether or not organizations will attain its goals and objectives. The workplace environment consists of physical factors which include the office layout and design among other factors; while the psychosocial factors made up of working conditions, role congruity and social support. Other aspects of the workplace environment are the policies which include employment conditions.

A better physical workplace environment boosts employees' performance. Employees in many organizations are faced with working problems related to workplace environmental and physical factors. It has been argued by Pech and Slade (2016) that the level of employee disengagement is increasing and it has become an area of interest for employers to make the workplaces an environment that positively influence workforce. Employees' comfort on the job, determined by workplace conditions and environment, has been recognized as an important factor for measuring their productivity (Leblebici, 2012). In today's dynamic and competitive business world, a healthy workplace environment makes good business sense. Managers should not just focus on the employees' pay packet with the assumption that it is proportionate to performance (Heath, 2016). Organizations deemed as a positive place to work will have a competitive edge over the others.
Employee performance refers to job related activities expected of a worker and how well those activities were executed (Leblebici, 2012). Employee performance

is the process of creating a work environment or setting in which people are enabled to perform to the best of their abilities (Heath, 2016).

This study was guided by three theories, Taylor's (1911) theory, Maslow's (1943) Hierarchical level of need, Herzberg's (1959) two factor theory. Taylor (1911) asserted that one of the most important motivator of workers is salary and wages. According to Taylor, "non-incentive wage system will lead to low performance". He said that if employees are to receive the same wage irrespective of their individual contribution to the goal, they will work less and that employees will think working at a higher rate means fewer employees may be needed which discourages employees to work more (Gardner and Lambert 1972). While, Maslow (1943) argued that people work to survive and live through financial compensation, to make new friends, to have job security, for a sense of achievement and to feel important in the society, to have a sense of identity, and most especially to have job satisfaction. All employees that have job satisfaction are high performers in their respective workplaces and finally, Herzberg's theory maintains there are factors within the workplace that leads to job satisfaction, but if absent; they don't lead to dissatisfaction but no satisfaction.

Those factors that motivate people can change over their time, but "respect for me as a person" is one of the top motivating factors at any stage of life. He distinguished between those factors that motivates for example, challenging work, recognition, responsibility which give positive satisfaction, and hygiene factors that do not motivate you if present, but in their absence demotivation arises they include, status, job security, salary and fringe benefit. The theory is sometimes called the "Motivator-Hygiene Theory. Herzberg's research proved that people will strive to achieve 'hygiene' needs because they are unhappy without them, but once satisfied the effect soon wears off - satisfaction is temporary. Nowadays same as in recent past, poorly managed organizations fail to understand that people are not 'motivated' by addressing 'hygiene' needs. People are only truly motivated by enabling them to reach for and satisfy the factors that Herzberg identified as real

motivators, such as achievement, advancement, development, etc., which represent a far deeper level of meaning and fulfilment.

2. Empirical Review

Interpersonal Relationship on Employee Performance

Employee job performance is one of the most important factors within business environment which helps in maintaining and increasing performance for companies (Elangovan, & Xie, 1999; Spreitzer, 1995). Job performance of employee could be defined as the extent to which an individual completes the duties that are required in a given position, which he or she occupy within an organization. Some of the common responsibilities of supervisors are to delegation of work and to give information or advice to subordinates on how to go about their work. In acknowledging that it is the duty of supervisors to ensure that employee job performance is at maximum potential, it should be noted that it will be advantageous for managers in all trades and industry sectors worldwide to understand what types of employee-supervisor interactions are associated with employee job performance. Knowledge regarding the possible association between supervisor-employee relationship and job performance would enable the implementation of more effective systems for management, and subsequently, better productivity for the company through increased job performance.

This assessment seeks to evaluate examples from current research to understand the relationship between four dimensions of employee-supervisor interaction perceived organizational support (POS), trust in the supervisor (TS), leader-member exchange (LMX), and reward systems (RS)], and employee job performance. Research on the associations of these variables shows varied results because of the difficulty in ruling out extraneous variables in the workplace. However, researchers generally agree that perceived organizational support can act as a foundation for interaction with supervisors that allows other beneficial constructs, such as trust, to begin to develop. For example, an employee that is

usually is usually grateful to receive help from a supervisor may see the help as annoying or unnecessary if the employee were in an unsociable

Moreover, employees tend to measure interactions with their superiors as positive or negative to create a global perceived organisational support assessment of how they rank at their company (Rhodes & Eisenberger, 2012). An organization is really a complex system that has no physical body of its own, so if an employee is to feel a sense of support, it will result from interactions with other individuals within the company. Supervisors act as the face of the organization, giving employees feedback and advocating on behalf of their company. High perceived organisational support is established when an employee feels that s/he has more desirable interactions with their supervisors than non-desirable ones (eg: more compliments than complaints). In this respect, Rhodes and Eisenberger (2012) stated that favourable treatment from a supervisor is synonymous with support from the organization, which raises perceived organisational support among employees. They continued to explain that increasing perceived organisational support is generally achieved through better treatment of employees in areas such as fairness, support, rewards, and favourable job conditions, and that extending these gestures seems to be recognized as a sign of high perceived organisational support by the employees who receive them, regardless of the reward or managerial system in place at that organization (Rhodes & Eisenberger, 2012). In other words, whether the company has an organizational hierarchy, team management, positive reinforcement, or negative reinforcement method of management, employees tend to view fairness, support, rewards, and favourable job conditions as signs of perceived organisational support.

When employees feel that they are appreciated and receive rewards for service to their company, their motivation to continue receiving rewards increases and levels of job performance increase (Rhodes & Eisenberger, 2012). Perceived organisational support acts as an emotional reward to employees for their continued loyalty and high job performance. These effects are exaggerated if the employee feels that the reward/support was voluntarily given to them (eg: a promotion for

accomplishment in work duties), and reduced if the employee feels that such reward or support was simply a matter of policy (eg: government imposed mandatory pay increases; Rhodes & Eisenberger, 2012). In this respect, the psychological state of employees acts as a moderator in the perceived organisational support to job performance relationship. Furthermore, current mood often affects the way support is received. For example, an employee that is usually grateful to receive help from a supervisor may see the help as annoying or unnecessary if the employee were in an unsociable mood.

Additional benefits of perceived organisational support include a ‚positive relationship between POS and organizational commitment (Eisenberger, Fasolo, & Davis-LaMastro, 1990; Shore & Tetrick, 1991; Shore & Wayne, 1993), in-role performance (Eisenberger, Huntington, et al., 1986; Eisenberg, Fasolo, et al., 1990), organizational and citizenship behaviour (Moorman, Blakely, & Niehoff, 1998; Shore & Wayne, 1993; Wayne, Shore, & Liden, 2017) and a negative relationship with absenteeism‘ (Eisenberger et al., 1986 as cited in Coyle-Shapiro & Conway, 2015, p. 775). Furthermore, research concludes that high perceived organisational support is a predictor of happier, more productive employees, and when high perceived organisational support is present, employees report higher levels of perceived established trust (Rhodes & Eisenberger, 2012; Eisenberger, Rhoades, & Cameron, 1999).

Trust is an essential factor in the acceptance of duties and information from supervisors. Generally, whether an action was performed on an employee’s own volition, or it was requested by a superior, an employee is expected to ‚know better‘ than to act in ways that are unfavourable to the company and will be held accountable for any resulting consequences. If an employee feels that his/her supervisor may give incorrect information or a task that will not benefit the company, the employee may take extra precautions and/or be reluctant to perform when working (Elmuti, 2017). This behaviour could result in slower task completion (Elmuti, 2017). In this scenario, the lack of trust established acts as an

impediment to employee productivity, and consequentially results in losses for the company in the form of wasted employee time. McAllister (1995) stated that trust is ‚a variable seen as critical to organizational coordination' (as cited in Gómez & Rozen, 2001, p. 57). When TS is very low subordinates may disregard directives from their supervisors out of fear that the information given to them is unreliable. In order to optimize the efficiency of the delegation of duties, it is important for supervisors to gain the trust of their employees.

