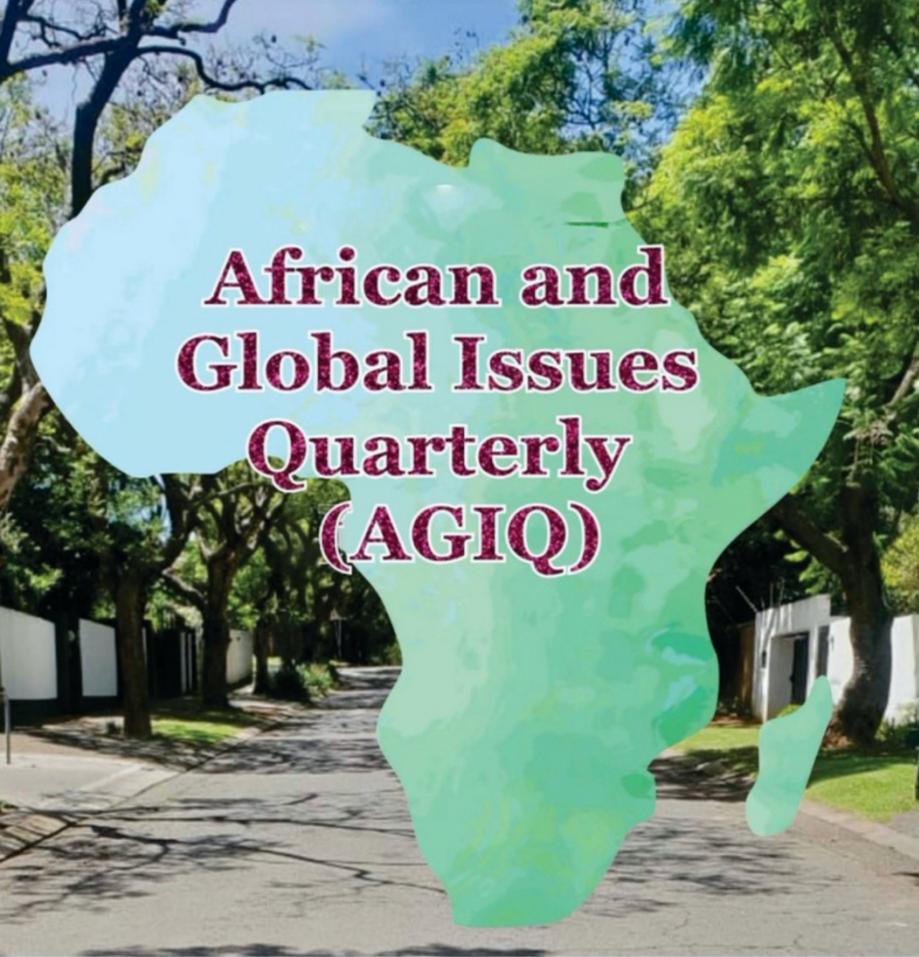


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### **Aim & Scope of the Journal**

The journal of African and Global Issues Quarterly (AGIQ) would re-engage the multiple lingering challenges within the African discourse with a view to adopting most appropriate means of addressing Africa's growing challenges within regional and global contexts. Hence, the journal would achieve these goals by providing a robust platform for intellectual engagement and stimulation among scholars, academicians, diplomats, security experts, administrators, and even policy makers.

The journal of African and Global Issues Quarterly (AGIQ) is a double-blind review and open access journal with a focus on publishing original research articles, scientific and theoretical research, conceptual and empirical works, case studies, comparative studies, field work reports and review which touches around the thematic field of core African emerging issues within the context of global interaction. The journal would encourage submission of articles across the sub-discipline of Political Science, International Relations, Security Studies, Economics, Geography, History and Diplomatic Studies, Sociology, Psychology, Peace and Conflict Studies, and History.

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## **Editorial Note**

Despite a series of initiatives within and outside Africa to address the problem of human insecurity and sustainable economic development, the region still grapples with a lot of growing internal challenges. These challenges have been blamed for the continent's lack of peace and development. To this end, there are ongoing concerted efforts from all key sectors, including academia. Thus, in this volume, Arinze Ngwube, Kelechi John Ani & Olawale Yemisi looked at the Prospects and Challenges of Community Policing in Nigeria. Nwadike Gerald Chimezia Ijeoma Genevieve and Anikelechi examine the likely effects of immigrants on Wage and Cost in the Nigerian Construction industry between the periods of 1980- 2020. Then, Nebeife Ifeoma Cassandra explored the Education and Human Capital Development with a critical reflection on the Tsitsi Dangarembg's nervous conditions. While, Joseph Chinedum NWANNE concluded by looking at the interface that exists between the political economy of federalism and marginalization in Nigeria. Accordingly, these aforementioned studies have proffered some forms of possible or likely recommendations that could be relied upon in addressing the core challenges facing development on Africa and especially in Nigeria.

While these recommendations are not exhaustive on addressing responding to the problem of human insecurity and development challenges across the region, they have succeeded in contributing a significant step in the unending quest for sustainable development across Africa.

Sincerely,

Nicholas Idris ERAMEH, PhD

The Nigerian *Institute of International Affairs* (NIIA)

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**PROSPECTS AND POSSIBLE CHALLENGES OF COMMUNITY POLICING  
IN NIGERIA**

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**Abstract**

The quest for a crime free society has been a major preoccupation of nations as the absence of crime would create a peaceful atmosphere for socio-economic development of the society. Crime prevention has thus become a major concern for both individuals and communities. Nigeria is experiencing security challenges ranging from kidnapping to armed robbery banditry, farmers-herders clashes and other crimes since the Buhari administration. These security challenges have left in their wake hearty causalities and unprecedented destruction of properties. This has raised serious debates among scholars, policymakers and civil society stakeholders on the need to adopt community policing in addressing the security challenges in the polity. It is the direct involvement of local population and government in the grassroots for protection. It is a model which is open to public scrutiny in improving the quality of the protection of the people. Even with the best of intentions in fast tracking it's fully realization, however community policing faces new myriad challenges in the form of manpower, finance, the requisite political will to translate intentions into concrete reality. It remains the duty of government to provide an enabling environment for the populace to fulfill her potentials and the absence of this pose a threat in the polity of the country. Hence the reintroduction of Community policing under the Buhari administration needs to be commended. This paper will rely essentially on secondary data involving books, journals articles on the subject matter under review.

**Keywords:** Community Policing, Security, Nigeria.

## **Introduction**

The mission for a crime free society has been a major concern of nations as the absence of crime would create a beneficial atmosphere for socio-economic development of the society. Crime prevention is a major concern for both individuals and communities. Crime prevention is the actions taken to deny the commission of acts contrary to peace and stability of a society. However enormous resources are spent on measures to apprehend and punish offenders, and to reduce the likelihood that offences will be committed in the future. In respect of these efforts, crime still poses a formidable challenge to societal security. Policing is important because its absence creates conditions for crimes to thrive which invariably affect national security.

Policing is about the prevention of crime and maintenance of law and order in the society. However, the Police, as a state agent, are established to maintain law and order as well as to ensure the security of lives and property through effective policing. Section 214 – 216 of the 1999 Constitution of the Federal Republic of Nigeria (CFRN) as amended established the Nigeria Police Force (NPF) as the agency tasked with the responsibility of maintaining law and order. The NPF is employed for the prevention and detection of crime, the apprehension of offenders, and the preservation of law and order. It is also charged with the protection of property and due enforcement of all laws and regulations with which they are

directly charged. To this end, the Nigerian police have been trying to do its best in maintaining law and order in the country based on the traditional way of policing. The traditional policing is premised on fighting crimes thereby lacking the ability to detect and prevent crime from taking place.

One of the ways by which crime could be prevented is through the involvement of the community in policing. The inability of traditional policing to prevent crime in Nigeria influenced the decision of the Federal Government of Nigeria and Nigerian Police Force leadership to reintroduce the concept of Community Policing. The reintroduction was to reduce crime. However, crimes like robbery, murder, kidnapping, arson, terrorism among others have been on the increase. The purpose of this chapter therefore is to examine the Implementation of how Community policing will help in reducing crime prevention in the Buhari administration. This paper is divided into five parts Conceptual Clarification, Secondly Background to the formation of Community policing in Nigeria, thirdly Reintroduction of Community policing under the Buhari Administration Fourthly Challenges Fifth Prospects Lastly Conclusion.

## **Research Methodology**

The paper adopted qualitative methods which involve argumentative, critical analysis. The research will obtain relevant and available data from secondary sources. Data was deployed for the task of understanding the

problem under consideration. The paper also explored and critically analyse scholarly journals, information openly available online and other social media sources.

### **Conceptual Clarification**

In order to understand this paper, it is imperative the reader understand the terminology used throughout this chapter. Therefore, the section defines the critical term used. The notion of “Community Policing” stems from the argument that government alone cannot provide all the need requirements of descent living and security of life and property. This calls for collaborative efforts by different communities. This was born out of the understanding that people’s security is the best form of security and such could complement the role of government in securing lives and property. The US Department of Justice defines Community policing as a policing philosophy that promotes and supports organizational strategies to address the causes and reduce the fear of crime and social disorder through problem solving tactics and Police-community partnership. This definition states that community policing is essentially a philosophy (a way of thinking), and what is very critical in it is the partnership between the police and the citizens. Trojanowicz and Bucquerouz (1991) defines Community policing as” a philosophy and an organizational strategy that allows the community and the police to work closely, to solve the problems of crime... and improve the overall quality of life in the

community.” The essentials of this definition are that the Police and the community work closely to combat crime, and improve living conditions of their community. Improvement in the living conditions of the community members will reduce the urge to commit crime among the people. Despite the importance of community policing to the security needs of the contemporary world, Reiner (2000) logically presented more or less a major critique of this development.

For example, Reiner (2000) argued that by virtue of the tactical disposition and nature of manner associated with the police work, there are inherent tendencies that police work would fall prey to political influence. Reiner (2000) however argued that police should not be politicized even in the face of the prone operational uniqueness of the police organization and governance.

Similarly, Rooyen (2001) regarded community policing as a philosophy and strategy which is based on a partnership between the community and the police to find creative solutions for contemporary community problems crimes and other related matters. Miller and Hess (2002) defined Community Policing as a belief that working together, the police and the community can accomplish what neither can accomplish alone. Community policing is a collaborative effort between the police and the community that identifies problems of crime and involves all elements of the

community in the search for solutions to these problems.

In the same vein, Wroblewski and Hess (2003) Community policing is an organization- wide philosophy and management approach that promotes community government, and Police partnership; proactive problem solving and community engagement to address the causes of crime and other community issues. They also noted that: “the essence of community policing is to return to the day when safety and security are participatory in nature and everyone assumes responsibility for the general health of the community – not just a select few, not just the local government administration, not just the safety forces, but absolutely everyone in the community.

According to Cheurprakobkit and Puthpong Siriporn (2005:287) an earlier study of Community policing conducted by the San Diego Police Department lends credence to the importance of two components of community policing: Police-citizen partnership and problem solving. The study as reported found out that there are much stronger ties between the police and the community members. Ehindero (2006) defines Community policing as a specific direction of policing based on a close co-operation between Police and community and also aimed at effective solution of community problems. Even though the concept of Community Policing is not new, its philosophy, principles and operational practices have been

present in various degrees within policing for centuries. The outcomes of Community Policing are largely determined by some key elements of the concept. Some of these include structure, management and information.

Cordner (2007) argued that for community policing to be effective, police institution must appreciate the underlying opportunities embedded in partnering with the public. The Police institution is structured to ensure that they support and facilitate implementation of the philosophical, strategic and tactical dimensions of community policing. For example, Ikuteyijo and Rotimi (2012) express their view on the role of community in creating a safe and secure environment for the community. International Association of Chiefs of Police (2014) notes that the philosophy of community policing promotes organizational strategies that support the systematic use of partnership and problem-solving techniques to proactively address the immediate conditions that will give rise to public safety issues such as crime, social disorder, and fear of crime.

To buttress this point further even in recent times, there was an official policy statement credited to the president FGN Muhammadu Buhari reiterating the concern of the government of Nigeria to give priority to community policing on the nation's security agenda, Buhari stated thus:

*Today's event represents a significant step in the effort of the new government towards redefining the policing and national security arrangements for our country. The significance of the event lies in its potential to galvanise community support and secure citizens consent for the Nigeria police in advancement of their crime prevention and detection mandate. As stated in my inaugural address, we intend by the end of our year tenure to attempt to erect and maintain an efficient, disciplined, people friendly and well compensated security architecture. Effective policing of a society is dependent on the level of security consciousness of citizens and the strength of the understanding that exists between the policing Agencies and the communities explains why it is generally acknowledged that no police force in the world, no matter how well motivated equipped or trained can successfully operate without the acceptance and support of various communities. The need for community input to policing and crime management in Nigeria has even become imperative considering our current national security challenges in which kidnapping, armed robbery, murder, transnational crimes, terrorism and other organized crimes have evolved to threaten our national values and overall progress as a nation (President Muhammadu Buhari, 2015).*

In the light of this speech coming from the president during his first tenure, it served as a pointer to the urgent need to foster collaboration between the

police and the public in the reduction of crime in Nigeria. The presidential remark sound convincing at that particular period in time. This event was not the first time of its kind in giving priorities to police community partnership in the country. However successive administrations have also taken similar steps which have not seen the light of the day. In other words community policing is a philosophy that promotes organizational strategies that support the systematic use of partnerships and problem solving techniques, which proactively address the immediate conditions that give rise to public safety issues such as crime, social disorder and fear of crime, perhaps ,the inference that can be distilled from these definitions is that community policing, unlike the authoritarian and autocratic character and top down approach of traditional policing is democratic, participatory and consultative and bottom top in approach which is why it is referred as democracy in action (Aniche, 2018).

### **Background to the Formation of Community Policing in Nigeria**

The practical steps for the promotion of police community relations started with the Babangida administration. He gave the approval for the police community relationships consultative committees and vigilante groups (Alemika and Chukwuma, 2003). NPF to get closer to the people was through the Police Community Relations Committee (PCRC). The PCRC was set up in 1987 in response to the poor perception of the NPF (Zuokumor, 2007). It was set up in all Divisional

Police Stations to enable the NPF and the public interact regularly in the fight against crime. Also, the Police Complaints Bureau/Human Rights Desk (PCB) was opened in 2003 to shore up the image of the NPF (Zuokumor, 2007). It was aimed at allowing members of the public to report incidents of misconduct by the police officers for internal investigation in each State Police Command. It was later extended to all Police Stations in Nigeria.

According to their position, the eagerness for the adoption of the western –style community policing was stimulated by the publication in 2000 of a report by the Centre for Law Enforcement Education (CLEEN). The Nigerian based non-Governmental organization raised concern for the need for a mechanism that could facilitate police and civilian interactions. These efforts were to enhance the effectiveness of crime fighting strategies in Nigeria. The return of Nigerian to democratic rule marked the beginning of government efforts in bringing the tenets of community policing. The democratic periods in Nigeria have also witnessed an increase in the perception of various form of crime and fear (Dambazau, 2007). There have been wide beliefs among security stakeholders that traditional methods of policing could hardly put the trend of crime and insecurity under control. Consequently, the Nigeria's security justice and Growth and as overseen by the UK Department For international Development have concerted efforts to

commence the police public partnership project of the policing institutions in Nigeria (UK DFID British Council and SJG, 2010). The significance of this is based on the fact that it is considered a major western export to Africa and it incorporates along with it some elements of democratic values and techniques that must be properly transmitted and imbibed even though the complications it carries makes it natural prone o manipulations by those who hold keys of its implementation (Hill, 2012:740).

The initiative to officially introduce Community policing in Nigeria was taken by the Obasanjo administration in 2004. The administration in its quest for an effective, efficient and people-oriented Police that could deliver quality security service to Nigerians took keen interest in the strategy. This was a fall out of a government delegation's visit to Houston, USA in 2003 where Nigeria discussed the strategy with the Mayor of the city (Zuokumor, 2007). The then Inspector General of Police (IGP), with some officers and members of the Civil Society also went on a study tour of Houston. Another team of senior Nigeria Police Officers later went on a study tour to the UK to observe how community policing works in that country (Dickson, 2007). The model of community policing adopted by the NPF was the Pilot Division Model. The model has integrated many policing concepts into a fully functioning model of Community policing (NPF, 2011). These include

the policing excellence model; neighborhood policing, intelligence-led policing, conflict prevention and student-centered problem-solving training approaches. According to the mission statements of the Nigeria police force the resolve of the Nigeria police Authority opines that community policing as a strategy for crime prevention and controls was informed by the conviction that its philosophical prescriptions and tenets could satisfy the requirements for enhanced service delivery and the need for community members to work in partnership with the police.

The programme was funded by the UK Government's Department for International Development (DFID) and managed by the British Council until March 2010 (NPF, 2011). It was designed to enhance access to and quality of safety, security and justice for the poor. To achieve its aim, the SJG personnel worked in close partnership with key institutions such as the NPF, IPS (vigilantes) and Civil Society Organizations. On 27 April 2004, Community policing was formally launched in Enugu State by the Obasanjo administration with the aim of transforming the culture and organization of the police, improving the Police relationship with the citizens, and the quality of security service delivery. The community policing project had six key components. These include creating awareness of community policing in the NPF and wider society, introducing intensive skill development and leadership training of local Police

Officers, examining Police structure and organization.

Dickson (2007) has claimed that the official adoption of community policing strategy by the Nigeria Police authorities in 2003 was aimed at keeping crime and criminality to a minimal level. In the view of Dickson (2007), since 2002 and 2004, community policing programme embarked upon by the government of Nigeria had its goal focused on transforming the culture of the Nigerian police and its organization through community-based policing and partnership. The project point of emphasis was to engender what is termed as a culture of excellence in service provision, a deep sense of accountability on the part of individual officers in terms of their performance community policing. Culture transfer in Nigeria was largely seen to be a process of modernization rooted in the Western societies of Britain and America (Brogden, 2005:76). The ultimate goal is improving safety of life for the Nigerian people as well as the security of their valuable property.

Others are reviewing training curricula and methodologies of the Police, developing intelligence-led policing and the use of new technology and finally, reviewing legislation and procedure (NPF, 2011). In 2008, the NPF promulgated the Force Order 291 which gave formal recognition to community policing in the force. The encouraging results of the Enugu State experiment led to the extension of the concept to Kano, Ogun, Ondo, Jigawa

and Benue States in 2006. The SJG concluded its programme in March 2010. During the 8 years of implementation by SJG, training, coordination, organisation of seminars/workshops as well as the operation of the concept was funded by the British Government. Adequate logistics were also provided which made the concept to be extended to 18 States of the Federation as at 2010.

Since the departure of the SJG, funding of the concept has been inadequate. The commitment towards the concept by the Police hierarchy despite the promulgation of Force Order 291 has also dwindled. The Force Order 291 was an administrative instruction that was not binding on anyone thus bringing to fore the issue of legal framework. This is also compounded by the inability of some government and elected officials to cooperate and assist the Nigerian Police in the performance of its statutory functions. However, one form of community policing is being practiced in all the States of the Federation including the Federal Capital.