Showing competence is one of the first and most important things that a supervisor can do to begin establishing trust with subordinates. Elangovan and Xie (1999) reported that perception of supervisors has an impact on many employee outcomes related to production. They went on to explain that perception of a supervisor has a positive correlation with motivation and a negative correlation with stress in employees (Elangovan and Xie, 1999). The hiring process is the first sign of trust and acceptance of an employee by a manager, and it is generally expected that trust will be reciprocated by the employee. Quinn, Reed, Browne, and Hiers (2017) explained, ‚When one moves into the managerial structure of the large corporation or firm, one is not just moving into a 'job' but into a bureaucratic setting that contains its own social and cultural environment and rules of behaviours.

Employees are allowed to take on responsibilities that are important to the company, and acquire roles within the social framework of the organization, but they are expected to always act with the best interests of the company in mind. The supervisor is responsible for insuring that work performed by subordinates effectively adds to the productivity of the company, so if the employee fails in his/her duties, so does the supervisor. As trust in an employee increases, supervisors tend to respond by providing the employee with job enlargement, the intentional increase in the duties and responsibilities of the employee. To ensure that employees recognize job enlargement as a sign of trust, the assigned work must be given with a corresponding increase in responsibility. When employees are given more work duties without increased responsibility, it may indicate to the

employees that they did not do enough work or that they are being punished. On the other hand, if more work is delegated and responsibility is increased, employees are likely to see it as a sign of appreciation and trust in their performance, which translates to a boost in self-esteem and motivation to perform (Gómez, & Rosen, 2001). In assessing the necessary factors for trust in the workplace, it is apparent that trust accumulates over time through events that allow the respective parties to evaluate and revaluate each other based on their actions. The goal for the supervisor is to keep the employees' interest in remaining a part of this system, and the goal of the employees' is to gain more power within it (Henderson, Wayne, Shore, Bommer, & Tetrick, 2008). In the organizational hierarchy, the only way to gain power is through empowerment bestowed by a supervisor.

3. Methodology

This study employed a cross-sectional research design. Cross-sectional design allowed the study of the population at one specific time and the difference between the individual groups within the population to be compared. It also provided for the examination of the co-relationship between the study variables (Mugenda and Mugenda, 2003). The study also used Survey design; this was used to collect data from a large sample of respondents. This study also followed a descriptive research design, whereby qualitative and quantitative research approaches were used to gain insight to variables; it was descriptive in that it described the characteristics of respondents.

Effects of Interpersonal Relationship on employee Performance in Micro-Finance Institutions in Bambili, Cameroon

One sample statistics:

Model summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.193[a]	.307	.035	.47942

a. Predictors: (Constant), interpersonal relationship

ANOVA[b]

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.207	1	3.207	13.955	.000[a]
	Residual	82.514	359	.230		
	Total	85.722	360			

a. Predictors: (Constant), interpersonal relationship

b. Dependent Variable: employee performance

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.239	.113		19.761	.000
	Interpersonal relationship	.164	.044	.193	3.736	.000

a. Dependent Variable: employee Performance

Regression analysis results in the Model Summary table indicated that interpersonal relationship accounted for 30.7% on employee performance in Micro-Finance Institutions in Bambili, Cameroon and this was indicated by r-squared of 0.307 implying that interpersonal relationship significantly affect employee performance at rate of 30.7%.

The ANOVA table indicated that interpersonal relationship significantly affect employee performance and this was indicated by the F-value=13.955 and Sig-value=.000, since the sig. value (0.000) was less than 0.05 and which is the maximum level of significance required to declare a significant effect. This implies that interpersonal relationship highly affect employee performance in Micro-Finance Institutions in Bambili, Cameroon.

The coefficients table indicated that considering the standard error, interpersonal relationship significantly affect the employee performance in Micro-Finance Institutions (β=0.193, Sig=0. 000).

4. Conclusion and recommendations

According to the findings interpersonal relationship has a significant effect on employee performance in Micro-Finance Institutions in Bambili, Cameroon. Therefore concluding that employees can be allowed to take on responsibilities that are important to the company, and acquire roles within the social framework of the organization, but they are expected to always act with the best interests of the company in mind, hence creating a good relationship between employees and the management.

The study offers some recommendations that if pursued properly, will serve to improve the performance of employees' levels.

Micro-Finance Institutions should develop good training plans, and this will help to cater for issues surrounding quality of services, contract compliance, and customer service issues can be resolved internally before going out.

The researcher recommends that there is a need for psychological guidance for employees. This can ensure that all personal issues that employees have are ironed out especially within the right time frame. Also, it will allow the employees always have a place to look up to for assistance whenever they needed it.

The researcher recommends that there is a need for Micro-finance institutions to motivate the employees by providing working equipment to the employees, this encourage these employees to improve on the quality of services offered to clients and other stakeholders such that these clients can appreciate the quality of services offered, hence improving performance.

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WORKING EQUIPMENT AND EMPLOYEE PERFORMANCE IN MICRO-FINANCE INSTITUTIONS IN BAMBILI, CAMEROON

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Introduction

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exhaustion, de-personalization and low personal accomplishment. They attributed the nursing burnout to a high

workload and other organizational factors within the hospital. In addition, Noble (2003) states that more attention should be given in identifying and dealing with workplace condition because when employees have negative perception to their environment they sometimes suffer from chronic stress. The workplace environment of any organization or institution generally includes three sub-environments. These are technical, human and organizational environments. Technical environment comprises tools, equipment, infrastructure and other technical elements; the human environment comprises peers, and colleagues with whom employees relate, team and work group, interactions, the leadership and management, while organizational environment, on the other hand, includes systems, procedures, practices, values and philosophies (Opperman, 2012). Work environment of an organization can also be categorized into internal and external work environment. The totality of these environments has an influence on the employee performance of microfinance institutions.

In Cameroon, the factors of workplace environment began changing as a result of changes in many factors such as the social environment, since the 1990s, information technology and the flexible ways of organizing work processes (Hasun & Makhbul, 2015). When employees are mentally stable (that is physically and emotionally) they will be motivated to work and their performance outcomes shall be increased. Moreover, a good workplace environment helps in reducing counterproductive behaviors such as number of absenteeism, theft and thus can increase the employee's performance which intern leads to increased productivity at the workplace (*Boles et al*.2004). Workplace environment is argued have an impact immense on employee's performance being either with negative or the positive outcomes (Chandrasekar 2011).

In the world today, there are international organizations that fight for the rights of employee. Most people spend forty to fifty percent of their lives within a confined environment, which greatly influence their mental status, actions, abilities and performance (Dorgan, 1994). A better workplace environment will lead to better outcomes and increased productivity.

Better physical condition of office will boosts the employees and ultimately improves their productivity. Various studies of multiple offices and office buildings indicated that factors such as dissatisfaction, cluttered workplaces and the physical environment are playing a major role in the loss of employee's performance (Briner, 2014).

Conceptual and Theoretical Perspectiv*e*

Workplace Environment: Many scholars have attempted in recent past conceptualizing independent workplace environment Friedrich Engels (1845) and Henry Mayhew (1861). It could be defined as the settings, situations, conditions and circumstances under which people work. Further it's been elaborated by Briner (2014) as a very broad category that include the physical setting within the work place which includes heat, equipment's etc, characteristics of the job itself (e.g. workload, task complexity), broader organizational features (e.g. culture, history) and even aspects of the extra organizational setting (e.g. local labor market conditions, industry sector, work-home relationships). It therefore seems that workplace environment is the total of the interrelationship that exists amongst the employee's as well as employers and the environment in which these employees work which usually includes the technical, the human and the organizational environment.

According to Opperman (quoted in Yusuf and Metiboba 2012) gives consideration which needs to be taken into account when defining workplace environment which includes the technical environment, the human environment and the organizational environment. According to Yusuf and Metiboba, technical environment refers to tools, equipment, technological infrastructure and other physical elements used within the workplace. The human environment includes the peers, others with whom employees relate, team and work groups, interactional issues, the leadership and management. The term workplace environment is used to describe the surrounding conditions in which an employee operates.

Employee Performance: Sinha (2001) stated that employees' performance depends on the willingness and also the openness of the employee's desire of doing their job. He also stated that by having this willingness and openness of the employees in doing their job, it could increase the employees' performance which also leads to the productivity. Stup (2003) also

explained that to have a standard performance, employers will need to get the employees to do their task on track so as to achieve organizational goals. By having the work or job done on track, employers could be able to monitor, observe and help them to improve their performance.