### **Community Policing under the Buhari Administration**

Nigeria is politically charged and bereft of safety and security is an understatement. Terrorists are competing for who can surpass the other in wanton destruction of lives. Drums of separation are on the increase among various ethnic groups. Kidnapping once restricted to the Niger Delta has made travels with the exception of air a harrowing

experience in different parts of the country. Banditry especially in the North east of the country is on the increase. This threat has had attendant negative consequences on human, economic and overall national development (UNDP, 2020). These internal security challenges have created threats to our corporate existence and shared communal values. It has been observed that the polity experiencing situations in which simple disagreements become politicized along ethnic and religious lines by vested interests. This has generated into divisible and hate campaigns destroying our common heritage. Each day in Nigeria brings us new challenges of a magnitude capable of causing mental crises for those in the inner sanctum of national security planning and management. These have been the crux of much debate with the pendulum swinging from both internal to external handlings of the country's interest.

In January 2018 the committee on True Federalism of the All Peoples Congress (APC) submitted its report. One of the recommendations of the committee was the devolution of power to state by the Federal government which involves more than thirty items on the concurrent legislative list of the 30 items list. It is noteworthy that the police and community policing topped the list. Experience has shown that societies with effective policing system have the highest level of internal security as exemplified by countries in Europe America and Scandinavian regions. In the past our community always kept

tab on the movement of strangers and informed authorities of the presence of such people. This helped local policing authorities in the monitoring of individuals concerned and criminality as the case may be.

One understands the presence of a robust partnership between the community and local policing authorities guard against any internal security threats. The communities had trust and confidence in the ability of local policing authorities in protecting and volunteering information. As a result, local community security issues were nipped in the bud and not allowed to develop into national internal security challenge. Recent data from the National Bureau of Statistics indicate that the rates of crime and criminality have not only increased in the least one year, but are likely to further rise with the increasing rates of unemployment and underemployment (National Bureau of Statistics 2020)

For Instance, Nigeria's unemployment rate jumped from 23.1% in 2018 to 27.1% at the second quarter of 2020; indicating that as 21.7 million Nigerians are unemployed. Quoting a published report, The Premium times of 13 February 2020 reported that as many as 3188 people lost their lives between January and December 2019 due to violent incidents which include gang wars, clashes, extra-judicial killings, resource crises, kidnapping and Boko Haram/ISWAP attacks. The source further stated that 2707 out of the number of deaths were those of civilians, while 481 belonged to

security agents. The duty to protect citizens is the basis for legitimacy for any state or government. However, the reserve is the case. Even these are many factors responsible for the security crisis in the nation; a major cause of the crisis is governance vacuum. However, Nigeria has too many pockets of governance vacuum. Kukah (2020) expressed his thoughts on the absence of governance vacuum. This leads to poverty perception of marginalities and anger the result of which is the insecurity that pervades the polity. It is also disturbing too despite the number of security agencies the country has. One expects them to have been able to collaborate and pooled manpower and logistics together. This would have created a peaceful atmosphere for the polity. The worsening security situation in the polity prompted the Buhari administration to reintroduce community policing, which the citizenry has been clamoring for a long period of time. The government approved the sum of N13.3 billion for the take-off of the scheme under the Inspector General of Police (IGP) Mohammed Adamu. The implementation committee had been inaugurated in all states and the recruitment of operatives have commenced (TVC, 2020, Daily Trust, 2020; Channels Television, 2020). Scholars of the opinion that community policing was long overdue because the country is grossly under policies (Arisukwu and Okunola, 2013; Ibrahim *etal* 2016; Ordu and Nnam, 2019). The Nigerian police boast of only 400,000 staff to police

200 million people and a territory of 923,768km.

Former Inspector General of Police Ogbonna Onovo (2010) discourse on the central objective of policing was the provision of an atmosphere in which the police and law-abiding citizens can work in partnership in solving problems; share resources; prevent crime; promote interagency collaboration bring offenders to justice, reducing conflict and improving overall quality of community life. Consequently, community policing is in everyone interest as it enables a peaceful secure and investment friendly environment that promotes the development and improve livelihoods. Suleiman (2020) assertion on community policing is based on the following key principles; it relies upon the partnership between the police and their communities; it requires police to be committed to high –quality service delivery and emphasis that appropriate skills, attitudes and behavior. Police officers must develop and maintain high quality service delivery. He expands further that community policing requires the involvement of the police in our communities in mapping out their strategies. It also entails the adoption of a proactive problem-solving approach. The Inspector General Police made us to understand the rationale for reintroduction of Community policing was due to the recent upsurge in crimes across the states of the federation and FCT saw the urgent need in implementation of community policing. He made mention

of recent incidents of armed banditry, kidnapping and armed robbery most especially in Kaduna, Niger, Kastina and Zamfara states reinforced the need for community policing across the nation. He made mention of the plan which will involve setting up of community policing (CPCS) at the ward, local government and state level including the Federal capital territory. It is expected that the committees are identify credible and suitable citizens from across each locality for appointment as special constables who will serve as community policing officers.

There is no gainsaying the fact that community policing will strengthen the police capacity in intelligence gathering and crime control at the grass root. It offers myriad of opportunities depending on how it is structured and applied. The crucial issue is how it can retain relations and promote community action against crime and conflict.

### **Possible Challenges of Community Policing in Nigeria Political Will**

Political will is an issue as regard the full implementation of Community policing in Nigeria. Political will is the provision of the right atmosphere by the authority to enable the Police performs its constitutional role without hindrance (NPF, 2011). Political will enhances the good working relationship of the Police and law-abiding citizens to solve problems, share resources, prevent crime, bring offenders to justice, reduce conflict

and improve the overall quality of community life. According to Ikuteijo (2020) the full implementation of Community policing requires strong political will on the part of the various governments in Nigeria to enable the Nigerian police to achieve the desired aims of the concept. The political will to allow the police to investigate corrupt officials, allow the citizens to know how their funds are being spent, provide justice for the oppressed and create favorable conditions for economic development and curb corruption. He further reiterates that lack of political will on the part of elected officials to allow the Nigerian police to perform its constitutional responsibility without hindrance has been one of the challenges militating against the effective implementation of Community policing in Nigeria.

The need for political will that would enable the Nigerian police to be neutral in the performance of its constitutional functions is a benchmark for the successful implementation of community policing. The role of government, Police and community is essential in ensuring a crime-free society. This could be achieved through the provision of good governance in order to sustain the socio-economic transformation for stability, survival and prosperity of Nigeria which are ingredients for peaceful coexistence among the citizenry.

### **Legal Framework**

Legal framework poses a challenge in the full implementation of Community

policing in Nigeria. The legal framework for the establishment of the Nigerian Police Force (NPF) is enshrined in Section 214(1) of the 1999 Constitution of the Federal Republic of Nigeria. The functions and roles of the Nigerian Police Force (NPF) are further outlined in Section 4 of the Police Act, CAP 19, Laws of the Federation of Nigeria, 2004. The Act expressly stipulates the duties of the NPF as the prevention and detection of crime, the apprehension of offenders, the preservation of law and order, the protection of lives and property and the enforcement of all laws and regulations with which they are directly charged. Despite the constitutional provisions of the Police Act, there are several other laws enacted by the Nigerian National Assembly (NASS) to enable the NPF to perform their duties. These include Criminal Procedure Code, Crime Prevention Act, the Nigeria Terrorism (Prevention) Act, 2011 among others.

The reintroduction of Community policing requires the backing of law. The Nigerian Police promulgated the Force Order 291 which gives formal recognition to the concept of community policing. The Force Order 291 is only an administrative order; it is not binding on the Nigerian Police leadership. The Order did not spell out the responsibilities of the community which is one of the criteria for the successful implementation of the concept of Community policing in Nigeria. It did not make it compulsory for successive Inspector General of Police to ensure the continuous

implementation of the concept. The present arrangement did not provide room for the leadership to be held accountable for non-implementation of the concept. It is expected that a legal framework should spell out the modus operandi of community policing.

### **Police and Community Partnership**

Partnership between the Police and community presents a critical issue when it comes to the implementation of Community policing in Nigeria. Partnership is an obligatory relationship between the Police and the community. Partnership recognizes the basic truth that the Police cannot do it alone. The global practices recognized the need for cooperation with the community and have encouraged members of the community to come forward with crime information. The Police no longer view community as a passive presence connected to them by an isolated incident. The community's concerns with crime and disorder become the target of efforts by the Police and the community working together. Partnership when fully implemented will become an essential element for problem solving. This will help to reduce problems by addressing their immediate causes.

Police and community partnership present certain expectations by the latter. For example, according to Okoroafor, the community would want the Police to be unbiased, neutral, objective, evenhanded and fair in handling them. However, the Nigerian Police is still suffering from the decades of reactionary policing. The

Nigerian would need a holistic reform to convince the community members to appreciate partnership. The community still finds it difficult to trust and partner with the NPF because of their past records.

### **Finance**

Funding is another issue involved in the implementation of Community policing in Nigeria. Policing requires enormous resources for effective and efficient crime management. According to Ikuteyijo the concept of community policing which entails Police-community partnership requires the Police to solve the problems of the community with adequate funding. Nigeria being a very vast country requires the presence of the Police in every nook and cranny of the country for effective crime prevention.

Material input in terms of funding and equipment such as crime-prevention, detection and investigation are needed for effective implementation of Community policing. Others include traffic-control and accident-prevention, communication, data-gathering and research. Community policing sections in each of the State Police Commands require huge sums of money to meet their demands. Vehicles, communication equipment, intelligence gathering equipment and others, are required to enhance the success of the concept, but these are lacking due to low budgetary allocation.

In 2012 the NPF received the total sum of Three Hundred and Eight Billion, Four Hundred and Seventy-Four Million, Two Hundred and Forty-One Thousand, One Hundred and Fifty-Three Naira (N308.47bn) which Forty Million, Six Hundred and Forty-Seven Thousand, Eight Hundred and Seventy-Two Naira (N40.6m) was budgeted for community policing (Officer One,2020). In 2013, the NPF also received the sum of Three Hundred and Eleven Billion, One Hundred and Fifty-One Million, Three Hundred and Sixty-Six Thousand, Two Hundred and Twenty-One Naira (N311.15bn) out of which the sum of Sixty Million Naira (N60m) only was budgeted for the implementation of Community policing (Officer One,2020).

In the 2014 Budget, the NPF was appropriated Two Hundred and Ninety-Two Billion Three Hundred and Fifty-One Million, Eight Hundred and Twelve Thousand and Eighty-Five Naira (N292.35bn) out of which Thirty-Nine Million, Two Hundred and Nineteen Thousand, Five Hundred and Twelve Naira (N39.2m) was for community policing (Officer One,2020). Poor budgetary allocation for the concept did not allow for the full implementation of community policing for crime prevention in Nigeria. Therefore, funding is an important factor in the implementation of community policing for crime prevention in Nigeria.

### **Prospects in Enhancing Community Policing in Nigeria**

### **Political Will**

The Nigerian Police understands the image of the police succeeding on community policing. The Nigerian police have embarked on serious campaign for the rank and file in ensuring that live above board in the discharge of their duties. Government on their part has embarked on reforms which will form the norms of policing in the county. The recent police Act signed into law is an example. The existing curriculum in various police training schools, colleges and academic are been redesigned enhanced and tailored in tune with dictates of community policing. These would help to reduce the crime rate in the country. There is therefore the need for government at all levels to provide the necessary political will that would guarantee good governance thus reducing unemployment and criminality in Nigeria.

### **Finance**

The importance of finance in the policing of a country cannot be over ruled. It is vital in the implementation of Community policing in Nigeria. Community policing from inception, had been funded by DFID of the United Kingdom which provided the initial funding of Thirty-Seven Million Pounds Sterling (£37m) (DFID,2010). The funding by the Department for International Development (DFID) continued until March 2010. However Nigerian Police began to directly fund the programme from its annual budget. Based on this, the sum of Forty Million, Six Hundred and Forty-Seven Thousand, Eight Hundred and

Seventy-Two Naira (N40.6m), Sixty Million Naira (N60m) and Thirty-Nine Million, Two Hundred and Nineteen Thousand, Five Hundred and Twelve Naira (N39.2m) were provided for community policing in the Nigerian Police budgets for Year 2012, 2013 and 2014 respectively. However, Thirteen Billion has been budgeted for community policing in 2020.

The increased budgetary allocation for 2020 would help to introduce the concept to other Police Divisions. It would also encourage the NPF leadership to be more committed in the implementation of COP for crime prevention in Nigeria. The increased funding for community policing in Nigerian Police budget is therefore a prospect for the successful implementation of community policing in Nigeria.

### **Legal Framework**

Thirteen years, the Nigerian Police promulgated Force Order 291 which gave formal recognition to community policing in the force. This is a prospect that would make the programme to be sustained. The Force Order made it possible for funds to be appropriated for community policing as part of annual budget for the Nigerian Police. In addition, the Order is an indication that community policing has been formally adopted as a crime prevention strategy for the force. However, the full commitment of the NPF leadership would be required to enable the concept of COP succeed in the prevention of crime in Nigeria. The bill for the adoption of the community

policing scaled second reading in the senate on February 2020. The bill was to repeal the Nigeria Police Act Cap Laws of the Federation 2004 and to enact the Nigerian Police Act 2019. The bill tends to shift from the traditional police system to a community participatory policing where citizens in their respective communities brought closer to the police in the prevention, detection and resolving of crimes.

### **Police and Partnership**

However, some efforts have been made to integrate community policing strategies within the Nigerian Police practice. Partnership between informal policing groups and the Nigerian police have been encouraged to ensure better provision of security in the country. The Nigerian police see the importance of registration and cooperation of informal policing groups like the vigilante groups for effective crime prevention. The Police no longer see the informal policing groups as rivals but rather as partners in progress. It is expected that successes will be recorded with the integration of strategies of community policing. Integration of Community policing strategies by the Nigerian police is a prospect for Community policing in crime prevention in Nigeria.

### **Conclusion**

The efforts of the Nigerian government under the Buhari administration in reintroduction of community policing clearly stated in the chapter and the fact speak for itself. There is no doubt

that community policing has been a bold initiative. However, the challenges have been identified and must be addressed in ensure effectiveness and efficiency in adoption of community policing. Nigerians are of expectation that our leaders will take a strong stand in addressing insecurity in our polity. One can see the effort taken by government Nigeria towards building structures and mechanisms that will guide in dealing with insecurity.

Nigeria needs to seriously enlighten her political leadership and take decisive and necessary action without which the challenges of ensuring successful implementation of community policing will not be achieved. The implementation of Community Policing will making a positive contribution if it is entered with a very clear understanding of the different tasks that it expects to perform and the difficulties that it is likable to face in the future

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**EFFECT OF IMMIGRANTS ON WAGE AND COST IN THE NIGERIAN  
CONSTRUCTION INDUSTRY 1980-2020**

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**Abstract**

This study examines the effects of immigrants on wage and cost in the Nigerian construction industry, from 1980- 2020. The objectives are to; examine the effect of immigrants on wage in the Nigerian construction industry, ascertain the effect of immigrants on cost in the Nigerian construction industry and investigate the impact of immigrants on the Nigerian construction industry growth and performance. The study employed the econometric and statistical techniques; Augmented Dickey-Fuller (ADF) and Phillips-Perron (PP) tests, Co-integration Test, Vector Error Correction Model (VEC), Impulse response analysis in VEC models and Granger Causality. Based on the above econometric and statistical techniques conducted, it was observed that there is a significant effect of immigrant's on wage in the Nigerian construction industry. Our results indicated significant positive effect of immigrants on cost in the Nigerian construction industry within the sample period. Furthermore, there is significant effect of immigrants on the Nigerian construction industrial growth performance and bidirectional nature of causality relationship between the variables in the model within the sample period 1980-2020. The empirical results do support that increase in the supply of labour resulting from immigrant's, caused wages decline in the Nigerian construction industry and as well, support that the cost of building decreased as result of increase in stock of immigrants' labours that leads to 21% decrease in cost in Nigeria construction industry. Based on these findings, the researcher recommends that; Yes wage for native's worker in the construction industry declined by a relatively small amount, the societal effects of reduced wages and prices for all purchasers should be considered in the conversation. The construction industry should uphold the fact that these immigrant's laborers are substitutes for native's worker in the construction industry, yet it doesn't avoid the likelihood that they are supplements also. Nigeria construction industry should take advantage of presence of the immigrant's workers, and expatriates' companies in the industry to gain transfer of knowledge and advance in the construction technical knowhow.

**Keywords;** Effect, Immigrants, Wage, Cost, Nigerian and Construction Industry.

## **Introduction**

Worldwide integration has resulted in the movement of people from one country to another and from one region and continent to another. This has also resulted in the exchange of goods and services and cross-pollination of ideas across regions. The reason for the movement of people is to seek for better opportunities which are not hitherto available in their own country. The International Organization for Migration (IOM), estimated that the immigrants that are in Nigeria has almost tripled in the last 20 years, from 477,135 in 1991 to 971,450 in 2005, 920,118.00 in 2010 having 41.99% increase from 2005, 1,199,115.00 in 2015, with 30.32% increase from 2010, then 720,958 in 2017 and 1,011,158 in 2018 having 40.25% positive growth from 2017, 54,157.00 in 2019 with 55.95% decrease from 2018 and 66,056.00 in 2020 with 21.97% increase from 2019 (IOM, 2019). The number of immigrants has increase to 1.3 million in 2021 (United Nations Development Programme (UNDP, 2021).

This study draws focus especially for the highly skilled immigrants working with the Nigerian construction industry. According to the most recent data, immigrants are significantly overrepresented in occupations like general managers (2.73%), corporate managers (0.89%), and professionals (0.43%), but less so in administrative positions like customer service clerks (0.21%). The majority of immigrants employed as professionals, technicians, and similar jobs are from

Europe and Asia countries having 47.37% of the immigrant's population in Nigeria. Immigrants are active forces shaping new realities and related societal reactions both at home and in host nations, in the broadest sense (National Manpower Board, 2019).

10 years after Independence, there was an "oil boom" that increased demand for construction services as well as building activity. Foreign businesses have dominated the industry since the 1960s and 1970s, generating revenue for the government and jobs for the general public. There are problems to the fact that these enterprises usually import resources and even skilled labor rather than using locally produced products and promoting local content. The construction sector's post-rebasing statistics paints a significantly more upbeat picture since more recent building activity have been included and prices have been suitably deflated. The amount of operations carried out across all economic sectors in Nigeria has significantly changed throughout time. The actual GDP for the year 2010, which was N54, 612,264.18 million, was boosted by the construction industry by N1, 570,973.47 million, or 2.88%. In 2011, the construction industry had growth of 21.30%, reaching N1, 905,574.90 million. In 2012, the construction business had a closing value of N2, 188,718.59 million due to a 14.86% decrease in its growth rate; as a result, its contribution to GDP that year was 3.05%, or N1, 989.46. While the real GDP was increasing by about 3 to 4 %

against each of the followings years; 2013, 2014, 2015, 2016, 2017, 2018, 2019 and 2020 were recorded as N63,218.72, N67,152.79, N69,023.93, N67,931.24, N68,490.98, and N69,810.02 million respectively. These figure records construction sector's percentage share to GDP were as; 2.78%, 2.61%, 2.53%, 2.69%, 2.52% and 2.67% while real values were N2,272.38, N2,568.46, N2,680.22, N2,520.85, N2,545.99, N2,605.29, N2,652.54 and N2,448.72 million respectively (CBN, 2020).

Unexpectedly, the research does not address a similar set of critical questions: Do immigrants aid the Nigerian construction sector, and if so, where do these advantages originate from? The lack of any thoughtful discussion of the benefits of immigration is perplexing since costs and benefits must be weighed carefully before we can determine whether immigrants are advantageous or disadvantageous for the Nigerian building sector. As a result, immigration increases the market's size. It can bring about a variety of new interactions between employees and businesses, allowing for the free acquisition of information by both parties. Because of this, the external influences brought on by immigration may result in rising returns on the total output even when production technology at the firm level has constant returns to scale, (Mathew, 2016). Meanwhile, the microeconomic objectives focus on price, cost, and economic unites, the current international trading global

development has been concerned on immigrants stocks and it effect or influence in the residing country.

Over the years in Nigeria, mainly the federal government has majorly financed contract on construction infrastructures. Thus, construction contract value approved by the federal executive council (FEC) and financed by Nigeria's Government for year 2010 to 2018 runs in billion is of naira. The total expenditure for the 2010 was N3, 525.10 billion, given 57.09% to construction works contract, with real share value of N1, 619,244.84 billion. Meanwhile, the total expenditure increased to reach N3,841.70, N4,004.46, N4,043.06, N4,368.64, N4,892.36, N5,762.70, N7,138.90 and N5,675.20 billion's of Naira in the following years; 2011, 2012, 2013, 2014, 2015, 2016, 2017 and 2018 respectively. The total expenditure increased for the 2011 to 2018 resulted to 195.9%, 83.3%, 92.19%, 116.3%, 114.6%, 98.67%, 119.4% and 150.17% respectively to contract on construction works with real share value of N5.557289155 N2.080929763, N2.280203608, N2.662155728, N2.342427785, N1.712218231, N1.67252658 and N2.646074147 billion in Nigeria (Bureau of Public Procurement annual report, 2019 and Central Bank of Nigeria Statistical Bulletin, 2020). Meanwhile, the efficient and effective use of such resources in construction contracting operations in Nigeria has been controlled by large numbers of immigrant-owned expatriate enterprises with few indigenous

companies. The report also highlights the lack of human resources available to indigenous businesses for planning, designing, building, and sustaining the scale and number of government-conceived projects (Idoro, 2009).

The weakness of the home-grown Construction Companies in the early stage of construction sector in Nigeria which is characterized by wage, cost and time overrun, too much risk, construction management lapses and funding has shifted the sole responsibility of executing a civil construction and industrial work in the country to their foreign firms which come in with their immigrants owned labours. For instance, the record figure of foreign construction firm immigrants owned labours working in construction sector in Nigerian increased from 2010 to 2018 as; [154,835, 159,207, 165,380, 256,265, 320,625, 559,520, 378,413, 214,380, and 217,802] respectively. This has huge cost implications to both the Nigerian Construction Industry Sectors and the economy at large, which includes mainly capital flight, cost and wages. This underscored the need to investigate on the effect of immigrants on wage and cost in the Nigerian construction industry from 1980 to 2020 with following objectives; to examine the effect of immigrants on wages in the Nigerian construction industry, to ascertain the effect of immigrants on costs in the Nigerian construction industry and to investigate the impact of immigrants on the Nigerian construction industrial growth performance.

### **Literature Review**

The marginal theory of distribution states that a producer will never pay more for a factor of production than the value of its marginal product since doing so would increase his costs more than his revenue would increase. This gives us the marginal productivity theory of wages when it is applied to labor. Thus, the following arguments have led to criticism of this theory: (i) that it is too theoretical a concept, because it doesn't seem to match what actually occurs. (ii) It is typically impossible to determine the quantity or value of the marginal product of labor, or any other factor of production, in practice. (iii) The manufacturing process currently in use may be completely disrupted by the employment of one man more or one less. (iii) That the quality of the other factors of production used, particularly capital, has a significant impact on how productive labor is rather than only on its own effort and efficiency. (v) The hypothesis holds that an entrepreneur will hire less labor overall the higher the wage. Lord Keynes claimed that the theory was only applicable under static circumstances; hence lowering the wage rate during a trade downturn would not necessarily result in an increase in the demand for labor. In any event, perfect competition, a requirement that does not exist, is the only circumstance in which the marginal productivity of labor theory is relevant (Hanson (1972). A different strategy for addressing the issue of pay determination, according to Hanson

(1972), view salaries as a price for labor and thus, like all other prices, to be set by the interaction of market forces of supply and demand. With this, it is possible to conceive of factor markets as well as commodity markets, the price of a factor of production then depending on the demand for it in relation to its supply. Therefore, talking on wage, it is necessary to consider the labor market.

Nnadi and Alintal (2017) stated that construction industry refers to a much diversified sector that mostly comprises of craft, professional, and industrial services related to the construction, destruction, renovation, and maintenance of built environments. Construction markets frequently break down into three major sub-sectors: civil construction (such as building roads and bridges, water treatment plants, and other infrastructure), industrial construction (such as building oil and gas platforms and mining infrastructure), and residential and commercial construction (e.g., single-family dwellings, office buildings, condominium developments). From a professional, administrative, technical, and manual standpoint, the industry encompasses a bewildering diversity of job categories and skill sets, from carpenters, electricians, steel fixers, and general laborers to architects, engineers, and project managers. Additionally, the size, makeup, and market reach of construction firms can all be very variable. Arowajolu, Ankeli, Odewande & Olaniyi. (2013), argued that the large-scale flight of

people with technical skills or expertise, often known as "Human Capital Flight," is typically prompted by war, a lack of opportunity, political instability, or health dangers. Since immigrants typically take the portion of the value of the government-sponsored training with them, skilled labor migration is typically seen as an economic expense. It is similar to capital flight, which describes the same flow of monetary capital.

To Aremu (2008), skilled labor migration is not a recent phenomenon, but it has caused significant worry in recent years. Trained labor migration, as defined by the United Nations, is the one-way flow of highly skilled individuals from poor nations to industrialized ones that primarily helps the latter. According to Answers.com (2011), skilled labor migration refers to the departure of highly educated or bright individuals from a given nation. When a highly qualified professional decides to relocate to another country, he or she does so for one or more justifiable political or economic reasons, including the need for peace and security for themselves and their families, job satisfaction, education, better pay conditions, and a higher standard of living. Countries and centers of academic excellence that provide these attractions have attracted the most professional immigrants, who have in turn made significant contributions to humankind's scientific and technical improvement as well as to the economic success of their host nations. Many talented Nigerians were forced to leave the nation because of

the state of affairs in an effort to find more favorable climates where they could make a life (Anekwe, 2003). Gedamu, in his paper "Reasons and Consequences of Brain-drain" (Gedamu, 2002), breaks down the causes of brain drain into three categories: unemployment and low wages; political unrest in the home nations; and economic stagnation, as a result, people lose faith in their government and their chances for a better life in the future. In a piece titled "Brain Drain: Causes and Economic Consequences for Africa and the Evolution of Theories of Brain-Drain and Migration of Skilled Personnel, cited factors that contribute to skilled labor migration, including colonial history, economic and political failures, globalization, and integration of the global economy. Reaffirm that "the country that invests in human resources is not the one that enjoys the return of his investment," which is consistent with the aforementioned sentiments. In contrast, the receiving nation receives competent people without having to pay for their training, so it can budget for the West and help the wealthier western countries grow, which makes the rich nations richer and the impoverished ones poorer. Ezzeddine (2011) pointed out that high level of unemployment in the migrant home country in comparison to the host country constitutes incentive for labour to migrate to another country. Toksöz, Erdoğan and Kaşka (2012) gave five reasons why people migrate from home country to host country. They are: "(i) political unrest and turmoil in

the neighboring countries, (ii) relationships based on power and self-interest can equally led people to migrate alongside trade and finance, (iii) due to global economic inequality, labour supply and demand is not determined only within national borders but also beyond them, (iv) when the need for skilled labour arises, governments of nations are also encouraging regular migration of skilled labour and (v) high levels of unemployment and low income rates in the country of origin, personal debts, financial needs of families and seeking better life standards".

#### **Related research**

Emmanuel Tayo Adu, Anjiba D. Lamptey-puddicombe and Okonkwo, Chibuzo Steven (2020) studied on the Assessment of Factors Responsible for High Cost of Labour in Construction Projects in Uyo, Nigeria. The study employed field survey of 57 consultants, 44 contractors and 37 labour operatives is conducted with the aid of structured questionnaire. Data are analysed using mean score, one-way analysis of variance at 0.05 level of significance and Gabriel's post hoc test. The study reveals that the general economic climate, shortage of manpower, standard of living, transportation cost, distance and required skill are the first five significant factors responsible for high cost of labour of construction projects. The result also reveals that there is no significant difference among respondents' perception of the factors responsible for high cost of labour (p-value). The study recommends that

government should improve on the economy and be resilient in its efforts to diversify from hydrocarbon-based economy to other productive engagements in ensuring viable and sustainable growth of the economy for its citizenry.

Gui Ye, Yuxin, Liming, Houli Xie, Yuan Fu and Jian (2019), presents an analysis on the impact of migrant workers on total factor productivity (TFP) in Chinese construction industry covering 2008 to 2015. The study employed Solow Residual Approach is applied to conduct the analysis through comparing two scenarios, namely the scenario without considering migrant workers (Scenario A) and the scenario with including migrant workers (Scenario B). The results indicate that migrant workers have a significant impact on TFP; during the surveyed period, they improved TFP by 10.42% in total and promoted the annual average TFP growth by 0.96%. Hence, they concluded that the impact of migrant workers on TFP is very significant, whilst the main reason for such impact is believed to be the improvement of migrant workers' quality obtained mainly throughout learning by doing.

Borjas, Freeman, and Katz (2019) used multiple cross-sectional approaches to analyze decennial U.S. census data from 1960 to 1990. They find that the measured impact of immigration on wages is highly sensitive to the period studied, as well as to the level of geographic aggregation chosen. Not only the magnitude but also even the

direction of the effect varies. These inconsistent results lead them to conclude that studies exploiting geographic variations in immigration are unreliable. d'Artis and Patrizio (2018) studied the long-term social, economic and fiscal effects of immigration into the EU: The role of the integration policy. They employed simulation and substitution model by introducing a split labour market. Their simulation results suggest that, although the refugee integration, for example, by the providing language and professional training, is costly for the public budget, in the medium to long-run, the social, economic and fiscal benefits may significantly outweigh the short-run refugee integration costs. Depending on the integration policy scenario and policy financing method, the annual long-run GDP effect would be 0.2% to 1.6% above the baseline growth.

Okoye (2018) examined the occupational health and safety risk-level of common building construction trades in Nigeria. Peter employed a structured questionnaires administered to the selected construction workers of different trades in Anambra State, Nigeria since is a site-based survey research. He also subjected the collected data to quantitative risk analysis using mean value method and risk prioritization number. In his study, he discovered that masonry, carpentry (including form-workers and roofing's), and iron-bending and steel-fixing are common building trades that do associate with higher chance of risks; whereas electrical fittings and installations, paintings, tailings, and

plumbing's are medium chance risk buildings trades. He also identified that the rates of occurrences and magnitude of impacts of different safety risks factor differs across the building trades, off which can be attributes to those differences in their activities and mode of operations in different building trades. Base on his findings, He recommended that a multi-risks administrative structure and controls systems for construction industrial personnel's on industrial constructions sites because of the frequency of risks that do occur and the impacts of the risks severity differ across trades. Pierre M'ereel and Zach Rutledge (2017) examined the effect of immigration on native workers: evidence from the United State (US) construction sector. The study employed panel data at the metropolitan area-year level of aggregation constructed from US Census and American Community Survey data. they found that a 10 percentagea point increase in the share of immigrant workers reduces annual earnings of US-born construction workers by at least 4.1%, with workers in immigrant-prone trades experiencing earnings reductions in excess of 7.2%. the study partial identification strategy relies on the assumptions that the share of immigrants across all economic sectors in a market is positively correlated with construction-specific labor demand shocks about location and year effects, but less so than the share of immigrants in construction. Okoye, Okolie and Ngwu (2017) examined the relationships between

the effectiveness of safety intervention programmes and implementations strategies in the Nigeria construction industries. They employed Pearson's product of the moment correlation method and the data obtained from the good structural questionnaires administered to the selected sits construction worker and stakeholder among the chosen state in Nigeria. They observed from their studies that the effectiveness of safety intervention programmes for construction sites accident preventions are significantly relates to the communication and correspondence implementations strategies. This is inconformity with that of the principle of social ecological theories. They also in the study found that communication and correspondence for development strategies developed a multilevel safety intervention implementations strategy for construction industries in Nigeria.

Olanipekun and Nunayon (2017), studied on An Investigation into the use and Construction Professionals' Preference for Migrant Craftsmen in Construction Project Delivery in Ondo State. The author's social survey strategy was adopted and questionnaire was used as an instrument to gather relevant data from practicing construction professionals in Ondo State. The data were compiled and analyzed using SPSS 17.0. Their results show that migrant craftsmen from three major countries in West Africa namely Togo, Benin and Ghana were used on construction sites and they were commonly employed in the

trades of tilling and interlocking. They also observed that the dexterity of indigenous craftsmen (MS=4.20) was the major factor influencing the use of migrant craftsmen in these trades; cutting corners and rushing work while performing their responsibility, not keen on improving their training, alcoholism and drug abuse were ranked by the respondents as major factors militating against the use of local craftsmen. The result also indicates that the use and preference for Migrant craftsmen would increase unemployment rate for local craftsmen.

Valley and Dadzie (2017) examined the factors influencing the dominance of expatriate contractors in Ghana. The researchers employed primary data questionnaires investigation. The results revealed that local contractors perform extremely poor due to the inappropriateness of organizational structure. The results of the study support the conclusion that lack of competent skill workers in the local construction industries and unfavorable government policies relating to procurement of works have negatively affects the full participation of local contractors in international competitive bidding, which results in the dominance of foreign contractors in Ghanaian construction industry. Mathew (2016) in his study on the effect of immigrant labour on wages and price levels in the construction industry in Finland. Using a fixed-effects regression model to analyze longitudinal individual data on workers in the construction industry

between 2004 and 2010, he find that wages in a given occupation decline by 0.7% when the proportion of immigrants increases by 10%, and also that decreased wage levels are passed on to consumers in the form of lower house prices.

Hui and Mi Zhou (2016), examined foreign labor increase impact on the wages of local residents in China. They made used of the weighted OLS to analyze the floating population's influence. Survey data from China General Social Survey 2008 open database (CGSS2008) with sample of 6000, the city samples are 3982, 2018 rural samples. The data used in the study is the laborer sample data group by the education and experience from city to city.

Olusola, Olatunji, Ayodeji, Oke and Omoregie, (2016) examined the effect of construction project performance on economic development of Nigeria from 1990 to 2015.the study employed a survey design, with a total of 74 construction professionals were sampled and data were analyzed using related descriptive tools. The study revealed that the major factors affecting project performance include; project design cost, cost of reworks, unavailability of resources, average delay in regular payment, quality of equipment and raw materials and unavailability of competent staffs to handle construction process. Also, findings revealed that the areas where construction project performance have

more effect on economic development are; improvement in technology, extension of infrastructures, increase in employment opportunities and government expenditure. The study further recommends that human resources in the construction industry should be developed through proper and continuous training programs about construction projects performance. Also, elements required for better performance in construction have to be fully integrated into every construction projects in Nigeria.

Ebenezer and Omolola (2015), investigated on emigration and labour market dynamics in Nigeria from 1980 to 2011. A neoclassical migration theory that is similar to the Stolper-Samuelson factor price equalization outcome was employed, using generalized method of moments to estimate the coefficient. The empirical results show emigration of highly skilled workers leads to increase in high and low skilled wage with the former preponderant. Implicitly, the two categories of labour are not complementary. Rising wages are accompanied by increase in unemployment. Emigration of low skilled workers increases low skill wage, decreases unemployment but has no wage effect on high skilled workers. Ojo, Olukayode & Deji (2014) examined the Multiculturalism in the Nigerian construction industry: a comparative study of foreign and indigenous firms. The aim of the paper

was to compare the organizational culture and performance of the Foreign Construction Firms with the Indigenous Construction Firms. Questionnaires, simple percentage and mean score analysis were employed by the researchers. Their Results showed that both categories of firms shared some aspects of organizational cultures but they differ in performance.

Arowojolu, Ankeli, Odewande and Olaniyi (2013), carried out appraisal of skilled labour migration in Nigerian construction industry. A survey research design was employed for the research and the research objectives were achieved through the use of percentile and relative importance index method of data analysis. They observed that there was an external economic pull on the Nigerian Construction Industry as a result of better wages, political stability, social stability, health insurance etc.

Sonia, Mario and Dili (2011), investigated on the Migration and Remittances Household Surveys in Sub Saharan Africa. They made use of cross-sectional survey that covered six countries African countries. Base on the survey data used, the study results show that there is a low rate of returns from the migrants: the shares of immigrants that returns were only 3 per-cent in Nigeria, 9 percents in Senegal, and 25 percent in Burkina

Faso. The majority of those that returned to Burkina Faso and Nigeria came back in less than four years. In contrast, in Senegal two-thirds of returnees had spent 15 or more years abroad.

Sabrina and Miroslaw (2010) examined immigration and construction: an analysis of the impact of immigration on construction project costs. The study employed survey of 896 construction workers on projects of the company sponsoring the research between the time period of September 2006 and February 2007. Sixty-six surveys were discarded due to incomplete information. All surveys were voluntary and anonymous; names, addresses, or other personal information were not collected. The results of this research reveal approximately 55% undocumented and “quasilegal” immigrant workers in construction in the Washington, D.C. metropolitan area, with an estimated 22% being truly undocumented. Again, because random sampling of the immigrant population of construction workers across the geographic region is not possible, a representative sample could not be drawn from this data. Extrapolation of the quantitative survey results to the universe of construction workers in the Washington, D.C. metropolitan area requires judgment. Thus, the conclusions drawn from the survey

data are provisional; however, they are strongly supported by this and other research.

Longhi and Nijkamp (2010), investigated on Joint impacts of immigration on wages and employment: review and meta-analysis. The study employed a simultaneous equations regression approach to the meta-analysis of wage and employment effects. Again using 129 effect sizes, they find that the observed local wage and employment effects are very small indeed. Generally, they observed that the employment impact was more pronounced in Europe than in the United States. Thus, controls for endogeneity show a somewhat more negative impact. Wage rigidity increases the magnitude of the employment impact on the native born. To them, the demarcation of the local labour market in terms of geography and skills matters also.