Employees will always be contended when they feel that their immediate environment states are in line with their obligations (Farh, 2012). Chandrasekar (2011) stated that the type of workplace environment in which employees operate determines whether or not organizations will attain its goals and objectives. The workplace environment consists of physical factors which include the office layout and design among other factors; while the psychosocial factors made up of working conditions, role congruity and social support. Other aspects of the workplace environment are the policies which include employment conditions.

A better physical workplace environment boosts employees' performance. Employees in many organizations are faced with working problems related to workplace environmental and physical factors. It has been argued by Pech and Slade (2016) that the level of employee disengagement is increasing and it has become an area of interest for employers to make the workplaces an environment that positively influence workforce. Employees' comfort on the job, determined by workplace conditions and environment, has been recognized as an important factor for measuring their productivity (Leblebici, 2012). In today's dynamic and competitive business world, a healthy workplace environment makes good business sense. Managers should not just focus on the employees' pay packet with the assumption that it is proportionate to performance (Heath, 2016). Organizations deemed as a positive place to work will have a competitive edge over the others.

Employee performance refers to job related activities expected of a worker and how well those activities were executed (Leblebici, 2012). Employee performance is the process of creating a work environment or setting in which people are enabled to perform to the best of their abilities (Heath, 2016).

This study was guided by three theories, Taylor's (1911) theory, Maslow's (1943) Hierarchical level of need, Herzberg's (1959) two factor theory. Taylor (1911) asserted that one of the most important motivator of workers is salary and wages. According to Taylor, "non-incentive wage system will lead to low performance". He said that if employees are to receive the same wage irrespective of their individual contribution to the goal, they will work less and that employees will think working at a higher rate means fewer employees may be needed which discourages employees to work more (Gardner and Lambert 1972). While, Maslow (1943) argued that people work to survive and live through financial compensation, to make new friends, to have job security, for a sense of achievement and to feel important in the society, to have a sense of identity, and most especially to have job satisfaction. All employees that have job satisfaction are high performers in their respective workplaces and finally, Herzberg's theory maintains there are factors within the workplace that leads to job satisfaction, but if absent; they don't lead to dissatisfaction but no satisfaction.

Those factors that motivate people can change over their time, but "respect for me as a person" is one of the top motivating factors at any stage of life. He distinguished between those factors that motivates for example, challenging work, recognition, responsibility which give positive satisfaction, and hygiene factors that do not motivate you if present, but in their absence demotivation arises they include, status, job security, salary and fringe benefit. The theory is sometimes called the "Motivator-Hygiene Theory. Herzberg's research proved that people will strive to achieve 'hygiene' needs because they are unhappy without them, but once satisfied the effect soon wears off - satisfaction is temporary. Nowadays same as in recent past, poorly managed organizations fail to understand that people are not 'motivated' by addressing 'hygiene' needs. People are only truly motivated by enabling them to reach for and satisfy the factors that Herzberg identified as real motivators, such as achievement, advancement, development, etc., which represent a far deeper level of meaning and fulfilment.

1. Empirical Review

Working Equipment and Employee Performance

Workplace equipment's and facilities are some of those things provided for the safety, welfare, health and personal hygiene needs of employees. They include toilets, shelter, seating, dining rooms, change rooms, drinking water, personal storage and washing facilities. Which include work environment facilities such as workspace, temperature and air quality, lighting and flooring.

A study by Roelofsen (2012) argued that improving the workplace environment reduces the rate of complaints and absenteeism while increasing performance of employees and thus increased productivity. There is adequate empirical evidence linking workplace conditions to job satisfaction (Wells, 2014) Providing amenities and facilities for the health, safety and welfare of employees is an important employer duty. However, it is only a part of an employer's duty to provide and maintain a working environment that is safe and without risks to health. Amenities and facilities are linked to the health, safety and welfare of employees within the organization. This compliance code addresses duties to provide amenities and facilities. It does not provide guidance on other employer duties to provide the highest reasonably practicable level of protection against risks to health and safety of employees within any organization. Workplace amenities and facilities are things provided for the health, safety, welfare and personal hygiene needs of employees. They include toilets, shelter, seating, dining rooms, change rooms, drinking water, personal storage and washing facilities. They also include work environment facilities such as workspace, temperature and air quality, lighting and flooring.

The employer within the organization will take various measures to ensure the safety of its employees in terms of the work equipment's made available to them. During the selection of the workplace equipment the employer within the organization shall pay attention to the specific working conditions which exist at the workplace, especially in relation of safety and health of the workers. If risks cannot be fully eliminated during the operation of the work equipment, the employer shall take appropriate measures to minimize them. Furthermore, the workplace equipment should be in line with relevant Community directives and/or the

minimum requirements laid down for example, General minimum requirements applicable to work equipment additional minimum requirements applicable to specific types of work

Throughout its working life, the employer shall keep the workplace equipment compliant by means of maintaining the equipment adequately. The employer will make sure ensure that the workplace equipment is been installed correctly and is operating properly by inspection/testing of the work equipment (initial, after assembly, periodic and special) by competent persons. The results of inspections will be recorded and kept for the purpose of the organization.

If the use of work equipment is likely to involve a specific risk the employer shall ensure restricted access to its use, and allows of any modification by expert personnel only. Ergonomics and occupational health aspects shall be taken fully into account by the employer. The employer shall provide it employees with comprehensive information and adequate knowledge (e.g. written instructions) on the work equipment, detailing: the conditions of use, foreseeable abnormal situations, any additional conclusion drawn from experience. Employees shall then be made aware of dangers relevant to them. Within any organization the employer shall ensure that its employees receive adequate training, including risks and specific training on specific-risk equipment's within the organization

2. Methodology

This study employed a cross-sectional research design. Cross-sectional design allowed the study of the population at one specific time and the difference between the individual groups within the population to be compared. It also provided for the examination of the co-relationship between the study variables (Mugenda and Mugenda, 2003). The study also used Survey design; this was used to collect data from a large sample of respondents. This study also followed a descriptive research design, whereby qualitative and quantitative research approaches were used to gain insight to variables; it was descriptive in that it described the characteristics of respondents.

Effect of Working Equipment on employee performance in microfinance institutions in Bambili, Cameroon

One sample statistics:

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.479[a]	.430	.228	.43141
a. Predictors: (Constant), Working equipment				

ANOVA[b]						
Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	20.151	1	20.151	108.275	.000
	Residual	67.558	363	.186		
	Total	87.709	364			
a. Predictors: (Constant), Working equipment						
b.Dependent Variable: employee performance						

Coefficients[a]

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.479[a]	.430	.228	.43141

1	(Constant)	1.687	.096		17.652	.000
	Working equipment	.362	.035	.479	10.406	.000

a. Dependent Variable:
employee performance

Regression analysis results in the model Summary table indicated that the working equipment significantly affect employee performance in Micro-Finance Institutions in Bambili, Cameroon at a rate of 43% and this was indicated by r-squared of 0.430, hence implying that the existence of working equipment at the work place significantly has an effect on employee performance in Micro-Finance Institutions in Bambili, Cameroon.

The ANOVA table indicated a positive significant effect working equipment have on employee performance and this was indicated by the positive F-value=108.275 and Sig-value=.000, since the sig. value (0.000) was less than 0.05 and which is the maximum level of significance required to declare a significant effect. This implies that working equipment highly affect employee performance in Micro-Finance Institutions in Bambili, Cameroon. Still this implied that lack of working equipment may reduce the level of employee performance.

The coefficients table indicated that considering the standard error, working equipment significantly affects the employee performance in Micro-Finance Institutions (β=0.362, Sig=0. 000).

Regression analysis results in the Model Summary table indicated that interpersonal relationship accounted for 30.7% on employee performance in Micro-Finance Institutions in

Bambili, Cameroon and this was indicated by r-squared of 0.307 implying that interpersonal relationship significantly affect employee performance at rate of 30.7%.

The ANOVA table indicated that interpersonal relationship significantly affect employee performance and this was indicated by the F-value=13.955 and Sig-value=.000, since the sig. value (0.000) was less than 0.05 and which is the maximum level of significance required to declare a significant effect. This implies that interpersonal relationship highly affect employee performance in Micro-Finance Institutions in Bambili, Cameroon.