Bernt and Oddbjørn (2010), researched on the immigration and wages: evidence from construction in Norwegian covering eight-year period 1998 through 2005. They employed Individual panel data regression model. Individual panel data reveal that; substantially lower wage growth for workers in trades with rising immigrant employment than for other workers. Selective attrition from the sector masks the causal wage impact unless accounted for by individual fixed effects. For low and semi-skilled workers, effects of new immigration are comparable for natives and older

immigrant cohorts, consistent with perfect substitutability between native and immigrant labor within trade. Finally, their results present evidence that immigration reduces price inflation, as price increases over the sample period.

## **Methodology**

### **Theoretical Framework**

The study main interest is on the effect of immigrant's on wage and price in the Nigerian construction industrial growth. Thus, because of the relationship knowledge between immigrant's inflows and the construction industry in Nigeria which the researcher wishes to explore, the study is therefore guided or coordinated on migration theory postulated by Harris Todaro model and Solow growth model. Todaro migration theory assumed that migration is mainly economic remarkable situation that is observed to exist of which the immigrant as a person should be rational in his/her decision making notwithstanding the available urban unemployment. Another assumption in this theory is that migrations occurred in reaction to urban-rural expected income difference rather than the real earnings. The basic perspective knowledge of the theory is that immigrants look at alternatively the different labor market chances available to the migrants both at urban and rural sectors and then make a rational decision on the one that stratify and maximizes their total actual dreams and then migrate. Furthermore, the potential and actual workers evaluate their anticipated

earnings for a specific time period in the city country presently in vicinity, and they migrate if the previous is greater than the latter that is the (changes between returns and cost of migration). The idea also presupposes that the person choosing to move is trying to make the standard of living for his or her degree of education or skill attainment in the metropolitan center of their choice. The immigrant is also aware of the slim possibilities of finding paid employment right away and the likelihood that they would be unemployed or underemployed for a while (Todaro and Smith (2009)). We take into account the following mathematical formulation of the fundamental Todaro model to further illustrate these conceptual presumptions.  $V(0)$  represents the discounted present value of the anticipated "net" urban-rural income stream over the immigrant's time horizon;  $Y_{\mu}(t)$  and  $Y_r(t)$  represent the average real income of people employed in the urban and rural economies, respectively; and  $n$  represents the number of time periods in the immigrant's planning horizon; and  $r$  represents the discount rate reflecting the immigrant's degree of time preference, then the decision to migrate. Therefore;  $V(0) = \int_{t=0}^n [p(t)Y_{\mu}(t) - Y_r(t)] e^{-rt} dt - C(0)$  is either positive or negative, where  $p(t)$  is the likelihood that an immigrant will have found employment in a city at the average income level during period  $t$ , and  $C(0)$  is the cost of migration Todaro and Smith (2009).

### **Model specification**

Todaro and Smith (2009) Framework is jointed with Solow theory of aggregate production APF in modeling this paper. The aggregate production function assumes that "unconventional inputs" may be incorporated in the model in order to represent their contribution to economic and its sectors growth in addition to the "conventional inputs" of labor and capital utilized in the neoclassical production function.

Where K, L, and A represent the quantities of capital stock, labor stock, and total factor productivity (TFP), respectively, and Y represents the economy's overall production (GDP) at time t. Given constant technology, the level of economic output will rise with any increase in labor and/or capital.

The model looks at capital, labor/population growth, and technological advancement to analyze long-term economic growth (Agenor (2005). Symbolically, the extended Solow growth model is shown below;  
 $Q = F(K, L, T)$   
.. 3.1

To account for the growth performance of the construction industry sector, equation 3.1 above was adjusted by expression of construction industry's growth performance, increasing human capital and labour, along with technical advancement as follows:

$Q = F(K, L, W)$  Where: Q is the output of the construction industry performance (CIOP). L is labour,

served as a stand-in for the labour force participation rate. It is the percentage of people who are employed or actively looking for work. A positive direct relationship between labour and output is implied by all growth theories; hence it is predicted to have a positive sign with construction industry growth. The stock of immigrant labour in the Nigerian construction industry (SIML) and the proportion of native labor in the construction industry (SNIL) are the two categories of labour we used in this study. K is a capital proxy that accounts for costs in the construction industry in Nigeria, and it is anticipated to be positive because the accelerator hypothesis contends that an increase in the rate of output (growth) will necessitate an increase in capital stock. Technology (T) is a proxy for rewarding the pay of the labour force. Since increased electricity production is essential for the expansion of industry, wage is anticipated to be positive. The model for this study is provided, symbolically, by:  
 $CIOP = F(SIML, SNIL, CACI, WAGE)...$  (3.3)

Where CIOP is the construction industrial output performance in Nigeria, SIML is the stock of immigrants labours, SNIL is the share of natives labours, CACI is capital which represent the costs in the construction industry, while WAGE is the technical change factor representing wage. The share of immigrants has the purpose of accounting for the possibility that immigrants are either more or less

productive than natives.

The mathematical specification of the study's model is as follows:

$$CIOP_t = \beta_0 + \beta_1 SIML_{t-1} + \beta_2 SNIL_{t-1} + \beta_3 CACI_t + \beta_4 WAGE_t + \mu_t \dots (3.4)$$

Where  $\beta_1 SIML$  (stock of immigrants labours) > 0,  $\beta_2 SNIL$  (share of natives labours) > 0

$\beta_3 CACI$  (costs in the Nigerian construction industry) > 0,  $\beta_4 WAGE$  (wage in the Nigerian construction industry) > 0

In order to create the following system of equations, we formed the VECM in these manner.

$$\begin{aligned} \Delta CIOP_t &= \sum \lambda_{1k} \eta_{0k} + \sum \eta_{1k} \delta_k \Delta CIOP_{t-k} + \sum \eta_{2k} \delta_k \Delta SIML_{t-k} + \sum \eta_{3k} \delta_k \Delta SNIL_{t-k} + \sum \eta_{4k} \delta_k \Delta CACI_{t-k} + \sum \eta_{5k} \delta_k \Delta WAGE_{t-k} + \zeta_{1t} \\ \Delta SIML_t &= \sum \lambda_{2k} \eta_{0k} + \sum \eta_{1k} \delta_k \Delta CIOP_{t-k} + \sum \eta_{2k} \delta_k \Delta SIML_{t-k} + \sum \eta_{3k} \delta_k \Delta SNIL_{t-k} + \sum \eta_{4k} \delta_k \Delta CACI_{t-k} + \sum \eta_{5k} \delta_k \Delta WAGE_{t-k} + \zeta_{2t} \\ \Delta CACI_t &= \sum \lambda_{3k} \eta_{0k} + \sum \eta_{1k} \delta_k \Delta CIOP_{t-k} + \sum \eta_{2k} \delta_k \Delta SIML_{t-k} + \sum \eta_{3k} \delta_k \Delta SNIL_{t-k} + \sum \eta_{4k} \delta_k \Delta CACI_{t-k} + \sum \eta_{5k} \delta_k \Delta WAGE_{t-k} + \zeta_{3t} \\ \Delta WAGE_t &= \sum \lambda_{4k} \eta_{0k} + \sum \eta_{1k} \delta_k \Delta CIOP_{t-k} + \sum \eta_{2k} \delta_k \Delta SIML_{t-k} + \sum \eta_{3k} \delta_k \Delta SNIL_{t-k} + \sum \eta_{4k} \delta_k \Delta CACI_{t-k} + \sum \eta_{5k} \delta_k \Delta WAGE_{t-k} + \zeta_{4t} \\ \Delta SNIL_t &= \sum \lambda_{5k} \eta_{0k} + \sum \eta_{1k} \delta_k \Delta CIOP_{t-k} + \sum \eta_{2k} \delta_k \Delta SIML_{t-k} + \sum \eta_{3k} \delta_k \Delta SNIL_{t-k} + \sum \eta_{4k} \delta_k \Delta CACI_{t-k} + \sum \eta_{5k} \delta_k \Delta WAGE_{t-k} + \zeta_{5t} \end{aligned}$$

Where  $r$  and  $p$  are the appropriate optimal lag lengths,  $\zeta_{it}$  are mistakes that are presumed to be white noise, and  $\eta_k$ ,  $t-1$  represents residuals from the co integrating equations.

Analysis of the impulse response function (IRF) from VEC model with long-run constraints identifying near-unit roots for;

$CIOP_t = (\Delta CIOP_t ; U_t)$ . Share of native's labours in the Nigerian construction industry (SNIL), costs in the Nigerian construction industry (CACI) and wage.

Where  $CIOP_t$  is the construction industrial output performance in Nigeria) and  $U_t$  is the is the stock of immigrants labours,  $A(SIML) = \lambda(CIOP)^{-1} (CACI_2 \gamma WAGE)$

and  $\beta_0 =$

Aggregate construction industrial output performance in Nigeria (CIOP), the stock of immigrant laborers (SIML), costs in the Nigerian construction industry (CACI), and

wage =  $(\epsilon_t^s, \epsilon_t^d)$  can all be used to interpret the structural shocks at time  $\epsilon_t = \beta_0 \epsilon_t$ .

The moving average matrix  $A(1)^{-1}B(1)^{-1}$  has a smaller triangular structure since the long-run identifying restriction states that demand shocks  $\epsilon_t^d$  do not have a long-run impact on output. As a result, under this identifying limitation, the structural model's matrix of long-run multipliers,  $B(1) = B_0A(1)$ , is similarly lower triangular.

**Method of Data Analysis**

The study employed the following econometric analytical techniques such as; stationary test, co integration test, granger causality test, VECM impulse response function and that of statistical tools; t-statistic, f-statistic, R-square statistic value, autocorrelation or serial correlation, and homoscedasticity test to see check assumptions and condition for a good fit result is meant. Most specially, (t-test, f-test and  $R^2$  statistical value) are anchored to test if the null hypotheses stated in chapter on of this study should be rejected or accepted.

**Granger – Causality between (SIML, SIML, COST and WAGE) in the Nigerian construction industry will be test based on the model below.**

$$\begin{vmatrix} 1 & - \\ & b_{12}^{(0)} \\ -b_{12}^{(0)} & 1 \end{vmatrix}$$

$$SIML_i = \sum \beta_i SIML_{i,t} + \sum \lambda_i COST_{i,t} + \sum \gamma_i WAGE_{i,t} + U_{i,t} \dots(3.11a)$$

$$COST_i = \sum \beta_i COST_{i,t} + \sum \lambda_i SIML_{i,t} + U_{i,t} \dots(3.11b)$$

$$WAGE_i = \sum \beta_i WAGE_{i,t} + \sum \lambda_i SIML_{i,t} + U_{i,t} \dots(3.11c)$$

[0.538023ADF] CACI, [2.270212PP], [2.240252ADF] SIM, [0.430005PP], [0.433456ADF] SNIL, [3.325665PP], [0.374691ADF] WAGE) were less than the 5% critical value [3.529758].

**Empirical Results**

**Stationary Tests Results**

Augmented Dickey-Fuller (ADF) and Phillips-Perron (PP) tools were employed in this study to dispense the irregular trends in the data and to remove the far of unrealistic forecast and predications resulting from the study model. Below is the table for the stationarity test.

Variables	PP Statistic at level	PP Statistic at 1 <sup>st</sup> difference	Order of Integration	5% critical value	ADF Statistic at level	ADF Statistic at 1 <sup>st</sup> difference	Order of Integration	5% critical value
CIOP	-3.05	-6.37	I(1)	-3.53	-3.21	-5.79	I(1)	-3.53
P	-1.89	-6.13	I(1)	-3.53	-1.65	-6.13	I(1)	-3.53
CACI	-2.27	-5.17	I(1)	-3.53	-2.24	-5.19	I(1)	-3.53
SIML	-0.43	-5.07	I(1)	-3.53	-0.43	-5.03	I(1)	-3.53
SNIL	-3.33	-13.38	I(1)	-3.53	-0.37	-7.08	I(1)	-3.53
WAGE								

*Obtained: researchers extracted from E-view 9.0 Estimation output (2021).*

In the table above, the PP and ADF unit root statistic result, shows that these variables, construction industrial output performance (CIOP) in Nigeria, stock of immigrant’s labours, (SIML) share of natives labours in the Nigerian construction industry (SNIL) costs in the Nigerian construction industry (CACI) and wage respectively were not stationary at level form. Because both the ADF and PP t-statistic value in real term (i.e. [3.053607PP], [3.000807ADF] CIOP and [1.890164 PP]

Whereas these variables; construction industrial output performance (CIOP) in Nigeria, stock of immigrants labours, (SIML) share of natives labours in the Nigerian construction industry (SNIL), costs in the Nigerian construction industry (CACI) and wage respectively becomes free from the unit root problem at integrated order one I(1). Their ADF and PP t-statistic values in real term (i.e. [6.368573PP], [5.796343ADF] CIOP and [6.126026PP] [6.126026ADF] CACI, [5.173669PP], [5.196471ADF] SIM, [5.067995PP], [5.025188ADF] SNIL, [13.37774PP], [7.076458ADF] WAGE) were higher if compare with 5 percent critical figure [3.529758]. In summary, the stationarity result concord to the assumption and condition for the estimation of Vector Error Correction Model which demanded that the variables must be free from unit root problem at same first order of integration. Therefore, without any far we then processed in estimation of our VECM model.

**Cointegration Test**

Having test and confirmed that data employed in this study were all free from unit root problem, we then test for long run interferes among the dependent (CIOP) variable and independent [CACI, SIML, SNIL, WAGE] variables. The test compared Trace statistic values, 5 percent

Critical Value and that of probability value of the variables, see result below.

Eigen-value	Trace-Statistic	5% Critical-Value	Probability value
0.918730	257.9671	69.81889	0.0000
0.846577	167.6080	47.85613	0.0000
0.788786	100.1239	29.79707	0.0000
0.532124	44.14806	15.49471	0.0000
0.372984	16.80420	3.841466	0.0000

Eigen-value	Max Eigen-Statistic	5% Critical-Value	Probability value
0.918730	90.35912	33.87687	0.0000
0.846577	67.48402	27.58434	0.0000
0.788786	55.97588	21.13162	0.0000
0.532124	27.34387	14.26460	0.0003
0.372984	16.80420	3.841466	0.0000

Source: researchers extracted from E-view 9.0 Estimation output (2021).

Looking at table, we observed four properties tool of co-integration result namely; Eigen-value, trace-statistic max eigen-statistic and the probability value. These properties indicated four co-integrating equations with significant Probability values. These co-integrating variables [(CIOP), (CACI), (SIML), (SNIL) (WAGE)] were statistically significant since their trace statistic are higher as compared with 5 percent critical-value respectively. Also, the Maximum Eigen value of the variables are all proved the same significantly since their max-Eigen statistic are (i.e. CIOP [90.35912 > 33.8768], CACI [67.48402 > 27.58434] and SIML [55.97588 > 21.13162], SNIL [44.14806 > 15.4947] and WAGE [16.80420 > 3.841466] higher when view along with 5 percent critical-value, this could be confirmed with their probability values as it valued [0.0000] respectively. Simply put, there is four indicated co

integrating eqn(s) among the variables.

### Vector Error Correction Estimates Result for model 1: Construction of Industry Output Growth Performance in Nigeria

Vector Error Correction Estimates Result for model 1: Construction of Industry Output Growth Performance in Nigeria

Co-integrating Equation		Cointegration				
CIOP(-1)	1.00000	DCIOP	DCACI	DSIML	DSNIL	DWAGE
CACI(-1)	-0.19255	-0.02450	0.13616	128.578	758.993	1126.78
	(0.0284)	(0.0209)	(1.3774)	(5.7772)	(490.77)	(600.31)
	(-7.4581)	(6.9170)	(1.0196)	(9.0271)	(1.5403)	(1.2234)
SIML(-1)	-0.01283	0.17332	-0.96287	3.38791	-2.59126	17.9564
	(0.0078)	(0.1133)	(5.7170)	(66.442)	(206.79)	(2.1227)
	(-16.3449)	(7.7658)	(-1.5821)	(10.5101)	(-1.2361)	(0.8089)
SNIL(-1)	0.00472	-0.00886	0.02649	0.23739	9.36729	-26.64319
	(7.9845)	(0.0076)	(0.0269)	(0.0389)	(0.4438)	(13.9476)
	(5.9653)	(-1.1596)	(4.6917)	(0.1710)	(0.8719)	(-0.1899)
WAGE(-1)	3.20145	0.00951	-0.52321	0.63766	-71.0718	260.252
	(4.6406)	(0.0047)	(2.4562)	(2.85420)	(88.784)	(91.862)
	(7.47467)	(0.1913)	(-2.2232)	(3.3766)	(-0.89654)	(0.28615)
C	-4.90744	-0.06617	0.22594	0.53687	-29.4546	-184.344
	(-9.0744)	(0.0042)	(2.1782)	(2.5317)	(7.7558)	(60.649)
		(-1.0962)	(1.0563)	(0.1398)	(-0.3625)	(-1.03154)
		-0.00579	0.02323	0.29518	3.87109	-0.07538
		(0.0013)	(0.0080)	(0.1043)	(3.21725)	(3.0429)
		(5.28104)	(2.9125)	(2.0257)	(1.20345)	(-2.42285)
		-0.00123	-0.00356	0.39662	6.76260	41.92122
		(0.0019)	(0.0071)	(0.1126)	(3.58885)	(6.0378)
		(-0.66497)	(-0.39517)	(3.45424)	(1.92739)	(1.16326)
		4.54646	0.00293	-0.01019	0.27047	-2.30909
		(1.6645)	(0.0078)	(0.00910)	(0.23032)	(0.96073)
		(0.5386)	(2.67289)	(-4.3083)	(0.9541)	(-0.96635)
		2.61645	-0.00669	-0.00260	0.03778	4.00955
		(1.6645)	(0.0002)	(0.0056)	(0.27229)	(0.9523)
		(1.6894)	(-0.8314)	(-0.2771)	(0.13044)	(1.21000)
		3.61646	-0.0246	-0.00644	-0.03771	-0.43398
		(1.2546)	(-0.3E-05)	(0.0072)	(0.02247)	(0.21079)
		(2.2093)	(-0.0042)	(-7.5639)	(-1.5028)	(-1.8801)
		2.85646	0.00114	-0.0077	-1.8545	-1.31468
		(1.5E-06)	(0.7E-05)	(0.00089)	(0.02782)	(0.28577)
		(1.88720)	(1.48701)	(-4.4396)	(-0.00667)	(-4.59970)
		-0.12572	-0.0057	24.52015	-0.70122	-2.70122
		(0.09157)	(-4.62076)	(53.0482)	(-679.24)	(1715.3)
		(-1.37287)	(-0.87487)	(0.53116)	(0.49304)	(-0.42675)

R-squared	0.85504	0.66281	0.87093	0.37560	0.55845
Adj. R-squared	0.79169	0.52169	0.81584	0.11435	0.37245
Sum of residuals	5.98204	1708.80	105867	1.76149	1.91611
S.E. equation	0.45495	25.9966	266.793	8299.182	85216.3
F-statistic	13.0770	4.09721	15.9013	1.42186	2.995418
Log likelihood	-61.7474	-165.794	-28.9998	-389.177	-478.103
Akaike AIC	1.51496	6.35744	14.26294	21.1377	25.79633
Schwarz SC	2.02119	9.87476	14.78007	21.65490	26.31346
Mean dependent	0.38076	0.97177	0.97421	0.80879	253.428
S.D. dependent	1.00124	33.26681	621.700	8884.131	107581

Source: researchers' extracted from E-view 9.0 Estimation output (2021).