The coefficients table indicated that considering the standard error, interpersonal relationship significantly affect the employee performance in Micro-Finance Institutions (β=0.193, Sig=0. 000).

3. Conclusion and recommendations

According to the findings working equipment have a positive significant effect on employee performance in Micro-Finance Institutions in Bambili, Cameroon. Hence concluding that providing the working equipment to workers reduces the rate of complaints and absenteeism while increasing performance of employees and thus increased productivity, since providing amenities and facilities for the health, safety and welfare of employees is an important employer duty.

The study offers some recommendations that if pursued properly, will serve to improve the performance of employees' levels.

Micro-Finance Institutions should develop good training plans, and this will help to cater for issues surrounding quality of services, contract compliance, and customer service issues can be resolved internally before going out.

The researcher recommends that there is a need for psychological guidance for employees. This can ensure that all personal issues that employees have are ironed out especially within the right time frame. Also, it will allow the employees always have a place to look up to for assistance whenever they needed it.

The researcher recommends that there is a need for Micro-finance institutions to motivate the employees by providing working equipment to the employees, this encourage these employees to improve on the quality of services offered to clients and other stakeholders such that these clients can appreciate the quality of services offered, hence improving performance.

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AN ASSESSMENT OF URBAN ENVIRONMENTAL PROTECTION AGENCY IN NIGERIA

JAMES ENEMALI, UKWEDEH (Ph.D)[§§§§§]

Abstract

In Nigeria, the issue of urbanization is no longer a new phenomenon. People have been living in settlement and there had been massive movement of people from the rural to urban centers/areas or cities up till date. This implies that urbanization is a progressive concentration of population of population into towns and cities. The United Nations Secretariat (1970) states that urbanization is perhaps, the best symbols of the radical, physical, economic and social transformation that mankind is passing through as a consequence of development. This means that urbanization necessitates development by being a tool and also a product of development. This paper therefore, examines the key issues in appraising an Urban Environmental Protection Agency in Nigeria with emphasis on the relationship between Federal Environmental Protection Agency (FEPA) and State Environmental Protection Agencies (SEPAS). Some of these agencies this paper is examining includes; Federal Environmental Protection Agencies (SEPAS) such as Abia State Environmental Protection Agency (ASEPA) located in Umuahia and Cross-River State Environmental Protection Agency (ASEPA) located in calabar as case study. Some of the objectives of the State Environmental Protection Agencies as specifically stated in Agencies Edict No. 4 of 25th April, 1996 includes: to prepare and update periodic master plans for the development of environment science and technology and advise the government of the material and financial requirements for the implementation of such plans; to establish mechanism to predict ecological disaster; identify the problems of drainage and sewage systems and carry out measures to improve, protect and remedy their ecosystems.

KEYWORDS: Assessment, Evolution, Environmental Protection Agencies and Objectives.

INTRODUCTION AND BACKGROUND TO THE PAPER

Most nation-state have created more interest on environmental issues, most especially protection since after the United Nations' Conference on Environment and Development

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(UNCED) which is also called the Earth Summit, held in Rio de Janerio, Brazin in June, 1992. It was this summit that sensitized most national governments, municipal councils and city or town councils worldwide to re-examine issues about the environment alongside with those of development. Theoretically, this conference expected nations and their citizens to recognize the rather complementary relationship which exists between development and environment. Practically, most nations even began to redefine national security to include the protection of nation's environment from both internal aggressions (Chiras, 1994).

In Nigeria, it took pressure for the discerning public and the intellectual community before a national policy of the environment was launched (NEST, 1992). This was so in spite of the prevalence of sever environmental crises such as soil erosion, flooding, health hazards, gas flaring, incidence of oil spillage, deforestation, unsanitary urban conditions, etc. The need to protect the Nigeria environment now and for the future however became apparent after the dumping of toxic waste in Koko port, Delta State in1998, a few years before the Earth Summit in Brazil. The waves of concern, the awareness by the Vigilant Nigeria press and advent of Non-Governmental Organizations (NGOs) made the Federal Government of Nigeria to realize that the environment belongs to the present and future Nigerians, and so, must be protected.

The aftermath of the environmental awareness campaign culminated in the setting up of a Federal Environment Protection Agency (FEPA) in 1988 and its counterparts- the State Environmental Protection Agencies (SEPAs) about six (6) years later.

This work is an appraisal of the performance of the State Environmental Protection Agencies (SEPAs) now located in the various state capitals (major towns) of Nigeria. The work also focuses on the objectives, achievements and failures of the SEPAs. As stated earlier, some of these Environmental Protection Agencies are:

- The Abia State Environmental Protection Agency (ASEPA) located in Umuahia.
- The Rivers State Environmental Protection Agency (RSEPA) based in Port-Harcourt; and
- The Cross-River State Environmental Agency (CRSEPA) located in Calabar.

The question-what now is appraisal of an Urban Environmental Protection agency in Nigeria?

THE EVOLUTION AND FUNCTIONS OF THE ENVIRONMENTAL PROTECTION AGENCIES

One of the most significant breakthroughs in environmental protection in Nigeria was the establishment FEPA via decree number 58 of December 30, 1988. This decree establishment FEPA as an autonomous body charged with the responsibility of the protection and development of the environment in general and environmental science, including the

initiation of policy in relation to environmental research and technology (NEST, 1992). FEPA was granted an initial sum of one hundred million naira to carry out its activities for over two years (NEST, 1994). The mandate given to FEPA was therefore backed up with funds for executions.

The functions of FEPA as contained in decree 58 of 1998 is very elaborate but has been summarized by the Nigeria Environment of June 1991 as follows:

1. The establishment of environmental quality standards, regulatory guidelines and procedures for implementing, enforcing and evaluation them;
2. The establishment of guidelines and procedures for project and policy environmental assessment screening and environmental impact assessment as well as the necessary capacity to initiate and review them;
3. The establishment of consistent guidelines for the stat environmental management plans and action programmes and the cooperation of national and inter-stat programmes, projects and exchange of information on environment;
4. The review of the federal policies which might have significant adverse impacts on the environment of natural resource base; and
5. The allocation and evaluation of the use of federal funds for special environmental restoration, protection and improvement programmes and projects. Section 24 of the decree mandated the federal authorities "to as soon as possible after commencement of this decree, encourage state and local governments protection bodies for the purpose of maintaining good environmental quality in the areas of related pollutants under their control subject to the provision of this decree" (NEST,) 1992). Therefore, among the achievement of FEPA with the first decade of its existence is that establishment, nationwide, of State Environment Protection Agencies (SEPAs). FEPA did not directly establish the State Environmental Protection Agencies; rather, FEPA merely encouraged the various states to set up their own environmental protection agencies. Today, all the states of the federation have a State Environmental protection Agency with a focus broader than the initial concentration on environment sanitation.

The functions of the SEPAs have been codified in the various edicts promulgated between 1994 by the different state governments of the federations. We shall examine in detail, one of the edicts-the Cross-River State Environmental Protection Agency edict, in order to have an idea about the specific functions of a typical urban environmental protection agency in Nigeria.

The specific functions of the State Environmental protection Agencies (SEPAs) as contained in the Cross-River State Environmental Protection Agencies Edict No.4 of 25th April, 1996 are as follows:

i. To prepare and update periodic master-plans for the development of environmental science and technology and advise the government of the material and financial requirements for the implementation of such plans;

ii. To initiate and promote policies, programmes and research for the development of environmental science and technology;

iii. To liaise and ensure effective harmonization with the Federal Environment Protection Agency in order to achieve the objective of the Nationals Policy on Environment;

iv. To coordinate the activities of ministries, parastatals, local government councils, departments, statutory bodies and research organizations on matters relating to environment protection and conservation.

v. To identify the ecological problems of the state, including the devastating erosion and flood, brief the government on their causes and effects and find solutions to them.

vi. To establish mechanism to predict ecological disasters, identify the problems of drainage and sewage systems and carry out measures to improve, protect and remedy their ecosystem;

vii. To monitor and determine degradation of coastline, river basins and estuaries and carry out measures to protect and remedy their ecosystem

viii. To identify water, air and soil pollution and their sources and carry out measures to prevent them;

ix. To monitor the implementation of Environment Impact assessment (EIA) and Environmental Audit Report guidelines procedure on all policies and projects within the state;

x. To protect the general ecosystems including flora and fauna by the encouragement of proper agricultural practice and forest conservation; and

xi. To carry out their activities that are necessary or expedient for the protection and sustainable development of the environment and for the full discharge of functions of the agency.