T-critical values using 5 percent is equal to  $\alpha / 2t_{0.025}$  which is 1.569 referencing N-K. N means number within the observations period, K is 40 years as it stand while K becomes numbers of parameter involved which is 5; therefore,  $40 - 5 = 35$ , we than have (5; 35). This now implies our

degree of freedom for checking t-statistical significance level. On the other hand, f-critical value is  $K-1$  with  $N-K$  value. In the VECM results above,  $k-1$  is 5-1 while  $k-n$  is 40 - 4 which is 35. Therefore, the degree of freedom in checking f-statistical significance level is (4: 35), by this we than have the  $F_{0.05}$  to be 3.32 Gujarati (2005).

The above table presented two results namely; long-run and short-run equations estimated on the stock of immigrant's labours, (SIML), share of native's labours in the Nigerian construction industry (SNIL), costs in the Nigerian construction industry (CACI) and (WAGE) on the dependent Nigerian construction industrial output performance (CIOP). The table is divided into two; the upper side of the table represents the short run estimate equation without error correction value while the lower parts of the table represent the long run estimate equation with error correction estimation value. Short-run coefficients of the vector error corrections model (VECM) regression is presented in table above. It shows that the past values of construction of industrial output performance in Nigeria is statistically significant and also positively influenced the current values of construction of industrial output performance at lag one and as well negatively influence the current values of construction of industrial output performance at lag two in Nigeria from 1980 to 2020 observation period. The results further disclosed as follows; one of these independent

variables [costs in the Nigerian construction industry (CACI) and stock of immigrant's labours] at lag one have a negative relationship with the construction industrial output performance in Nigeria at the short run by [-0.192545CACI, and -0.012803SIML] at 5% level of significance respectively during the periods of the study.

The short run coefficients of share of natives labours in the Nigerian construction industry (SNIL) and (WAGE) at lag one have a positive relationship with the construction industrial output performance in Nigeria by [-0.000472SNIL, and 3.28E-05WAGE]. The implication directs as follows; a unit increases on the value of the two coefficients', implies both in volume and values positively on construction industrial output performance in Nigeria at 5% level of significance respectively, within the study periods. the table revealed that the sign born by the dependent/constant coefficient [i.e., construction industrial output performance (CIOP) is negative [-4.907474], it implies that if all other variables being held constant, the dependent (CIOP) variable will stand at 5 percent approximately in the short run. Moreover, the table shows VECM constant value is [0.125712], being negative and statistically significant is an indication of power of adjustment to the equilibrium in the existing relationship between immigrant on wage and costs of construction industrial output performance in the study area. Vector error correction

transmission indicates it will take about 12 years for the model to adjust back to the equilibrium after a shock in the short run.

The short run signs of the parameters  $\beta_2$  to  $\beta_5$  estimated of were in line with the theoretical assumption and expectations for the lag one (i.e. (-1)) estimate results. Meanwhile, the long run estimate equation shows that the coefficients of share of native labours in the Nigerian construction industry and wages both at lag one and two. While the costs in the Nigerian construction industry (CACI) at lag one (-1) only, is statistically significant and affected positively on the construction industrial output performance in Nigeria within the study observation. Again, stock of immigrants labours, (SIML) both at lag one and two, have positive sign and will influence positively to Nigerian construction industrial output performance within the study period. However, results further indicated as thus:

- One percent increase in costs in the Nigerian construction industry (CACI) will lead to 55% decrease at lag one and 22% increase at lag two in the construction industrial output performance.
- A unit increase on share of native labours in the Nigerian construction industry will by 27% at lag 1 and 3% at lag 2 leads to increase in construction industrial output performance in Nigeria.

- Whereas, one percent increase in wages will by 43% at lag 1, and 1% at lag 2 leads to decrease in construction industrial output performance in Nigeria.
- Meanwhile, one percent decrease in the stock of immigrant's labours, (SIML) will by 20% at lag 1 and again 38% at lag 2 leads to increase on construction industry performance output growth in Nigeria under study periods 1980 to 2020.

**T-test:** In short run equation result, coefficients in the model shows significant to the study as compared with calculated t-value and 5 percent critical value. In other words, from the short run regression estimate, the stock of immigrants labours (SIML), share of natives labours in the Nigerian construction industry (SNIL), costs in the Nigerian construction industry (CACI) and (WAGE) were [7.45081CACI (-1), [16.3449SIML (-1), [5.96551SNIL(-1) and [7.47467WAGE(-1)], whereas the t-value tabulated which stood at [1.569]. Meanwhile, long run equation results show that the share of native's labours in the Nigerian construction industry (SNIL), costs in the Nigerian construction industry (CACI) and (WAGE) were statistically significant at 5% level of significance at lag 1 and 2. However, the t-statistic value of these variables were [2.25235D(CACI(-1)), [2.67289D(SNIL(-1)), 1.60361D(SNIL(-2)),

[1.88010D(WAGE(-1)), 4.59970D(WAGE(-2)), [2.02576 (SIML (-1)) and [3.45424] (SIML (-2)) respectively. Based on this, we conceded that these variables are statistically significant to Nigerian construction industrial output performance (CIOP) the dependent variable during the period of the study 1980 -2020 since their t-statistic value were greater than the tabulated t- value is 1.569.

**F-Test:** The result shows the group power and its influence of independent factors (i.e., stock of immigrant’s labours (SIML), share of native’s labours in the Nigerian construction industry (SNIL), costs in the Nigerian construction industry (CACI) and WAGE on the dependent variable [i.e. Nigerian construction industrial output performance (CIOP)]. The calculated f- value is [13.93770] whereas f-value from four figure table is [3.32]. Thus, looking at the f-Cap value 13.93% is cleared that 13.93% is higher in value compare to 3.32%. This implies that all the independent factors impacted strongly on the Nigerian construction industrial output performance (CIOP)] is statistically significant. Computed adjusted R<sup>2</sup> value showed [793659] which implies 79% of total variations in the dependent variable (i.e., Nigerian construction industrial output performance (CIOP)) in the long run resulting from the changes in the independent deterrments such like; stock of immigrant’s labours (SIML), share of natives labours in the Nigerian construction industry (SNIL), costs in the Nigerian construction industry (CACI) and (WAGE). Whereas 20%

out of hundred percent uninfluenced changes is accounted by variables not included in the model but have been taken care by the error term in the model.

**Impulse shock Responses on Construction of Industrial Output Performance in Nigeria Impulse response function**

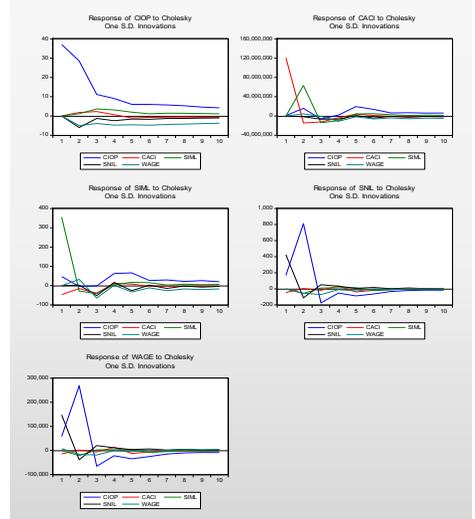


Figure 4.1Source: *researchers’ extracted from E-view 9.0 Estimation output (2021).*

Figure 4.1 presented IFR system equation on these variables (i.e. construction industrial output performance (CIOP), stock of immigrant’s labours (SIML), share of natives labours in the Nigerian construction industry (SNIL), costs in the Nigerian construction industry (CACI) and WAGE) examined on structural shock of decomposed and standard deviation system in VECM. Viewing the combine graph standard error of 10 period’s cholesky degrees

of freedom adjustment with lower and upper interval bound confidence of 95 percent, revealed that graph of cost in the Nigerian construction industry (CACI), stock of immigrant’s labours (SIML), share of natives labours in the Nigerian construction industry (SNIL) and WAGE) are consistent and positive which implies that the system equations are stable. However, since [CACI, SIML, SNIL and WAGE] responses on CIOP slopes all showed a stable system equation, it implies zero shock. Again it simply saying that; shock of the variables and short run value in system equation surely moves to long run equilibrium value. From the figure 4.1 displayed above, we observed that time path movement over the whole period were consistent as the graphs line stayed in the 95 percent bound confident interval. Meanwhile, the displayed movement in all these variables [i.e., CACI, SIML, SNIL and WAGE] response graphs lines took similar direction. They all step up showing the movement or deviating from short run equilibrium for the construction industrial output performance (CIOP) and then step steady on the line to rise, but after an unanticipated decreases in [CACI, SIML, SNIL, WAGE and CIOP] declined to zero to confirmed that stability of the system equations within the 95 percent bound interval confidence.

**Vector Error Correction Results for Model 2: the Effect of Immigrants on Cost in the Nigerian Construction Industry**

	Dependent variable: CACI		
	CointEq1	D(lag(-1))	D(lag(-2))
CACI(-1)	1.000000 -25.48747	0.553231 (0.24562) [-2.25253]*	0.225584 (0.21782) [1.03563]*
SIML(-1)	0.066494 (0.00312) [21.3337]*	-0.270047 (0.10343) [-2.02576]*	-6.762600 (3.50885) [-1.92730]*
SNIL(-1)	-0.002452 (8.0E-05) [-30.7801]*	-0.013277 (0.28302) [0.95418] *	-4.000955 (3.05323) [-1.31040]*
WAGE(-1)	-0.000171 (2.1E-05) [-7.95243]*	0.433908 (0.23079) [1.88010]*	2.85E-06 (1.5E-06) [1.86720]*
CIOP(-1)	-5.193603 (0.56008) [-9.27297] *	0.873133 (0.11331) [7.70583]*	-0.000880 (0.00076) [-1.15068]*
C	-4.042557 (4.62076) [-0.87487]	28.52015 (53.6942) [0.53116]	767.2439 (1670.24) [0.45936]
R-Squared	0.665281	0.870593	0.375603
Adj. R-squared	0.523669	0.815844	0.111435
Sum. sq. reside	13705.80	1850687.	1.79E+09
S.E. equation	22.95966	266.7963	8299.102
F- statistic	4.697921	15.90153	1.421836
Log likelihood	-165.7914	-258.9958	-389.6177
Akaike AIC Schwarz SC			

*Source: Researchers’ Extract from E-view 9.0 Estimation output (2021).*

CointEq1, co-integrating equation one which denotes for the short run result of the VECM, while D(lag(-1)) and D(lag(-2)) are the error correction equation at lag one and two for all the variables. In the table, \* denotes t-statistic in parentheses.

The co-integrating equation short run result of the VECM CoinEqi showed that the constant variable cost in the Nigerian construction industry (CACI) is negative valued at [-25.48747]. The implication is that holding all the independent factors constant, const in the Nigerian construction industry will steady at 25 percent at the short run. The explanatory variables coefficients under co-integrating equation short run result showed that share of natives labours (SNIL), WAGE, and Nigerian construction output performance

(CIOP) respectively, have negative relationship with the constant variable (i.e. cost in the Nigerian construction industry (CACI)). It implies that decreases in [(SNIL), WAGE and CIOP]) will lead to a declined in the cost in the Nigerian construction industry (CACI) by  $[-0.01_{SNIL}, -0.1_{WAGE}$  and  $-5.1_{CIOP}]$  at the short run. Meanwhile, the stock of immigrants' labor in the Nigerian construction industry (SIML) reported positive relationship with the dependent variable. In other words, unit increases in (SIML) will to increase in the cost in the Nigerian construction industry (CACI) by  $[0.06_{SIML}]$ . Thus, the t – statistic  $[21.3337_{SIML}, -1.92730_{SNIL}, -7.95243_{WAGE}$  and  $9.27297_{CIOP}]$  of these variable were all significant in the short run.

Error correction equation at lag one and two Colum's showed that coefficients of SIML and SNIL have a negative relationship with the depend variable cost in the Nigerian construction industry (CACI). While coefficient of CIOP at lag two alone was reported negative whereas at lag one was positive. The implications of these negative responses of these variables are as follow; first, shilling increase in the inflows of immigrants and natives labours in construction industry in Nigeria will lead to  $[(27 \text{ lag } (-1), 6.8 \text{ lag } (-2)_{SIML}), (0.01 \text{ lag } (-1), 4 \text{ lag } (-2)_{SNIL})$  and  $0.0 \text{ lag } (-2)_{CIOP}]$  cents decrease on cost in the Nigerian construction industry (CACI). Whereas the coefficients of Wage at lag one and two and CIOP coefficient at lag one have positive relationship

with the constant variable (CACI). In other words, a unit wage and Nigerian construction output performance (CIOP) respectively will lead to  $[(43 \text{ lag } (-1), 2.8 \text{ lag } (-2)_{WAGE})$  and  $(78 \text{ lag } (-1)_{CIOP})]$  cents increase on cost in the Nigerian construction industry (CACI). The t- statistic of error correction equation for these variables are  $[(2.02576_{SIML} (-1), 3.45424_{SIML} (-2)), [1.88010_{WAGE} (-1), 1.86720_{WAGE} (-2)]$  and  $[7.70583_{CIOP} (-1)]$  were statistically significant to the study within the observation time. Meanwhile, the explanatory variable all have the signs in line with the theoretical assumption. The coefficient of determination adjusted square  $R^2$  (0.523669) have a good fit to the study since 52 percent variation on the dependent variable (CACI) is as a results of influence/impact from these explanatory variables. In the same view, the F-statistic reported  $[22.95966]$ , which is 22.95 percent total joint influence of the variables implying significant in the model.

### **Vector Error Correction Model 3: The Effect of Immigrants on Wage in the Nigerian Construction Industry**

Constant variable: WAGE			
	CointEq1	D(lag(-1))	D(lag(-2))
WAGE(-1)	1.000000 -149438.5	0.553231 (0.24562) [-2.25235]*	0.225584 (0.21782) [1.03563]*
CIOP(-1)	30451.21 (3178.99) [9.57891]*	0.873133 (0.11331) [7.70583]*	0.350885 (0.44838) [0.71760]
SIML(-1)	-389.8695 (25.0800) [15.5450]*	-0.209518 (0.10343) [-2.02576]*	-6.762600 (3.50885) [-1.92730]*
SNIL(-1)	14.37483 (2.25268) [6.38121]**	0.270047 (0.28302) [0.95418]	-0.002093 (0.00078) [-0.83814]
CACI(-1)	-5863.215 (716.024) [8.18857]*	-0.553231 (0.24562) [-2.25235]	0.225584 (0.21782) [1.03563]
C	-7320.625 (17154.3) (-0.42675)		
R <sup>2</sup>	0.558945		
Sum. R <sup>2</sup> . Reside.	1.89E+11		
S.E. Equation.	85236.33		
F-Statistic.	22.995418		
Log likelihood.	-478,1303		
Akaike AIC.	25.79633		
Schwarz SC.	26.31346		

*Source: Researchers' Extract from E-view 9.0 Estimation output (2021).*

Table is of two sides. First is the vector error correlation (VECM) co-integrating short run equation denotes CointEq1, the second is the long run VECM result which denote D(lag(-1)) and D(lag(-2)). Examining the co-integrating short run aspect of the table, we observed that coefficients of CIOP and SNIL post a positive relationship with the dependent variable WAGE. Meaning that, a unit increase in these variables (CIOP and SNIL) will lead to [30, 14] cents increases on the Wage levels in Nigerian construction industry at the short run. Whereas, coefficients of SIML and CACI post a negative relationship with WAGE the dependent variable. It implies that

shilling inflows of stock of immigrants' labor in the Nigerian construction industry (SIML) and cost in the Nigerian construction industry (CACI) will lead to [38<sub>SIML</sub> and 58<sub>CACI</sub>] cents decrease on wage. Again, VECM CointEq1 showed that the constant variable that is (WAGE) reported negative valued at [-149438.5]. The implication is that holding all the independent factors constant, wage in the Nigerian construction industry will steady at 14 percent at the short run. Meanwhile, the t - statistic [9.57891<sub>CIOP</sub>, 15.5450<sub>SIML</sub>, -6.38121<sub>SNIL</sub> and 8.18857<sub>CACI</sub>] of these variable were all significant in the short run. Error correction equation Colum's showed that coefficients of COIP at lag one and two, while SNIL at lag two and CACI at lag one have a positive relationship with the depend variable wage in the Nigerian construction industry (WAGE). This implies that at the long run, a unit increase in these variable (COIP, SNIL and CACI), will lead to [[(78 lag (-1), 35 lag (-2) COIP), (27 lag (-1) SNIL) and 22 lag (-2) CACI] cents increases on wage in the Nigerian construction industry. While coefficient of SIML at lags one, two whereas SNIL at lag one and CACI at lag two alone post a negative relationship with the dependent variable (i.e., wage in the Nigerian construction industry (WAGE). The implications of these negative responses of these variables are as

follow; first, shilling increase in the (inflows of immigrants and natives labours, SNIL and CACI)) in construction industry in Nigeria will lead to [(20 lag <sup>(-1)</sup>, 6.7 lag <sup>(-2)</sup> SIML), (0.02 lag <sup>(-2)</sup> SNIL) and 55 lag <sup>(-1)</sup> CIOP] cents decrease on wage in the Nigerian construction industry (WAGE). The t-statistic of error correction equation for these variables are [(7.70583<sub>CIOP</sub> <sup>(-1)</sup>), (2.02576<sub>SIML</sub> <sup>(-1)</sup>), 1.92730<sub>SIML</sub> <sup>(-2)</sup>) and [2.25235<sub>CACI</sub> <sup>(-1)</sup>] were statistically significant to the study within the observation time. Meanwhile, the explanatory variable all have the signs in line with the theoretical assumption. The coefficient of determination adjusted square R<sup>2</sup> (0.558945) have a good fit to the study since 52 percent variation on the dependent variable (WAGE) is as a results of influence/impact from these explanatory variables. In the same view, the F-statistic reported [22.995418], which is 22.99 percent total joint influence of the variables implying significant in the model. The result summary as:

- One percent increase in the stock of immigrants labours will lead to decrease of 20% at lag one, and 6.7% on wage in the Nigeria construction industry.
- One percent increase on construction of industrial output performance leads to 55%

increase on wage in the Nigeria construction industry.

- Whereas, a percent increase on cost in Nigerian construction industry will lead to 35% decrease in wage in the Nigeria construction of industry.