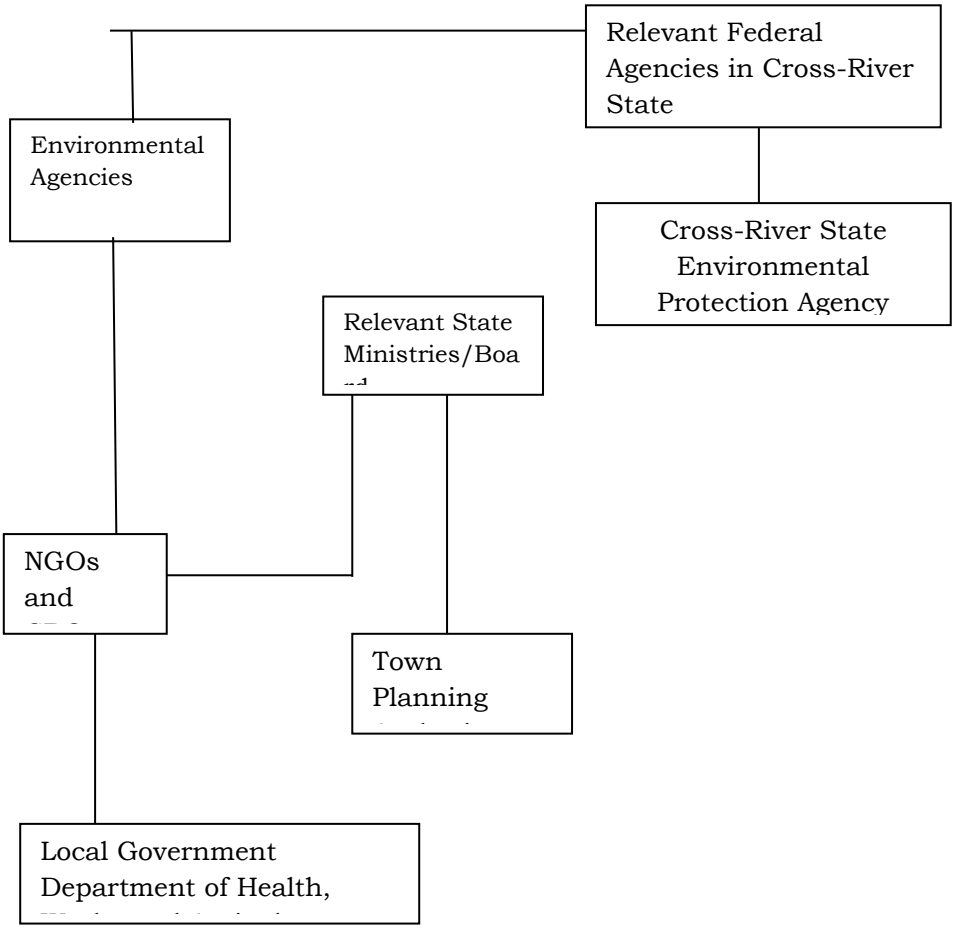
The above represents the mandate of the cross-River State Environmental Protection Agency (CREPA). Pursuant to the above functions, they were further empowered, without prejudice, to the item above; to:

- Collect and make available through publication and the mass media, and in cooperation with public or private organizations, basic scientific data and other information pertaining to pollution and environmental protection matters.
- Enter into contract with public organizations and individuals for its staff and other individuals for the public and private sectors on environmental protection;
- Establish such procedures for industrial and agricultural activities as may be necessary to minimize damage to the environment by such activities;

- Subject to the terms and conditions approved by the agency, to engage such staff, agents and other workers as the agency may require for the purpose of performing its function;
- Development and promote such processes, methods, devices and materials as may be necessary for environmental protection and development.
- Establish laboratories for the testing and analysis of pollutant substances and any other the agency considers necessary.
- Monitor survey and control gaseous, liquid and solid wastes discharge into the stat environmental.
- Asses building plans for new industries in order to ensure that they are properly sited with adequate provisions for waste management facilities.
- Ensure strict compliance with the relevant provisions of the Factory Act in respect of workers; protection and noise control;
- Demand and collect the pollution discharge fees;
- Ensure buildings with and noise are not sited in or near residential areas;
- Advise on the appropriate compensation payable to communities and persons affected by environmental pollution and natural disasters;
- In collaboration with the State Environmental Sanitation Department and Local Government Councils, control the sitting management of landfill and waste dump sites;
- Monitor, regulate and oversee the installation of population devices, waste treatment methods or waste disposal system and management;
- Design and encourage the establishment of sewage systems and provide maintenance services for such; and
- Such other things and acts as the agency may deem necessary for the performance of its functions.

From the above, the expected functions of SEPAs nationwide can be deduced. First, environmental sanitation is not the high point of the mandate given to them. Secondly, environmental problems and management have been inclusively defined to include pollution control, environmental policies, exchange of environment information, the monitoring of the environment, the development of the environment, environment awareness and education.

Thirdly and finally, the objectives of CREPA as spelt out above is similar and almost the same with those of ASEPA and RSEPA in Abia and Rivers states respectively. This shows that the SEPAs have the same mandate which is closely monitored by FEPA, the umbrella and coordinating body.



Organ gram for Environment Planning and Management

Relevant Federal Agencies

Federal Environment Protection Agency (FEPA)
Federal Ministry Works and Housing.
Federal Ministry of Agriculture.
Federal Ministry of Health.

Relevant Federal Agencies

Cross-River Basin Development Authority.
State Ministry of Lands, Survey and Housing.
State Ministry of Agriculture.
State Ministry of Works and Transport.
State Property Development Corporation.

ACHIEVEMENT OF THE AGENCIES

The achievements of the Environment Protection Agencies will be better appreciated by looking at what individual agencies have done so far. As earlier mentioned, three (3) of the agencies were considered. Their achievements are presented accordingly as follows:

ABIA STATE ENVIRONMENTAL PROTECTION AGENCY (ASEPA)

The achievements of ASEPA include the completion of the Bende road erosion projects, the Nkwoegwu erosion control works which involved the construction of diversion drainage to remove storm water from the active erosion site, a nursery project which involved the propagation of tree seedlings, fruit protection, erosion control and avenue planning.

Ongoing projects being carried out by ASEPA include Nsi Uduma Awoke erosion project, refuse-troughs, refuse disposal as Aba which involve plans to import trucks and refuses-troughs, the UNDP programme NIR/3 (Environmental and Natural Resources management) also called the 4th Country programme for Nigeria. This particular programme addressed areas like policy and legislation, public awareness and environmental education. This programme is to followed by the UNDP5th country support programme on sustainable Agriculture, Environment and Rural Development. The four major targets of ASEPA under this scheme are sustainable and improved environment advocacy.

ASEPA is also currently collaborating with the energy commission of Niger in the area of developing a neighborhood which will use alternative source. ASEPA has also promoted and encouraged the formation of an umbrella non-governmental organization called the Abia State Forum for Environmentally friendly Association (ASFEA). ASEFA is already achieving a lot in the area of Environmentally News magazine called "Environmental friendly Abians." Membership of ASFEFA is open to three groups namely: the Community Bases Organization (CBOs), women and youth groups, business and industrial organization. The agency also currently adopted the system of environment awards to institutions, communities, organizations and individuals who pay attention to environment protection matters.

PROBLEMS OF AGENCIES

Despite the success of the Environment Protection Agencies as enumerated in the foregoing section, all seems not to be well with the agencies as they (the agencies) have made us to know. Indeed, most of the intractable problems of the agencies include:

1. **The problem of office accommodation:** One major problem SEPA in the states mention is the inadequacy of the office space. In most cases, these agencies are housed in emergency, unplanned and hurriedly acquired buildings with little or no regard for the share number of officers, their caliber and working equipment.
2. **Lack of functional laboratories:** Even though the agencies have taken delivery of laboratory equipments from the World Bank through FEPA, the agency appears

profoundly constrained by the lack of a technical and scientific base i.e. a laboratory for measuring compliance and setting up standards. The laboratory equipments have not been mounted due to problems of lack of office funds. Under this condition, laboratory analysis of pollutions or suspend toxic elements in never carried out.