**Post-diagnostic Tests Result  
Autocorrelation VECM test Result**

Lags	LM Stat	Probability Value
1	42.03374	0.0178
2	36.67254	0.0620
3	51.37399	0.0014
4	59.99453	0.0001
5	29.68818	0.2362
6	33.09174	0.1288
7	48.16701	0.0036
8	32.28121	0.1500
9	34.91747	0.0897
10	53.34109	0.0008
11	41.76302	0.0191
12	39.91965	0.0297

*Source: Researchers' Extract from E-view 9.0 Estimation output (2021).*

This test is condition to test if there exists auto or serial correlation problem to this VECM equation two employed. However, viewing table 4.4.1 above, we observed that the LM-statistic values were examined using ten lags, and almost the lags of LM-statistic value were statistical significant as is proven by the p-value in the table. We therefore

conclude that there is no presence of serial correlation in the model.

**VECM Residual Heteroskedasticity**

Joint test: No Cross Terms (Only Levels and Squares)

Chi-sq	df	Prob.
427.8655	330	0.0002

Source: Researchers' Extract from E-view 9.0 Estimation output (2021).

Viewing the VECM Residual Heteroskedasticity results in table 4.4.2, we concluded that there is no occurrence of homoscedasticity of constant variance in the model since the p-value [0.0002] of the Chi-square statistic value [427.8655] showed statistically significant within 330 degrees of freedom at 5 percent level of significance.

**Table: 4.7; Causality Test**

Null Hypotheses	Observation	F-statistic	P-value
CACI does not granger cause CIOP	39	2.83918	0.0724
CIOP does not granger cause CACI	39	0.16	0.697
SIML does not granger cause CIOP	39	4.2761	0.0006
CIOP does not granger cause SIML	39	0.26639	0.6088
SNIL does not granger cause CIOP	39	0.0018	0.916
CIOP does not granger cause SNIL	39	0.0018	0.916
WAGE does not granger cause CIOP	39	3.91918	0.0552
CIOP does not granger cause WAGE	39	7.51715	0.0094

Source: Researchers' Extract from E-view Estimation output (2021).

Granger causality results reported a bidirectional causal relationship among these variables; construction industrial output performance (CIOP) and share of natives' labours in Nigerian construction industry (SNIL), wage in construction industry (WAGE) and construction industrial

output performance (CIOP) since their f-statistic values were statistically significant at 5 percent level of significance. This was also confirmed by their probability values showing almost zero in the table. In other words, the past values of share of natives labours in Nigerian construction industry (SNIL) and wage in construction industry does granger causes the present value of construction industrial output performance (CIOP) and in turn, the past values of construction industrial output performance (CIOP) granger causes the present values of share of natives labours in Nigerian construction industry (SNIL) and wage in construction industry within 39 period of observation respectively.

Same granger causality result also post a directional causality relationship among the following variables; stock of immigrant's labor (SIML), costs in the Nigerian construction industry (CACI) and the construction industrial output performance (CIOP). Having viewed table 4.7, we observed that the f-statistic value of CACI and SIML showed statistically significant while that of CIOP were insignificant to the study which were confirmed by the probability value. Based on their f-value statistic and p-value, we conclude that the past value of stock of immigrant's labor (SIML) and costs in the Nigerian construction industry (CACI) does grange causes the present value of construction industrial output performance (CIOP) while on the other way, the present value of construction industrial output performance (CIOP)

does not in any way granger causes the present values of stock of immigrant's labor (SIML) and costs in the Nigerian construction industry (CACI) within in the study period.

### **Evaluation of Hypotheses**

**Null Hypothesis One:** There is no significant effect of immigrant's on wage in the Nigerian construction industry from 1980 to 2020.

Hypothesis and objective one of this study is evaluated using t-statistic values of the employed variables in vector error correction model result in table 4.5. The t- statistic value of stock of immigrant's labor in the Nigerian construction industry (SIML) both the short and long run were; [ $15.5450_{SIML}$ , ( $2.02576_{SIML (-1)}$ ,  $1.92730_{SIML (-2)}$ )] while the critical value at 5 percent level of significance is [1.569]. Based on this, we concluded to reject the null hypothesis one of this study and accept the alternative hypothesis one that said; there is a significant effect of immigrant's on wage in the Nigerian construction industry within the period of the study. This implies that; inflows of immigrant's lead to 15 percent decrease on wage at the short run, while 2 percent decrease in wage at the long run in the construction industry in Nigeria.

**Null Hypothesis Two:** There is no significant effect of immigrant's on Cost in the Nigerian construction industry from 1980 to 2020.

Employing the t-statistical value in table 4.4, we then examine the hypothesis and objective two of this

study. We compare the short and long run t-values [ $21.3337_{SIML}$ , ( $2.02576_{SIML (-1)}$ ,  $3.45424_{SIML (-2)}$ )] and the critical 5 percent value significance [1.569] and we observed that the t-values are greater than the 5 % critical value. We then reject the null hypothesis two and accept the alternative hypothesis two of this study that said "there is a significant effect of immigrant's on cost in the Nigerian construction industry with the study period. However, this implies that inflows of immigrant labours in the construction industry in Nigerian resulted about 21% decrease in short run and [2: 3] % at the long run in the Nigerian construction industry from 1980to 2020 period.

**Null Hypothesis three:** Immigrant's has no significant impact on the Nigerian construction industrial growth performance from 1980 to 2020.

Considering vector error correction model in table 4.3 t- statistic value, figure 4.1 results and granger causality table 4.7 results; we reject the null hypothesis three of this study. First, the t-value both short and long run lag one and two were [ $16.3449_{SIML}$ , ( $2.02576_{SIML (-1)}$ ,  $3.45424_{SIML (-2)}$ )] greater than the 5 percent critical value [1.569]. Secondly, figure 4.1 impulse response of the immigrants labour on construction industry results showed the time path of construction output growth performance (the dependent variable). It also post shock from the stock of immigrants labour proving that system equation is stable as the

independent variables declined to zero. We then conclude that the inconsistency in the construction industrial output growth performance at short run value will surely converge to equilibrium, being stable at the long run. Finally, the granger causality test revealed that the past value of stock of immigrants labour (SIML) does granger causes the present value of construction industrial output performance (CIOP) while the past value of construction industrial output performance (CIOP) does not granger causes the present value of stock of immigrants labour (SIML). Therefore we conclude that “there is about [16% and 3%] significant impact of immigrant’s on the Nigerian construction industrial growth performance from 1980 to 2020.

### **Conclusion**

The study examines the effect of immigrants on wage and cost in the Nigerian construction industry, using 1980 to 2020 periods. Because of Nigeria being a developing country that arose the need for more infrastructural construction work by the construction industry sector in Nigeria. This background also attracted the flows of both foreign construction companies and individual immigrants, which result to a significant increase in the supply of labour to existing one in the Nigerian construction industrial sector. This increase in the supply of labour resulted by the immigrant’s caused wages decline in the Nigerian construction industry. Our study finds that a 3% increase in stock of

immigrants labours in the Nigerian construction industry cause and affected a 38% decrease in wages in the construction industry in Nigeria within the period of the study 1980-2020. Consequently, the declined in the construction industry wages as we observed from the empirical results of the study, could say to become a difficult effect for the native workers already working in the industry. However, the decrease in wage did have other effects to both the Nigerian construction industry and the whole of the country economy as follows; first, the cost of building decreased for the companies in the construction industry. This was confirm by the empirical result of the study “One percent increase in stock of immigrants labours leads to approximately 21% lead to a decrease in cost in Nigeria construction industry at lag one and as lead 20% decrease in cost in Nigeria construction industry at lag two. Secondly, construction industry being a competitive market, the decrease both in wage and cost should cause and effected prices in the industry to decrease as well, as this proving the total effect of immigrants wage and cost in the Nigerian construction industry under the period of the study. Thus, this could lead to price of housing in capital state of the country to be lower than what it would otherwise be if the immigrants had not taken place in the construction industry in Nigeria. Assuming that the benefit of lower housing costs for all residents of the capital state outweighs the disadvantage of lower wages for those working in the construction industry,

this suggests that the net effect of work-based migration is positive, without taking into account the effects on public finances (i.e., in the form of tax receipts or expenditure in the form of benefits).

### **Policy Recommendations**

- 1 Nigerian construction industry labor market should recognize that they need highly-skilled immigrants and adjust their policies accordingly since wage losses to the natives due to stock of immigrants is roughly equal to the gains from immigration.
- 2 Nigerian construction industry should see Inflows of immigrant's workers, expatriates a means to increase competition with the

indigenous companies since this will induce task specialization of natives and under certain plausible conditions, ultimately raise the demand for all workers in the construction industry. Since one of the study findings revealed decrease in cost in Nigeria construction industry.

- 3 Nigeria construction industry should take advantage of presence of the immigrant's workers, and expatriates' companies in the industry to gain transfer of knowledge and advance in the construction technical knowhow as the study found a positive effect of immigrants on the Nigerian construction industry growth performance.

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**THE POLITICAL ECONOMY OF FEDERALISM AND  
MARGINALIZATION IN NIGERIA: A REFLECTION ON NORTH AND  
SOUTH ORIGINAL COPY 2024 APRIL**

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**Abstract**

The study explored the interface between the political economy of federalism and marginalization in Nigeria. We posit that the notion of marginalization was introduced into Nigeria by the nature of British colonial rule which saw the Hausa / Fulani as the most pliable people in Nigeria and handed over power to them after independence, which they have continued to use as a tool for marginalizing the southern part of the country. We relied on the documentary and survey method for data collection, content analysis and percentages for data analysis, rentier state theory was adopted for theoretical framework. We discovered that Nigeria federal system has continuously been used as a tool for marginalization but that it became rampant under the present administration as reflected in its lopsided appointments. The study recommended among others, that the idea of zoning and rotational presidency be enshrined in Nigerian constitution including the development of strong political institution that is independent and neutral Nigeria should develop strong political institution that will not be easily manipulated especially the Independent National Electoral Commission (INEC) and the judiciary, to achieve this, the exclusive power of appointing INEC Chairman and Chief Justice of Nigeria(CJN) must be remove from the President by way of constitutional amendment. If this is done, the incredible and kangaroo manner in which the former CJN justice Walter Samuel Nkanu Onoghen was removed would have been avoided.

Keywords: political economy, federalism, marginalization, lopsidedness, administration.

**Introduction**

All over the globe, federalism is seen generally as a viable variety of government especially for political unity in multi-faceted multi-linguistics and multi ethnic states. (Igwe, 2002). To this end, it is widely practiced in most states in the world including

Nigeria, United States of America (USA), Canada, Belgium, Australia, Bosnia, Brazil, Germany, India, Malaysia, Mexico, Nepal, Pakistan, Russia, Switzerland among others. While federalism is used as a tool for political unification, its root is traced to ancient Europe and it was first adopted

in the modern era in the union of states, during the old Swiss confederation. The earliest brands of federalism took place in ancient times in the form of alliance between states. Some examples from the seventh to the second century BC were the archaic league, the Aetolic League, the Peloponnesian League and the Delian League. (Cited in Igwe, 2002).

The most influential country that has however adopted the classical doctrine of federalism is USA in 1787 after the Philedephia convention ( a form of constitutional conference) written in defence and support of American federalism, federalist Essay. (Awa, 1976). Most God-fearing state – America uses federalism as an instrumentality for state building, while some African state like Nigeria has erroneously relegated the use of federalism to that of chronic and malevolent marginalization in all ramifications to the detriments of minority ethnic groups. From its formative years, what we have in Nigeria colonial era has been a restive state occasioned by constant political turmoil. There is a connection between these challenges and diversities associated with the state as articulated by scholars and the apex in this relationship is the one that exist between the central authority and the component units. For Where cited in Awa, (1976), what we have in Nigeria is more of a centre and subordinate unit instead of a centre and coordinate component which is the crux of federalism, hence the problem of power sharing and marginalization

becomes a recurring decimal (Amuwo, Suberu & Agbaje et al. 2000). Despite all these, Nigeria remains a clay-footed united country but with dicey foundation. Against this background, this study focus on federalism and the politics of marginalization in Nigeria.

### **Statement of the Problem**

According to the 1999 Constitution of the Federal Republic of Nigeria (FRN) part one, Nigeria is one indivisible and indissoluble sovereign state to be known as the FRN. The constitution shall be supreme with its provision having binding force, with clear division of powers between the legislature, executive and judiciary. The Nigeria state envisages a viable democracy, based on the doctrine of good governance, respect for the constitution and federal principle, rule of law, separation of powers, equitable distribution of the resources of the state and sharing of governmental position based on equalitarianism and respect for all the segments of the federating states. In spite of the above structural elegance, it has been observed that the country's resources and juicy position is not being shared with equalitarian, principle and doctrine of good governance. Rather it is replete with poor economic management among other hydra-head calamities besetting the Nigerian state especially since 2015. This issue have been negatively affecting Nigeria especially in the recent time.

### **Conceptual Clarification of Federalism and Marginalization**

From its etymological background, the term federalism is derived from the Latin word “*Foedus*” meaning covenant. It is a crucial political terminology in which a body of members are bound together by covenant with a governing representative head. The term is also used to describe a system of government in which sovereignty is constitutionally divided between a central governing authority and constitutional political units (like state or provinces), Ajagun, 2014. The classical theory tries to explain what federalism is. The outstanding exponents include Dicey, Harrison, Jethro Brown, Bryce, Robert, Garan a well known Australian scholar define federalism as a form of government in which sovereignty or political power is divided between the central and local governments, so that each of them within its own sphere is independent of each other.

Lord Bruce described the federal and state governments as distinct and separate in their action, describing it as a great factory where in two sets of machinery are at work see (Akpata, 2000, Amuwo et al. 1998). For Ojo (1973), a federal government can be defined as a system of government whereby the powers of the government are divided between the national or central government of the component states, region, provinces or cantons and in which each is legally supreme in its own sphere of authority. This implies that in a federal state, all the government both federal and regional are co-ordinate and independent in one

another. According to Awa,(1976), early writers on federalism used the term interchangeably with federal confederation, confederacy with the term differing in modern usages. Dicey sees federation as a political arrangement meant to reconcile national unity and diversity with the maintenance of the right of the state. For Wheare,(1953), federalism is a system in which two level of government of government – federal and regional (state) exist side by side with each possessing certain assigned powers and function. The most enduring feature of federalism was articulated by Wheare (1953), he noted that the most fundamental distinguishing characteristics of federal system is that neither the central nor the regional / state government are subordinate to each other. Further stressing on the nature of federalism he stated as follows.

I have put forward uncompromisingly, a criteria of federal government-the delimited and coordinate division of government function , and I have implied that the extent to which any system of government does not conform to the criteria, it has no claim to call itself federal. Wheare, 1953 p.14.

He also stressed financial autonomy and existence of independent judiciary as a sine-qua-non for the practice of true classical federalism. Classical federalism is the structure of intergovernmental relation which is contained in the collection of essays called the federalist essay written in defence and support of the constitution

of the USA as agreed upon in 1787 by the Philadelphia convention. Thus classical federalism refers to the federalism emanating from the federalist essay typified by the constitution of the United State of America (USA), Canada, Australia and Switzerland.

This type of federalism stress the need for corporation in some matters as well as the right to separate actions in other matters. It can thus be persuasively argued that USA is the first to use federalism as an ideology of national integration. Some of this balance and classical doctrine of American federalism is fundamentally absent in Nigeria and this may continue to reinforce marginalization. Other advocates and writers of federalism include Jean Bodin, Daniel Elezar, Rufus Davis, William Rikers, Sam Oyovbaire, Karl Fedrick, Hicks, Elaigwu among others. These writers has in one way or the other made formidable contribution to the meaning, nature and development of federalism.

In this study however, federalism is conceptualized as a system of government where there is an association of many states, having certain degree of autonomy and authority who willingly agree to form a union and enjoy equally progress and development without any form of political, economic, cultural and social marginalization.

### **What is Marginalization?**

Marginalization is to push something or someone to the edge of anything

especially of society or one, consciousness in order to reduce its or their effect, relevance, significance etc (Chambers 21<sup>st</sup> century Dictionary 1999). It can be defined also as a social exclusion that occurs when certain groups of people get denied access to areas of society. It occurs when a group of people are less able to do things or access basic services or opportunities. It is a situation where people are socially, economically, politically and legally ignored, excluded, neglected and therefore vulnerable to livelihood change. Marginalized people are often at a disadvantage when it comes to obtaining healthcare, decent education, employment. It is the consciousness but usually unwritten policy of excluding a targeted victim from important processes of national life at best keeping the victim at the periphery and at the very worst viewing him as security risk.(Igwe 2002). marginalization include denying professional opportunities due to someone's identity, not providing equal access to resources because of someone's identity, derogatory languages or bullying, singling somebody out due to his/her cultural practices or religious beliefs, blatant disrespect, refusing to recognize good work or consistently taking credits for another person's work, finding ways to isolate someone, like purposefully leaving them out of meeting among others (Frank, (1968, Gutmann, (1994). In a broader sense, marginalization refers to disempowerment, alienation and political exclusion based on race,

religious persuasion, ethnic or geographical location or numeric or demographic position in such a society, it involves the suppression of idea and denial of involvement in mainstream economic, political and social activities ( Charles 1999).

### **Historical Background of Marginalization**

Marginalization is as old as human society. The Jews in Europe, the African-American and native American, the Aborigines in Australia, the Berber in North Africa are some of the other complained of marginalization in the hands of more dominant patriots. The Israelites were marginalized by the Egyptians It is on this note that Onuoha, (2020) noted that there are some political office holders who are meant to perform their duties creditably well, but begin to do the contrary, this office holders pledge to one hand to uphold the law with on the other hand they break the law with flagrant impunity. This unwarranted and shoddy behavior of our political leaders is partly due to their desire to marginalize. Speaking on the unpredictable nature of Nigeria political leaders (Abdullahi, 2017 cited in Onuoha (2020 p.9) stated that "Nigeria, project is not working despite every effort. The country is at stand still. It is unfortunate we are still where we were more than 50years after independence and have not been to move away from where our colonial masters left us". Ango Abudllahi report 2017 the above lamentation from Ango Abudllahi summarizes the frustration, anger and disappointment

of most Nigerians about the future of leadership which has its genesis in the handing over of the political leadership of Nigeria to a few oligarchic class in Nigeria by the colonial masters. This unfortunate incidence of marginalization by the so-called "born to rule" people has its root in the colonial and immediate post-colonial era.

In Nigeria the most outstanding complaint of marginalization came from Igbos. in particular and the southern Nigeria in general. In a document, The violation of Human Right And Civil Rights of Ndigbo, in the federalism of Nigeria: A call for Reparation and Appropriate Restitution, submitted in October 1999 to the President Olusegun Obasanjo by Human Rights Violation Committee (alias the justice Oputa panel) through the Ohaneze, a cultural umbrella of Ndigbo, the Igbos narrated in fact and figured, in the high points of their inspired suffering especially since the tragedies of 1966 that culminated in Nigeria-Biafra war in 1967 (Igwe 2002). Despite all these, Nigeria remains a united country.

The most painful one is political marginalization which is a process in which a group or class of people in a given society are relegated to secondary or inferior positions. It is a deliberate attempt to sideline or ignore members of such society from political debate, economic, bargaining and social negotiates, Raleigh, 2010. He further stated that it takes the form of denying a certain persons access to

opportunities base on one's identity in society in some cases leading to dispossessing of people of their land livelihood or political representation, including neglect in political appointment.

### **Methodology**

For collection of data in this study, we relied on documentary methods thus we depend on text books, journals, newspapers and other government documents. We equally focused on survey method; we interview some members of the intellectual communities from 8 universities in north central and south east nigeria a total of 20 lecturers were interviewed. through unstructured elite interview. For our method of data analysis, we focused on the logic of content analysis Put appropriately in this study, we employed a mix method of data collection. This includes the documentary and survey methods. This will at not only allow us to gather data from primary, but also for secondary sources. Documentary is necessary for this study because the method is well suited for content analysis could help one selected what is dependable from what is not Ibeanu (1991). This makes it necessary for this study

### **Theoretical Framework**

The relationship between political economy of federalism and marginalization in our country will be explained utilizing the rentier state theory (RST). A rentier state refers to a state which gets all or a reasonable part of its income from the rent of

indigenous resources to external clients. The phrase rentier state has been in use from the 20<sup>th</sup> century, in a variety of ways. It is most often associated with economies rich in purely natural resources like petroleum, but can also include countries rich in financial instrument like reserve currency. It is a political economy theory that seek to discuss state society relation. Rent is conceived as the money gotten from the endowment of nature (Marshall, 1920); example is Kuwait, Oman and the United Arab Emirate (UAE) because oil revenue account for 77% 93% and 77 respectively of the budgets of these countries.

A theory is built for two main purposes: analysis or explanation and prediction, the validity of a model or theory is judged on the basis of its predictive power, generality and simplicity (Okoile & Ohiaegbu (2009).The RST is a complicated associated ideas pertaining to the patterns of progress and the nature of states in countries dominated by external rent, specifically oil rent (Yates, 1996).

The term 'rentier state' was coined, and first used by an Iranian economist, Hossein Mahdavy in 1970, with reference to pre-revolutionary Iran. The term however gained new ground in the years after *Mahdavy's* writing. His writing witnessed a rebirth of idea in the 1980s in the works of writers like Beblawi & Luciani (1987). These scholars focused on the role of oil affluence on the nature of Arab States. For Beblawi & Luciani (1987), there are four features that are mandatory for a

state to be listed or labelled as rentier. these features are articulated as follows: In the first instance, the economy of that state must be predominantly rentier in nature. In the second place, the genesis of such rent must be foreign or external to the country. The point being made is that the rent must come substantially from external sources. The implication is that no matter how substantial domestic or internal rent is, it is not always enough to label such country as rentier, (Beblawi & Luciani, 1987). in the third instance, in a rentier economy, only an insignificant number of people are involved in generating the rents, whereas the majority is engaged in the distributing and consuming. For Yates (1996), this means that an open economy with impressive levels of foreign trade is not classified as rentier, even if it relies substantially on rent like agriculture, this is because a substantial number of member of the citizens are fully involved in the production of such wealth. In the fourth instance the administrative machinery of that country must be the major receiver of the external rent in the economy (Beblawi & Luciani, 1987).

This theory is necessary for the explanation of the nexus between the political economy of federalism and marginalization in Nigeria because Nigerian's federal system is grossly shaped by the country's political economy which predominantly revolve around oil rents. Our central thesis here is that the Nigerian political economy is the convoluted relationship between those that controls oil rent and the rest of the society. Here there is an inherent link

between oil resource and the country's practice of federalism.

The federal government of Nigeria which is currently dominated by the Hausa /Fulani oversees the distribution of the centrally generated oil revenue. The desire to adopt the balanced federal system has often generated serious controversies in terms of revenue allocation formula to be adopted. Thus our argument in this study is that inability of the Buhari-led federal government to distribute the oil wealth equitably in the form of lop-sided political appointment has become a form of marginalization of the oil rich states in the southern part of the country who believe that President Buhari-led government is not carrying them along in terms of political appointment and other perceived injustices. Eme and Onuigbo (2015), Babalola (2010). The grievances of the southerners was made known in what was termed the "Asaba Declaration of 2021". It is this show of muscle by the northern Fulani oligarchy in the current configuration of the federal government which have brought about complete marginalization of the southern Nigeria especially the Niger Delta who have become the goose that lays the golden egg makes this theory second to none in the explanation of the link between federalism and marginalization in Nigeria.

### **Genesis of Marginalization in Nigeria**

In amalgamating the north and the southern Nigerian Lord Lugard

institutionalized marginalization by unevenly allocating more geographical areas to the north to the disadvantage of the south. After conquering the northern emirs. The geographical area included in the northern Nigeria protectorate include the Okun-Yoruba land of Kabba, Ogidi, Ijumu, Gbede, Yagba as well as Ebiraland, Igalaland fashioned effectively under Kabba province. The Ifelodun, Ofa, Omuaran, Ifelodun and Irepodun areas of Yoruba land were fashioned into Ilorin province see. (The history of northern Nigeria 2021). This was what Lord Lugard did to give more geographical areas to the north by carving out these mentioned areas from the southern Yoruba States which originally belong to southern Nigeria. This act of craftiness by Lugard has become a tool by the north to continually marginalize the south. Also the Richard constitution of 1946 gave overwhelming autonomy to the north including custom policy and foreign relations.

Marginalization has been in Nigeria since the colonial era and registered verbatim expression in the direct and indirect rule. While the North was under direct rule, the Southern Nigeria were governed through indirect rule till 1914. In post independence period, it was played out by creating a strong Northern Nigeria and a balkanized Southern region as occasion demanded. (Onwubiko, 1973, Ojo, 1976, Okpata, 2000). Raleigh 2010). The division of Mid-western state was seen by political pundits as a calculated effort to emasculate the

garrison of Opposition parties in Western Nigeria in 1964 (Amuwo et al. 2000). The creation of twelve states by Yakubu Gowon's military administration in 1967 featured as a formidable solution to the equity problem and marginalization in Nigeria. This notwithstanding, further state creation were fundamentally asymmetrical or lopsided to the advantage of the North over the South. This became obvious in the present 36 states structure of Nigeria federation, where the North has 19 states plus Abuja making 20 and 17 in the South. This has created serious marginalization doctrine especially with the South-East having only 5 states as opposed to other geo-political zones while north west has 7 states.

The dominance of Nigerian politics by the Hausa / Fulani has seen them controlling the commanding height of Nigeria key position especially since 2015 when President Mohammed Buhari came to power. The Hausa / Fulani always maintain a higher number of states to have a political advantage above the southern Nigeria in general public policies and indeed some governmental decision are not always formulated or taken from the stand point of objectivity and overall national interest or on the basis of justice, fair play and equity. Instead it is from the point of parochial and monographic ethnic and dubious consideration. Such that the ethnic group whose members dominate the federal government since independence and especially since the end of Nigeria –Biafra war has

persistently swung the pendulum of politics to their favour. Be this as it may, the Buhari-led government has been the last straw that break the camel back in fanning the embers of tribalism in government. The shoddy removal of Justice Walter Nkanu Onnoghen the former Chief Justice of Nigeria (CJN) and appointment of Justice Mohammed Tanko stand glaring here this is just a tip of the iceberg in the marginalization of the entire southern Nigeria. . There is discrimination in federal appointments in fact the south have enough manpower to aspire to any political leadership in Nigeria. The utmost perpetual occupation of the presidency by the north is seemingly immutable only God will protect justice Mary Odili to rise to the position of CJN because she is a southerner.

**Institutions of Marginalization  
Some Institutions Are Used as  
Instrument of Marginalization of  
the South by the South Nigeria such  
institutions include:**

1. Nigerian Defence Academy (NDA) established on 5<sup>th</sup> February 1964. Its role is to provide officers cadet with knowledge, skills and values necessary to meet the requirement of a military officer through military, academic and character development. It is located in Kaduna state, North West Nigeria. This makes north to have overwhelming majority in Nigerian army.

2. National Defence College (NDC) formally in Lagos before relocating to Abuja in 1995.
3. The Nigeria Police Academy. It was established in 1988 following the perceived need to upgrade the quality of the Nigeria police force through the training of effective and civil oriented police force that will meet the demand of an ever evolving and complex law enforcement and criminal justice administration. It is located in Kano, North West Nigeria.
4. Nigerian Army University. It was established by the federal government of Nigeria to be a centre of innovation and technological development for Nigeria defence sector and enable the nation to meet the ever changing and rapid development in the dynamics of modern warfare. The Act to establish it was passed in 2018. It is located in Biu, Borno state North East Nigeria.

There are other important institutions located in Kaduna, North West Nigeria. The question arising from the establishment of these institutions is that is it only north that is fit to wear the cap?. Why must the above institutions be placed only in the north to the neglect and marginalization of the south. If we were running a unitary government this question would not have arise but, we are practicing a federal system where the federal principle is supposed to be

predominant. It is only in unitary system that one central unit of government can become lord over the units. This is marginalization of the highest order.

### **Political Economy of Federalism.**

Etymologically, the phrase political economy derives from Greek word, polis (city state) and Oikonomos theory of household. It originated from moral philosophy, however the phrase economic politic which was translated in English as political economy first appeared in France in 1615. James Stuart (1767) Principles of Political Economy, Adam Smith (1776). An inquiry in Nature and cause a wealth of nation, David Riccardo (1817) principle of political economy and taxation were the early classical political economist who explain how the state and economy combines to ensure good lives (Okoh, 2002.).

Political economy equips holders or wielders of political authority to achieve economic objectives. It focuses on the reciprocal influence and mutual interaction between the state and the economy. Thus Nigeria political leaders has seen the possession of state power as a way of amassing wealth and favouring their peculiar ethnic and religious group as epitomized in President Mohammed Buhari;s political appointment in all ramification. This is in line with the derogatory comment of Kwame Nkuruma’s statement “seek ye first the kingdom of politics, all other economy included shall be added unto you. It is this use of federal government strength and money by the Buhari-led

government to better his Fulani brothers by way of political appointment that makes this study political economy of federalism and marginalization in Nigeria.

### **Instances of Marginalization in Nigeria**

Speaking on the multiple challenges facing Nigeria, The National leader of Afenifere, a pan Yoruba socio-political group, in This day Newspaper, Chief Ayo Adebajo accused president Buhari of intentionally looking away from the multiple challenges confronting Nigeria. He stated that it would be total injustice if the South-East was edged out of the 2023 presidential election. he also accused President Buhari administration of ignoring the clamour for restructuring averring that it is insulting for the ruhing party (APC) and it is major promoters that they don't know the meaning of restructuring. According to Adebajo, it is more worrisome for Vice President Prof. Yemi Osibanjo to subscribe to this conclusion. Speaking further on Nigeria's multiply problems, He stated that . We all know that our constitution is not a federal constitution, but a document put together by Gen. Abdulsalami Abubakar. In that case it doesn't require amendment but surgical operation because it is a fraudulent constitution. on security and other challenges facing our country, it is not that President Buhari doesn't know what to do, but he has private agenda. We have said it over and over that state should be allowed to take care of local security. Look how can you send a Minna man to Umuahia and expect him

to understand the terrain and secure the place. ...The idea of zoning emanated from the decision of early leaders to make sure no part of the country is cheated. But is sad that a zone is frustrating all efforts being made to achieve this.... Now Buhari has rounded off his two term of eight years and some haven't considered it necessary to zone presidency to south-east, is south east not part of Nigeria?. If we want peace, we must be just and fair to all. Akingbolu, 2022, p.58.

According to him, former president Obasanjo won election and spent eight years and handed over to Umaru Yar'Adua. He spoke elaborately in the need to righten the wrongs in Nigeria.

Many well-meaning Nigerians especially from the southern part has frowned at President Buhari-led government and accused it of colossal manipulation of the federal system to marginalize the south and eroding the principle of federal character. In this line of thinking (Awa,1972, Agbaje,1989 and Gboyego, 1989) have argued that the federal character has been manipulated by and channeled to serve the overall interest of the petty bourgeoisies.

Judging from its geographical position weather and climate vegetation Benue State is strategically positioned in

southern Nigeria but the state is placed in Northern Nigeria to further strengthen Northern hegemony and numerical strength. The clearer picture of marginalization of the Southern Nigeria by the acclaimed political invisible hand, has been manifesting in the numbers of local governments allotted to various states (Alapiki)2010. We have a situation in which Kano is still having 44 local government areas even after the creation of Jigawa state while the combined states of Rivers and Bayelsa and Cross River in the South-South geopolitical zone have a total of 49 local governments' area. This imbalance disparity and asymmetry is questionable and dubious considering that money is equally allocated to local government but the south especially south-south is the treasury base of the nation.

Is it unequivocally enshrined in constitution for the existence of 774 local governments in 1994 constitution section 7(1). Their existence is guaranteed under the law besides discrepancies. There is no equity and fairness in power sharing. The point at this study is the constant breaches in the constitution and assumed institutionalized agencies that aid marginalization in Nigeria. This is contrary to Awa (1976) who posited that federalism is on the degree of integration and level of interdependence.

A major shortfall in Nigeria federalism is that it is has turned to an instrument in the hand of some sectional political group to continue to intimidate and

suppress minority political group. Federalism in every sense involve a level of power sharing. Marginalization occurs in Nigeria because federalism is configured in a manner in which the North can solely determine the political fate of the entire country (Ayoade, 2000) by its demographic and geographic vastness. Political marginalization here brings a lot of worrisome and ugly issues that threaten our federal structure. The lopsided structure in power is directed at getting a large share of revenue that is centrally distributed.

Nigeria federalism is more regrettably not a product of ethnic and cultural similarity among the units making the federation while it remains clearer that ethnic and cultural pluralism is one cardinal factor that necessitate the adoption of federalism. The ethnic groups making up the Nigeria state do not share common ancestry, political attitude and social norms. So the Nigeria federalism are regarded by some people as the coming together of strange bed fellows. The amalgamation of 1914 was anchored on the need of the British colonial administration without mincing words, the formation of Nigerian federation was to facilitate colonial administrative effectiveness and efficiency and oil the wheel of economic exploitation to the advantage of the colonial administration, (Okpata, Utobo, Okafor and Nwegbe 2000). It is a well-known fact that a major European interest during colonial expedition in Africa was the sourcing of raw materials for their home industries. In the words of Jules Ferry the French

Prime Minister 1879 - 1883 "colonial policy is the daughter of industrial's policy . . . European consumption is saturated. it is necessary to raise new masses of consumers in other part of the globe, else we shall put modern society into bankruptcy." The objective of imperial expansion is colonial profit as quoted by J.A Hobson. in Onwubiko (1973). according to Lord Lugard European are in Africa for the benefits of her industrial class.

Unlike Nigeria, it was the political leadership of men like George Washington, Benjamin Franklin, James Madison and Alexander Hamilton that gave birth to America federal system. The contribution of Charles Tupper to Canadian federalism and J.O. Lang, Duffy Charles and James Service etc to the federal union in Australia gave credence to the inevitability of political leadership to the formation of federation. These federations were not a product of a foreign administrative fiat and gun boat diplomacy as seen in Nigeria it is rather based on the agreement reached during the Philedephia Convention of 1787.

The Hausa / Fulani has maneuvered themselves into the princes of Nigeria.

The British colonial masters saw them as the most pliable and manipulable ethnic group in Nigeria. Consequently, they entrusted power to them and they have held on it tenaciously. They ingenuously devised a way of holding on to power

either under civilian rule or through long years of military dictatorship in Nigeria (Obi-Ani, 2004). Currently, they have exhibited the worst form of human degradation during the military administration. Currently the economy is in shamble and social infrastructure in decay.

For the first time the Hausa / Fulani raised alarm shortly after president Obasanjo announced ministerial and appointment of Service Chiefs. They complained that the Service Chiefs were Christians instead of Muslims and that they hail from Middle belt rather than the core north (Obi-Ani, 2004). The question must the idea of core north arise here what is core north, is it among the six geo-political zones in Nigeria?. A federation thrives in diffusion of power but in Nigeria power is so concentrated at the centre that initiatives by the component units had been stifled thus reinforcing marginalization.

British colonial policy had created multifaceted problems for Nigeria for instance, while the British introduce its liberal western education in the south, it never did so in the north, preferring instead, the indirect rule system. The implication of this was that it introduced uneven educational development. A prominent historian Obaro Ikime condemned this attitude of segregation between the north and southern Nigeria. In a bold and highly revealing academic paper presented in Abuja conference (1987), sponsored by the federal government, Professor Obaro Ikime made it clear that the reign of political

power lies with the north, during the time under review, he made it clear that the north has held the office of government / head of state for more than 20 years out of the country's 26 years on independent that was 1960 – 1986. Explaining democratic failures in Nigeria” Diamond (1986) cited in Onuha (2002) noted that ethnic conflict, political culture federalism and economic statism are to blame for the failure of democracy in Nigeria. The author particularly fingered asymmetrical federal structure of Nigeria as the main culprit. According to him

In virtually giving the North a unilateral Mandate over the whole of Nigeria, this bizarre Version of federalism destroyed genuine Guarantees of inter-segmental equivalence and engendered an explosive contradiction between. The North political predominance and southern Socio-economic predominance

The main thesis is that the current structure of Nigerian state is not sustainable and a recipe for disaster. To be very candid, the Northern domination of the Nigerian state has generated the greatest controversy since the emergence of Nigeria state in 1960. It should be noted that this domination was extracted from the British government as a condition for accepting British authority. It is on record that chief Anthony Enahoro was the first to move for Nigeria's independence in 1953. This resulted in a walk-out by Northern parliamentarians who were of the view that Nigeria was not ready for independence. The walk-out and the

crisis it generated helped them to bargain with the British government for domination. Since then, Northern political predominance has become the rule. Today, Northern Nigeria has 19 states, out of 36, and 419 local government areas out of 774. The southern part on the other hand has 17 states and 357 local government areas. The implication is that every month the 19 Northern state receive a minimum of 57% of 100%revenue to which they contributed less than 5%. This has generated a lot of envy among other component parts of the Nigerian state (Onuoha 2020).

Contributing to the debate, *Wogu et al* (2015) noted that the Nigerian and western observers often blame inter-ethnic competition, known locally as tribalism for the instability and weakness of Nigeria democracy. On the contrary, according to him, Nigeria's constitutional democracy is weak because it is an imported ideology imposed on an artificial political unit. They noted that the territory known as Nigeria springs not from an African but European logic from lines drawn on a map over 100 years ago at a conference table in Berlin. Consequently Nigerians have no common history and no communal symbols. The only thing they share consist of rigged elections and violent political confrontation, largely as a result of regional rivalry. According to them, government redistribution of petroleum revenue according to the territorial unit foster this rivalry.

Supporting the view of diamond, Wogu, Ogbonna (2021) and others, noted that British sole interest in putting Nigeria's together was solely commercial. As Ayoade, (2010) has noted, this explain why Nigeria was amalgamated without integration. Ogbonna, further, noted that the holistic structural lopsidedness that was foisted on Nigeria paved a fertile pathway for political rancor that soon graduated into incessant military interruption of the political orders.