3. **Low monitoring of compliance:** One of the main weakness of the agencies is that they have only single reliable vehicles, that is the Jeep of Four-Wheel drive donated by the World Bank to the agencies. Hence, the movement of staff equipments to enforce is a difficult task.
4. **Inadequate financial resources:** The Environmental Protection Agencies are constrained by lack of funds. Funds for the execution of projects by the agencies ought to come from the federal and state governments, other international agencies, revenue generated by the agency, gifts, etc. of all these sources of finance, none seems to be working for now except grants from UNDP and the World Bank International Agencies.
5. **Problems of human resources:** As Omale (1992) has noted "whereas, it is possible to conceive funds, it is as of today's advancement in science and technology, absolutely inconceivable to have organizations without people," This is because according to Omale, "it is people who activate the other resources in order to make things happen and the quality of work done in an organization is as good as the quality and commitment of the people. One of the nagging problems of the agencies is the inadequacy of staff, especially scientist and other technical staff or personnel.
6. **Poor remuneration of staff:** Poor salaries and condones of the agencies. Most staffs of the agencies complain of poor salaries, allowances and conditions of service. Indeed, most of staffs on level 15 have no offices of their own, neither are they officially quartered.
7. **Lack of machinery and equipments:** The agencies, even though have received laboratory equipments, computers and communication equipments from the world Bank through have FEPA, still lack very essential and sophisticated equipments for monitoring environmental phenomena. For example, modern weather monitoring equipments like satellites are essential and needed. Secondly, safety equipments to protect officers against chemical hazards when tracing chemical pollutants or on factory inspection are not available.
8. **Conflict in legislation and roles:** The agencies are expected to register environmental institutions and companies operating or intending to operate within their respective states and should collect registration fees. The simple mandate has not been fulfilled owing to the fact that they are many other government agencies already doing this. Again, take the simple issue of sanitation, the Ministry of Health, the local government, the capital city development authorities and the environmental protection agencies all compete to affect environmental sanitation.

9. **Criticisms:** The major criticisms which have been leveled against the agencies by members of the public, environmental experts and intellectuals are that:
    - The SEPAS have been unable to affect the environmental mandate given to them adequately. A case in point is the environmental Impact Assessment (EIA) Decree which was promulgated in 1992 by the federal government (Sanusi, 1998).
    - Another serious criticism is that the agencies have been placing emphasis on the biophysical environment to the neglect of the cultural environment which is more crucial in our environment.
    - Also, fines for polluting the environment are currently not being pursed, and so, does not constitute a source of income to the agencies (Oyeshola, 1995).
    - In the area of human resources, misfits have been appointed as directors of the agencies and into other technical positions which they are professionally incompetent to handle.
    - One other criticism is that the public seems to have already cut off from its operation. This ought not to be so.

POSSIBLE WAYS OF IMPROVING THE PERFORMANCE OF SEPAs

In order to obviate some of the shortcomings of the environmental protection agencies, one may suggest that the following steps should be taken.

Firstly, the legal framework for the smooth operation of the agencies needs Overhauling and Streamlining to remove inter-agency conflicts of laws.

For instance, environmental sanitation which seems to be one of the areas of conflict should be removed from the agencies and handed over to the local government authorities or the capital city development authorities. Indeed, there is need now to expunge conflicting environmental laws in the operation of the Ministry of Agriculture, Ministry of Works, Transport and Housing, environmental laws should therefore, be constitutionally reviewed and streamlined by our present parliament (senate and house of representatives) to remove all defects, loopholes and overlaps.

Secondly, there should be increased funding of the agencies by both the federal and state governments to avoid dependence on UNDP and World Bank.

CONCLUSION

Here, it has been possible to give appraisal of an environmental Protection Agency in Nigeria with particular reference to agencies mentioned in the discussion, for instance, FEPA, SEPAs, ASEPA, CREPA, but detailed discussion on Cross-River Environmental Protection Agency and Abia State Environmental Protection Agency as case study.

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THE ROLE OF LOCAL GOVERNMENT ADMINISTRATION IN NATIONAL DEVELOPMENT IN NIGERIA.

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Abstract

This paper is an attempt to hook at the role of Local Government Administration for national Development in Nigeria. The broad objective of the article is to examine the issues relating to administration of Local Government System in Nigeria. The method adopted is descriptive hence the discussion on the meaning, scope, structure and functions of Local government as the government at the grassroots level. Some of the major findings of this article include the following that: Local government serves as a forum of rural development, assist in raising the standard of living of the rural populace and provides peaceful environment for better living for the rural people. By implication, the development of local government should lead the national development to the entire country, Nigeria. The paper therefore concludes and recommends among others that among others that the government in Nigeria critically adopt policies that would place the local government as engine for national transformation and development.

Keywords: Local Government Administration, Structure, Scope, Meaning, Role for National Development.

Introduction

When we talk about Local Administration, we are invariably referring to the administration at the Local Government level. So in this discussion, Local Administration would be used inter-changeably with Local Government. Local

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Administration or Local Government is the third tier and at the bottom of government arrangements in Nigeria in which we have Federal, State and Local Governments. It is at the third tier government that the majority of Nigerians reside. And that is why it has been attracting comments and write-ups in recent times. It is our common experience that the provision of basic infrastructural facilities at the Local level is not always comparable with its population. The average residents at the grassroots level are still suffering from lack of potable drinking water, inadequate health facilities, poor hygiene condition, unemployment and maladministration. It is the statutory responsibility of government at the local level to provide the necessary infrastructures so as to give comfort to the people at the grassroots. The question is: Are those saddled with the constitutional responsibility of managing the resources meant for the local people doing what they are supposed to do? Also, are the necessary infrastructures meant to be provided at the Local level for the comfort of the Local people being provided for? The answers would be gotten in the course of this discussion. Before proceeding, we should know the meaning of Local Administration, or Local Government.

Conceptual Analysis

The concept of Local administration in Nigeria has its origin from the 1976 Local Government Reforms when the then federal Military Government issued the first Guidelines for the Local Government Reforms in Nigeria, thereby ushering in Unified Local Government System. Local Government is defined as "a setup of central authority or stat Government as a means of ensuring effective administration at the grassroots". But according to the official Hand book on the Reformed system of Local Government, Local Government is defined as "Government at the Local level exercised through representative councils established by law to exercise specific powers within defined area". In his book, *Epitaph to Indirect Rule,* Chief N U. Akpan describes Local Government as the breaking down of the country into smaller units or localities for the purpose of administration in which the inhabitants of the different units or localities concerned

play a direct and full part through their elected representative who exercise powers, and undertake functions under the general authority of the state or national Government.

The Scope and Function of The Local Administration

The scope of the Local Administration refers to the focus of Local Administration and what it stands for or aims to achieve. The focus of Local Administration is to carry out smooth administration at the Local level where about 80% of our citizens reside. The aim is to give them sense of belonging whereby the basic necessities of good living are provided for the comfort. In other words, why do we have Local administration or Local Government? The Federal Government being the father of the other two tiers Government is expected to cater for all. But we realize that is highly impracticable for the Federal Government to administer up to the local level through her staff at Abuja. It therefore follows that "there is need for a form of decentralization such as will enable the government to reach out to the people at the local level." Even if the Federal Government wanted to administer up to the people at the local level, there would have been resistance from the Local politicians who will want to participate in the administration of the area they know best and are familiar with their peculiar problems. So one of the major objectives of having a Local Government or local administration "is to provide a means of running services of all kinds which are tailored to the special need of the particular district, and which can be given attention because a local authority has the knowledge and time to concern itself with details of this nature".

According to Egonmwan (1984) in his book Principles and Practice of Local Government in Nigeria, he maintains that there are many amenities and services which can be provided on a local basis rather than on central basis especially where the needs of the people are many and the resources of the central are insufficient to cover all the requirements demanded. In such cases, local initiative and efforts must be called upon to provide the money, materials and manpower for the services

which are beyond the capacity of the central government. He observes that the central government in most cases is remote from the local community and cannot be expected to know the individual wishes of many communities carrying on their lives all over the country. This problem is better solved by having local government. He opined that different towns and districts have their different traditions and customs perhaps different languages. And that the people are proud of their home towns and their fellow citizens who live here, adding that these traditions and customs are better preserved under Local Government. Other reasons according to him for having local Government are that:

(1) Local government provides a healthy spirit of competition between units of population making them jealous of each other's standard and eager to develop their own standard of living.

(2) Local government provides a secure and peaceful background in which the individual members of the society may pursue their prosperity and happiness.

(3) Local Government provides services which members of society want and are prepared to pay for but as individual citizens they could not only buy or provide for themselves e.g. road, water supply.

A Local Government or Administration can only justify its existence if it can carry out the functions stipulated for it in any prescribed statute or as contained in the Fourth schedule of the constitution of the Federal Republic of Nigeria. The function of a Local Government as spelt out in the Kogi State Law No.6 of 1992, section 24 – 36 which is still in force among others.

(1) To assist in maintaining order and good government within the area of its authority. This is in the prevention of commission of any offence within the area of its authority by any person.

(2) Engagement in any form of trade, commerce or industry.

(3) Powers to provide and maintain works and services.

(4) Establishment and maintenance of public convenience.

(5) Construction and maintenance of roads, streets, drains and other public highways parks, etc.

(6) Naming of roads and streets and numbering of houses.

(7) Assessment for purpose of levying such rate as may be prescribed in the rating law. It should be noted that the numerous functions listed above for the Local Government require sufficient funds for execution.

THE 1976 LOCAL GOVERNMENT REFORMS

The period 1976-1979, in which military administration of Murtala/Obasenjo lasted, is usually regarded as a period of watershed in the annals of Local government administration in Nigeria. As stated earlier, it was the first time a concerted effort would be made by the federal government to brighten the future of local government. Local Government was not only accorded its place of pride in the socio-economic well-being of the country. It was also seen as a way of bringing government closer to the people. Consequently, a uniform system known as single tier structure was adopted throughout the country. This uniformity can be conceptualized in terms of:

- The functions of local governments
- The structure of the local governments
- The financial resources if the local government
- The place of traditional institutions in the local governments
- Relationships with state government; and
- Law enforcement.

In terms of functions, there was uniformity of function and responsibilities for all the local governments throughout the federation. These functions and responsibilities were later to be enshrined in the 1979 Constitution of Nigeria. The political and administrative structures were also uniform in all the local government in Nigeria. Every local government council was headed by an elected chairman. The administrative wing was headed by career administrator styled

secretary to the local governments. In addition all local governments were departmentalized.

In order to ensure that every local government has a successful take-off, the then federal government made available a sum of one hundred million (₦100 million) during the 1976/77 financial year to all the local government in the federation. It must be stressed that, was the first time a substantial amount of money would be disbursed to local government in Nigeria.

According to Ola (1984:90) this sum (₦100 million) can easily be compared with a grant of ₦1 million and ₦1.5 million made to each state of the then existing twelve states in the federation during the 1973/74 and 1974/75 fiscal years respectively for distribution to their local government. Similarly in 1977/78 the ₦250 million was earmarked; In the sum of ₦300 million was appropriated while in 1980 ₦278 million was allocated.

The authors of 1976 local government reform also conceived that for the reforms to have appreciable impact at the grassroots, the local government's officers as well as political functionaries must be given free hand to operate effectively with little or no interference in their daily affairs. Hence state Ministries for Local Governments were only charged with the responsibilities to advice, assist and guide rather than controlling the local governments under their jurisdiction. In order to foster peaceful co-existence among the inhabitants of every local government, a unit of Nigeria police was dispatched to all the local government headquarters. In addition, Police Committees comprising members of police force, the local populace and local government workers were set up. This forum was used to enlighten the people about the operation of police and the need for all and sundry to cooperate with them 9police) by reporting the activities of miscreants within their midst. By the 1976 reforms, the traditional rulers were insulated from partisan politics. Hithero, many of them had engaged in partisan politics with disastrous consequences. It was though that such exemption would restore the much necessary

respect and honors which the office is expected to engender among their subjects. This was the situation with all the local governments in Nigeria until the country witnessed a second attempt at a constitutional government otherwise known as Nigeria's second Republic 1979-1983.

Sources of Funds to the Local Government

A Local Government derives its funds from two major board areas of internal and external sources. Areas of funds from internal sources include: General Rate, Community Tax, Dues, Rents, Fines, Local Licenses, Fees, Permits, Interest on Investment, etc. on the other hand, external sources of revenue to a Local Government includes: the 10% State Government internal revenue and 20% Monthly federal Statutory Allocation whose horizontal formula for sharing are as follows:

(a) Equality	-	40%
(b) Population	-	30%
(c) Landmass and Terrain	-	10%
(d) Social Development Factor	-	10%
(e) Internal Revenue generation Effort	-	10%
		100%

The collection of internally generated revenue is purely the responsibility of the local Government which exercises so as to ensure that all transaction is accounted for properly. Some local Governments give out the collection of their internal revenue to Agents or Contractors. By so doing, the traditional collectors of such funds who are the Revenue collectors are deployed to the various sections of the offices as Cleaners and Messengers. Public analysis is at odds as to who generates more revenue at a particular period of time between the Revenue Agents or Contractors who are mostly political allies of the authorities of the Local Government. The Federal Statutory Allocation is paid monthly to the Local Governments from the Federation Account which is derived from the sale of crude oil and other foreign exchange earnings. Occasionally, special grants are released

to Local Governments from the stabilization Account, for the execution of specific projects. After the collection of funds accruable to the Local administration, it then becomes the duty and responsibility of the Local level to provide the basic necessities of life at the rural areas as stipulated in the constitution like good access and motor able roads, potable drinking water, electricity, health facilities, educational materials, etc.

Characteristics of Local Government

One of the characteristics of Local administration is that it is nearer and closer to the people. It helps for quick and easy execution of projects for the rural dwellers. Administration at the local level always helps to solve immediate problems of the people. For example: in cases of the outbreak of Cholera or any endemic disease, the administration at the local level should be handy to solve problems thereby saving lives, before the State or Federal Governments officials come to the scene. Local Government or Local Administration enjoys an element of relative autonomy in the execution of their functions. At least, the day to day running of the Local Administration is carried out by the chairman, councilors, and key Local Government staff without any latent form of interference. The State Government only comes in on Policy matters affecting the running of the Local administration, since 'Local Government autonomy is not absolute: the third tier of Government retains functional and fiscal relations with the higher tiers of Government…" The is why occasionally some Government Agencies are expected to supervise the functions of Local administration by inspecting their account books and projects. This is done to go in line with the code of ethics for Government business which emphasizes that public funds must not to be wasted and officers should be prudent in spending public funds.

Problems Facing Administration at the Local Level

There are many problems facing the administration at the Local level which hinder rapid development and cause it to derail from the approved budgets and functions.

One of such problems is external pressures and influences on the operator of Local administration. Such pressures or influences usually come from friends, relations, peer groups, communities and political allies, which usually make officers of Local Government to overlook provisions in the approved budgets. The pressures or influences are sometimes in areas of sitting projects in particular locations outside the approved location, financial assistance, employment, and award of contracts and supplies, outside prescribed procedures. At times, projects embarked upon are not originally admitted into the Rolling Plans and the main annual budgets. With such a development, the plans for that particular fiscal year would be distorted thus, run contrary to the National Fiscal Federal Government functionaries making various demands on Local Government. These demands range from free accommodation and feeding to financial assistance. In the face of these pressures, the Local Government at times exceeds the provision in the approved estimates of a particular fiscal year.

The second problem is that of awarding contracts above what has been budgeted for. Some operators of local administration usually award indiscriminately to party, friends and allies. At times contracts are awarded to leaders of Thoughts in the communities that voted for them or contributed to their success at the polls. This lead to rampant court injunctions and garnishee orders on accounts of the affected local government who could not meet up with the payment of such staggering amounts. Investigations have shown that many of such jobs in which court orders are sought for payment were never executed. But since some local Government officials are behind the nefarious activities, the fake contracts would be given all the necessary secret documents to enable them file their cases in order to secure garnishee order on such accounts. At the end, the contractors would share their loot with the officials who assisted them whereas no reveal projects were executed.

The third problem facing administration at the local level is rampant approval given on literally every request for release of funds without reference to approved annual

budget, by the Chief Executives or chairmen of the Local Governments. By so doing, there are usually over-expenditures on certain heads and sub-heads. Regrettably, most of the schedule officers who should monitor the expenditure pattern and advise the chairman of local government shirk the responsibilities because of their vested monetary interest in precipitating anomaly. The moment there is over expenditure on the overhead cost, it means that the capital expenditure is bound to suffer. And capital expenditure is what creates an impact on the community and the inhabitants. Non-maintenance of accurate accounting records is the fourth problem facing the administration at the local level. Some Local Governments do not maintain accurate records of their financial transactions thereby making it impossible to know at a glance how much has been spent on a particular expenditure head and the balance thereof. Because of this lapse, there is the tendency to overspend. And such over expenditure are mostly in overheads which include out of pocket expenses. By so doing, overhead expenditure would be eating deep into the capital expenditure provisions of that fiscal year. When that happens, there would be no more money to execute capital projects. And that usually is the genesis of project abandonment as funds meant for such projects are misapplied in the course of execution.

The fifth problem facing administration at the local level is unforeseen circumstances. There are many issues that usually come up for the attention of the Local Administration that were never envisaged or provided for in the budget of that particular fiscal year. Take a case like flooding which is a common feature in Rivers and Bayelsa State. Another situation is windstorm which at times blows off roof tops of schools, churches and private homes. In institutions like that, the local administration would not fold her hands, and watch helplessly. The victims have to be catered for in area of provision of shelter, food and clothing. Such unforeseen circumstances were not budgeted for. By the time victims are helped to settle down, a huge sum of money would have been spent. In such situations, the budgeted provisions for natural disasters might not be sufficient for monumental disasters

such as windstorms and torrential flooding. At such, the expenditure would always eat deep into other capital provisions. If that happens, the capital provisions for that fiscal year would be distorted.

Uncooperative attitude of some Local Governments with the State Governments is the sixth problem facing Local Governments. With the wind of democracy blowing through Nigeria now, local governments feel they are hundred percent autonomous. But they forget that 90% of their funding for sustenance comes from the Federal Government. And as the saying goes, 'he, who pays the piper, dictates the tune'. State Governments are expected to pay their 10% internally generated revenue to Local Government. If they do that, they have a stake in the administration of Local Governments. Apart from that, the State Governments serve as the 'eye" for the Local Governments over Local Governments. Instead of co-operating with the State Governments to move the Local Governments forward development-wise, some Local Governments have introduced party politics into varying issues at their localities.

It is common to see some Local Governments refusing to abide by directives from the Federal Government, which is to be implemented through the State Governments. They would rather want to deal directly with the Federal Government. A situation arises where Local Governments are asked to submit information through the State Governments to an important Federal Government Agency, but some Local Governments may refuse to pass through the State Government, but rather prefer to submit their views directly to the said Federal Agency. Local Governments are expected to submit monthly and quarterly returns revenue and expenditure to the Bureau of Local Government in the Governor's office; Internal Revenue Service, Budget Department, Central Bank and National Revenue Mobilization, Allocation and Fiscal Commission. However, evidence abound that some Local Government bluntly refuse to submit any form of returns

to any of the above-mentioned bodies. With such a relationship, development at the local level could be hindered.

The seventh problem facing administration at the Local Government level is insincerity and indiscipline on the part of works Department of the Local Government which usually collect money to execute projects under direct labour scheme and end up not executing such projects or execute them below approved technical specification. Many of such projects are always cited in remote areas of the local government areas where there are no access to roads to assist verification exercise. They know that with no access to roads to the project site, Local Government inspectors, and officials from the office of Auditor-General for Local Governments would not be able to inspect and ascertain the existence of such projects.

Another area of insincerity on the officials of some Local Governments is inflation of figures of contract awards so as to receive gratification from Contractors after the execution of such projects. Some officials in Works Department of the Local Governments are found of issuing false interim payments certificates to Contractors so as to enable them collect money for jobs not executed to warrant issuance of such payment certificates. Some work officers are even more callous by issuing completion certificates to Contractors who have executed no jobs at all. When false completion certificates are issued to contractors, they collect the total contract sum which they invariably share with the officers who issued him the false documents. Another aspect of insincerity and indiscipline on the part of the Council's officials is the fake claim forms duly signed by the authorizing office for the night out allowance and whereby the money collected are shared with his/her collaborators.

The eight problem facing administration at the Local Government which stifles development at this level is favouritism and nepotism. Officials of Local

Governments prefer to employ and work with their close relations so that they can gain from the various officials assignments they would be given. The same applies to award of contracts since they believe that their close relations would not expose their deals. We see a situation where a personal staff is asked to act as a revenue Cashier. In such a situation, the job is bound to suffer. Observation has shown that immediately a new administration is sworn-in-into the Local Government system, staff would start to lobby to be transferred to where their relations are in-charge. Also, the moment officials of Local Government assume duty, he/she would scout around for any of his/her relations in other Local Government Councils to be transferred to their Local Government.

The ninth problem facing Local administration is in-fighting during promotion exercise amongst staff. We see a scenario whereby staff try to maneuver their ways into others positions schedule of duty in so called lucrative post. This is done sometimes through blackmail or frivolous petitions against fellow staff. Such ugly situation cannot make for a rapid economic or social development at the local level.

The tenth and final problem facing administration at the local level is outright embezzlement of local government funds by some officials. Such attitude has deleterious effects on the development of the rural areas, since the funds meant for such development are embezzled. And the money so embezzled is not invested in something that will bring development to the entire Local Government Area.

IMPLICATIONS FOR NATIONA DEVELOPMENT

The implication of over expenditure of Local Government funds on fake and frivolous projects and issues is that it will reduce and freight away the funds meant for Capital Development at this level Rapid development would be stalled because money meant for development is misapplied and misappropriated.

Another implication is that very few people or inhabitants of the entire Local Government Area would benefit from the federal Statutory Revenue Allocation which is meant for the entire people of the Local Government Area. Because most rural dwellers are not privileged to be at the helm of political affairs, they are deprived of the benefits of the national resources allocation through the heinous activities of their so-called political representatives. Their allocations would have been construction of good roads, markets, provision of good drinking water, health facilities, etc, but those entrusted with the provision and management of the services have them remain dreams after than realities. This is because these officials think of their personal gains first as individual as against thinking about the good of the generality of the Local Government Areas. There is always a 3-year Rolling or Development Plan for the Local Government Areas. This plan shows the trend and areas of capital development in the respective Local Government Areas for the next three (3) years. After processing the requests of the individual Local Government Areas, the document would be defended at the National Planning Commission, Abuja. Thereafter, the plan would be included in the National Roiling Development Plan for the record purpose and follow-up for compliance. It is assumed that what was admitted into the National Roiling/Development Plan would be implemented to the letter. But due to these problems enumerated above at the Local level, the execution of such plan becomes unrealizable. Such a development invariably distorts the National Rolling/Development Plan.

One of the implications is that we shall have a false state of Development and continue to remain underdeveloped. The next implication is that because there is no physical development on the ground to show for our development efforts, we shall remain amidst the comity of under-developed countries. Another implication is that it will be difficult to eradicate or even ameliorate poverty, diseases and debilitating illiteracy, etc. from the country. Armed Robbery will be difficult to control due to massive employment. Juvenile delinquency and child abuse will be

on the increase. The next implication is that the country may lose its investment prospects among nations as it may not be guaranteed any foreign assistance, FDI (Foreign Direct Investment) loans etc, concomitantly brain drain to foreign countries will continue.

From the foregoing, we can see that administration at the Local level was established to be managed by the elected or appointed representatives for the benefits of the people since State and Federal Governments are far away from the rural people. But problems facing the local administration are so numerous that they have tended to obliterate the reasons for Local Governments were created. The implications are that many of our rural communities still remain perpetually under-developed with increase in illiteracy rate, poor sanitary condition, death of essentials of life such as potable drinking water, and good motorable road etc. It is our belief that with the dawn of the new era of democratic administration at the local level, the numerous problems facing the local administration which are mostly man-made would be greatly reduced if not entirely eliminated. If this is done, then our Local dwellers will breathe an air of relief and have a sense of belonging in terms of infrastructural development. We are optimistic that the present democratic dispensation at the local level will not finally dash the wavering hope of the masses in our rural areas.

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