Eyo (1986) in a discussion of what he considered to be the psychological bane of Nigeria politics, state that Nigeria as a political entity stand precariously on tripod which distorted attitude and perception are founded. These include (a) Ethnicity (b) religious intolerance and (c) personal greed for political power and wealth. He noted that Nigerian leader have been infected by the social diseases of ethnicity, religious bigotry and inability to resist corruptive self-gratification. The enigma is how to insulate future Nigeria leader from the diseases. The task according to him, is, to say the least, extremely difficult particularly because new leader cannot be bred outside the existing socio-structural context. Through the natural processes of socialization, new leader have to learn from what is operative in their socialization context.

Asadu ,2014 seems to support the argument that it will be extremely difficult to breed new leader who will be free from corruption because in the view of many Nigerians, a

public office holder is a failure if he does not steal from national treasury to favour his primordial interest.

Moreover, part of the issues concerning the national question which have continue to reinforce political marginalization is not unconnected with the absence of national leaders our central thesis here is that Nigeria leaders are mostly ethnic tin-god striving hard to appear in national toga. As a product or child of British colonialism, Nigeria has retained to a large extent its ethnic and religious disparities and mutual exclusions. It is this symptoms which have robbed the country a true national leader and who will live above chauvinistic sentiments and reach for ideals of national unity and cohesion. The Yoruba leaders had reportedly bitten their fingers in regret for voting President Buhari, who in their view turned the other way. With the list of President Buhari's appointment in (Eme & Onuigbo, 2015). Olusegun Obasanjo reacted to the lopsided appointments.

For paucity of space here, others who expressed disappointment at the appointment of President Buhari are Ohaneze Ndigbo, the apex socio-cultural organization of the Igbo people, Mr. Ebu Adegboruwa, Farooq Kperogi a northerner and university lecturer in USA, Professor Akin Oyebode a constitutional lawyer, Mr. Oliseh Metuh, see (Ogunseye,2015). Others are Chief Ebenezer Babatope who averred that "democracy to Buhari is government of the northerner, by the northerner and for the northerner" God

bless Nigeria Oketola, (2015) p.12 cited in Eme & Onuigbo (2015). Also among the list of the reactions are Senator Enyinnaya Abaribe, Chukwuemeka Ezeife, Yinka Odumakin a member of Afenifere Yourba socio-cultural group said President Buhari's action pose grave danger to Nigeria. To substantiate the above facts President Buhari's appointment in 2015 is shown in the table below in percentages.

Geo- political zone	Number of appointees	Percentage
North West	13	43
North east	6	20
North Central	3	10
South-South	5	17
South West	3	10
South East	0	0
Total		100

**Source: Eme and Onuigbo, 2015**

The table above speaks for itself that the government of President Buhari starting in 2015 was dominated by the north in terms of political appointments into key position. The post referred to in the above table , include those of Permanent Secretaries, Director-Generals in Extra-ministerial Departments and Parastatals, Director in Ministries and Extra-Ministerial Departments Senior Military officers, Senior Diplomatic post and managerial cadre in the federal and state paratatal bodies, agencies and institutions. This was done by President Buhari in violation of the federal character principle.

A more embarrassing scenario which exposed President Buhari's lopsided government was reflected in the recruitment of Department of State Security (DSS) employment in 2017. In 2017 the DSS had commissioned 479 cadet officers who were supposed to be

five slots from each state of the federation (Nathaniel 2017). But the final listing shows a colossal disparity in the exercise in favour of the North. For instance, Katsina which is the home of the president produce 51, Lagos 7, Kano 25, while Abia got 7 slots. This is a clear case of marginalization and a chronic violation of the federal character principle this was on March 5<sup>th</sup> 2017. (Nathaniel 2017). Also on 15<sup>th</sup> of March 2016 Sahara Reporters and Premium Times reported the illegal and kangaroo recruitment of 91 individuals who were relatives and ward of politicians into the Central Bank of Nigeria, (CBN), under the helpless situation which Mr Godwin Emeifele find himself as the de jure CBN governor while the "Presidency" was the defacto CBN governor.

The action of the DSS Director General (DG) Mr Yusuf Bichi from Kano state north west Nigeria, is grossly inimical to the federal character principle, doctrine of equity, principle of patriotism and the change agenda of the APC-led federal government. This action also contradicts the president's inaugural promise of " I belong to everybody, I belong to nobody. (Nathaniel 2017).

In another instance it was reported that out of the total of 628 cadet trainees that were recruited , 535 were from the north east and north west while only an infinitesimal 93 were from either the south east, south-south, south west or north central. Finding equally revealed that at least 71 of the trainees officers hailed from Bichi local government area

of Kano state, the home of the DG see (Sahara Reporters September 29,2020). It was also anonymously revealed that those officials of DSS who made the secret details revealed to journalist were unjustifiably and unreasonably transferred. The source equally confide in us that some security official even from the north are absolutely not happy with President Mohamadu Buhari's monographic and sentimental government because it is escalating ethnic tension.

### **Conclusion and Recommendations**

Many well-meaning Nigerians have argued that the country is plagued with the absence of viable democracy and effective leadership. Our federal system is fundamentally flawed in its design unlike Canada, USA, Australia among others. Notwithstanding that the idea and the principle of federal character has its genesis in the 1979 constitution in Nigeria, its implementation since 1999 has not relatively assisted in solving the hydra-headed problem of ethnic bigotry. Thus it is not a problem to have a beautiful guiding principle that ensure a balance federalism but the ability of political leaders to follow such principles.

### **Recommendations**

We therefore proffer the following recommendations for implementation.

- Nigerian constitution should be amended in a manner to reflect the number of political appointees that must come from a given geo-political zone, this will eradicate the concentration of key position in

a given or particular geo-political zone, since no zone is superior to the other in a balanced federal system.

- The idea of rotational presidency should not only be a lip service doctrine but must be codified in the constitution to avoid any part of the country using its numerical strength to dominate or oppress the other. Zoning should be done in a way that whenever presidency is zoned to the north, no southerner should contest and whenever it is zoned to the south no northerner should contest but all the states in the federation should however cast their votes. This will reduce the use of population to intimidate any part of the federation.
- Nigeria should develop strong political institution that will not be easily manipulated especially the Independent National Electoral Commission (INEC) and the judiciary, to achieve this, the exclusive power of appointing INEC Chairman and Chief Justice of Nigeria(CJN) must be remove from the President by way of constitutional amendment. If this is done, the incredible and kangaroo manner in which the former CJN justice Walter Samuel Nkanu Onoghen was removed would have been avoided.
- Political appointment should be based on principle of merit and credible performance rather being based on region and genealogical relations.

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**EDUCATION AND HUMAN CAPITAL DEVELOPMENT: REFLECTION ON  
TSITSI DANGAREMBGA'S *NERVOUS CONDITIONS***

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**Abstract**

The problem of human capital development in Africa continues to grapple with a lasting solution. This paper through the lens of Tsitsi Dangarembga's *Nervous Conditions* examines the roles of critical thinking, self-awareness and collective action in achieving true human capital development. Education as a double-edged sword remains a powerful tool for empowerment and liberation, particularly for marginalized groups like women. The primary text in use emphasizes the unequal access to the quality education experienced by characters along lines of gender and class. The paper employs the tools of psychoanalytic theory to analyze the cost of assimilation into the dominant culture while in the pursuit of education. This often leads to internal conflict and a loss of cultural identity. It achieves this using the descriptive qualitative research design as its methodology. Consequently, the paper finds that despite these challenges, education remains a vital tool for individuals and communities to challenge oppressive structures and claim their agency.

**Keywords:** Education, Human Capital Development, Psychoanalysis, Nervous Conditions, Tsitsi Dangaremba

**Introduction**

Human capital is often defined as the stock of knowledge, skills, and abilities individuals possess ([Dess & Picken, 2000]). This includes formal education, work experience, and trainable skills. Some scholars argue for a broader view encompassing social capital (relationships) and organizational capital (workplace processes) alongside individual KSAs ([Wright et al., 2001]).

Human Capital Development in Africa remains a catalyst for growth. This is

because Africa has a young and growing population. It is also a potential economic powerhouse. However, to unlock this potential, investing in human capital development (HCD) is crucial. This is in the areas of improving the health, knowledge, skills, and resilience of its people. This is what this paper aims to do. There are however challenges to the realization of HCD in Africa. These include Low scores. For instance, compared to other regions, Sub-Saharan Africa scores lowest on the World Bank's Human Capital

Index ([World Bank Human Capital Project]). This reflects limited access to quality education and healthcare. In addition, there are interlinked issues surrounding factors like child stunting, lack of schooling opportunities, and poor health. These limit future productivity.

Human capital development (HCD) boosts economies through a skilled, healthy workforce that drives innovation and inclusive growth. Initiatives like the World Bank's AHCP (health & education targets) and AfDB's skills-focused strategy exemplify this approach.

Human Capital Development (HCD) and education are intertwined. HCD is essentially the process of improving an individual's or a society's overall skills, knowledge, and abilities to reach their full potential. Education plays a crucial role in achieving this by providing the foundation for acquiring those very skills and knowledge.

HCD works through education to realize the following: Firstly, equipping the workforce. While HCD aims to develop a workforce with the qualifications needed for the modern economy, education provides the training and knowledge base for individuals to fill specific job roles and contribute effectively.

Secondly is economic growth. There is no gainsaying that a skilled workforce is a productive workforce. By investing in education and HCD,

countries can boost their economic growth and innovation. Thirdly is the issue of Individual Earning Potential. Education, a key aspect of HCD, increases an individual's earning potential. People with higher levels of education tend to command higher salaries. In addition is the role of Quality vs. Access. While simply increasing access to education is important, HCD emphasizes the quality of education as well. Quality education ensures individuals acquire relevant and valuable skills. Finally, is the focus on Educators. HCD recognizes that teachers are instrumental. Investing in professional development for educators improves the quality of education they deliver.

Cosmopolitanism and the bougie feeling of living and accomplishing abroad should not erase the connection and need to invest in one's homeland. For Kwame Anthony Appiah, "a citizen of the world can make the world better by making some local place better, even though that place need not be the place of her literal or original citizenship" (241). If this is possible, how much more when the local place is one's place of original citizenship as we see in the journey of the characters in the primary texts under study. This prompts many African writers to be in the words of Simon Gikandi, "Comfortable being both local and global at the same time" (243).

Chinua Achebe in *Morning Yet on Creation Day* avers that, "the writer cannot expect to be excused from the

task of re-education and regeneration that must be done. In fact, he should march right in front” (59).

African writers have continued to speak to societal issues and not merely personal grievances in their writings. This gives credence to Achebe’s assertion, “perhaps what I write is applied art as distinct from pure. But who cares? Art is important, but so is education of the kind I have in mind. And I don’t see that the two need be mutually antagonistic” (The Novelist 161-162).

Chinweizu, Onwuchekwa Jemie, and Ihechukwu Madubuike go further to aver the importance of commitment in writing, “The function of the artist in Africa, in keeping with our traditions and needs, demands that the writer, as a public voice, assume a responsibility to reflect public concerns in his writings, and not preoccupy himself with his puny ego” (78-79).

Africans abroad, successful or not, are drawn back home. Migration used to be for education, business, or returning to contribute. Now, reasons are broader, including seeking better living conditions and security.

There is a belief that diaspora return has ways of impacting positively on the development of the home country. The narrative on return migration is such that there is a call on our humanity to constantly aim, refine and reclaim ourselves while making ourselves better (*Straight from the Heart* 25).

The focus of this paper using Tsitsi Dangarembga’s *Nervous Conditions* is to portray the desire to improve home conditions having acquired relevant knowledge abroad.

### **Statement of the Problem**

Critics of Tsitsi Dangarembga’s *Nervous Conditions* (1988) have studied the work from various perspectives. Some critics view the text as one on the portrayal of male and female gender. Others view it as a work on the interconnectedness between language and culture while others emphasize the benefits of philanthropy in Africa by Africans. Furthermore, it has been read as a text on identity, feminism, oppression, impact of maize cultivation on characters and so on.

While the various readings and interpretations of the texts are illuminating, none has examined the roles of critical thinking, self-awareness and collective action in achieving true human capital development. Education as a double-edged sword remains a powerful tool for empowerment and liberation, particularly for marginalized groups like women. The primary text in use emphasizes the unequal access to the quality education experienced by characters along lines of gender and class.

### **Aim and Objectives of the Research**

The aim of this paper is to examine “Education and Human Capital Development: Reflection on Tsitsi

Dangarembga's *Nervous Conditions*"

The objective of this paper is to:

- i. Highlight the depiction of education and human capital development and the forms they take in the text under study

### **Significance of the Study**

Considering that the text under study has not been critiqued largely on the basis of Education and human capital development this study aims to contribute to scholarship on the text in the area. . More so, this study will be a source of data to migration study centers, especially as migration relates to literary studies. Policy makers and members of civil society involved in human capital development will also benefit from it.

### **LITERATURE REVIEW**

#### **Review of Literature on Tsitsi Dangarembga's *Nervous Conditions***

Gilian Gorle examines the function of language and its various intentions in *Nervous Conditions*. The story is told, using the language of Dangarembga to highlight the challenges faced by those who are uprooted from their homeland (deracinated). It suggests that overcoming this experience depends on understanding the ingrained ideologies in languages and confronting them with courage (192).

The article further examines the author's portrayal of the male and female gender in the text. Gorle is of the opinion that personal circumstance of male and female characters especially as from early childhood go

a long way in determining how language and power are intertwined. It suggests that the way we use language can reflect or influence our power in a given situation (192). Gorle's article differs from this study since there is no mention of education and human capital development. While Gorle focuses on language and power, this research focuses on education and the impact of human capital development on the characters in the novel.

Thompson analyzes Nyasha's struggles in "Nervous Conditions" as a metaphor for cultural translation. Raised abroad, Nyasha feels like an outsider in her own culture, creating a difficult situation for her. This analysis is based on how the two cousins, Nyasha and Tambu, relate to each other and their heritage.

This implies a struggle to reconnect with her heritage (60). Tambu on the other hand is allowed transformation, having favour with Babamukuru who on the other hand prohibits Nyasha (61). This brings about a complication of the translation process. This article is not on human capital development and so differs from this study.

Robert Muponde focuses on African philanthropy and its distinct traditional gift-giving practices (387). Muponde achieves the above using the African folklore which demonstrates the patterns and culture of giving and receiving in such a manner that abusive dependency is not created (387). For Muponde, as regards philanthropy, recipient perspective is

crucial. More participatory democracies are needed to ensure aid feels respectful and avoids unintended offense (399). Tambu makes an effort to achieve the phrase “I am well if you are well”. This article focuses on a different light from this study.

Sally McWilliam’s article is written from the view point of feminism and post-colonialism using the character Tambu. Tambu’s character defies existing patriarchal status quo, “to question all issues affecting her personal and political life” (111). McWilliams shows strong approval of Dangarembga’s ability to fail to accept the societal expectation of going beyond the limits of cultural, racial, and sexual, class and political differences defiantly facing the narrator, Tambu. The challenges confronting the native third woman is the focus of the article (111). The article focuses on feminism and post-colonialism using the major female character and her roles. No mention of education as it relates to human capital development which is the crux of this study. This is the gap this study aims to fill.

Rosemary Gray opines of *Nervous Conditions* in her article that the intricate or complicated representation of identity and individuality in the senses of obedience, hard work, self-abnegation, adventurous and obstinate nature in Tambu’s character do not merely relate to feminism or post-colonialism but also to postmodernism (120). Tambu emerges as a new African woman, aware of her socially

constructed female identity. Publication year (1988) suggests *Nervous Conditions* as a postmodernist (115).

F. Fiona Moolla’s article uses Dangarembga’s *Nervous Conditions* and Bulawayo’s *We Need New Names* to trace the bildungsroman story of two young women with the development of nationalism. Moolla achieve this through the pathway of food. Its’ life cycle (221).

The article states that in *Nervous Conditions*, the cultivation of mealies or maize transcends to be major in its ability to ‘burden’ and/or ‘liberate’ the major character, Tambu. Mealies are able to burden and further liberate her through giving her access to colonial education and colonial modernity.

Stephanie M. Selvick’s, article employs queer and postcolonial theories to interpret Tsitsi Dangarembga’s *Nervous Conditions*. Tambudzai and her cousin Nyasha’s intimate relationship is according to Selvick non-binary sexuality (278).

Pauline Ada Uwakweh in her article avers how Dangarembga uses the tool of voicing to self-define, liberate and provide psychological relief for herself and other women in a Zimbabwean, male-dominated literary arena. Dangarembga is able to achieve this using the novel’s narrator Tambudzai who acquires new insights especially as a female in a male-dominated and colonial society (75).

David Aberbach views *The Mare* and *Nervous Conditions* as texts which represent colonial trauma (identity) (229). The two texts, *Nervous Conditions*, in particular, thrive because despite their seeming conditions of oppressions represented in the novel, the major character is driven to seek for change following her hatred for injustice and poverty (229). The Western culture and its accompanying religion (Judeo-Christian) do not remain a mere tool of oppression but also a tool of emancipation as wielded by Tambu in *Nervous Conditions*.

Critical attention has been drawn to Tistsi Dangerembga's *Nervous Conditions*, but none has studied "Education and Human Capital Development: Reflection on Tsitsi Dangarembga's *Nervous Conditions*". This is what this study aims to do. Although the articles used in the literature review relate to the work under study, they are merely inspirations and do not fill the gap this study intends to fill.

## **THEORETICAL FRAMEWORK AND RESEARCH METHODOLOGY**

### **Psychoanalytical Theory**

Psychoanalysis is a set of psychoanalytical and psychotherapeutic theories and associated techniques, created by an Austrian physician, Sigmund Freud. It however, stems partly from the clinical work of Joseph Breuer and others. Psychoanalysis has over time been revised and developed in different

directions. Some of Freud's colleagues and students such as Alfred Adler, Eric Erickson, Karen Horney and Carl Jung, went on to develop their own ideas independently. This study employ Freudian theory in understanding the actual reasons why people migrate, eventually return and the implications of these on their identities, fulfilment and the entire psyche. According to Ann Dobie, "Efforts to explain the growth, development and structure of the human personality are psychological" (54).

Early ideas about the mind lacked a strong foundation. Then, Freud's theories on the psyche's workings, development, and issues emerged. Others like Adler, Rank, and Jung built on these ideas to explore human behavior. Freud, founder of psychoanalysis, focused on unconscious drives motivating behavior. He believed the mind, both conscious and unconscious, is driven by desires that influence decisions, including migration. He viewed people as driven by desires and childhood experiences, with the unconscious mind influencing choices even if unaware.

In relation to this, Terry Eagleton avers that the turmoil of the relationship between developments in modern literary theory, political and ideological turmoil of the twentieth century does not end with wars, economic slumps and revolutions. For him, it is also experienced by those caught up in it in personal ways, "it is a crisis of human relationships and of

the human personality, as well as a social convulsion” (130). He believes that in this period, such experiences have become constituted in new ways as a systematic field of knowledge which is now known as psychoanalysis, developed by Sigmund Freud in late nineteenth century Vienna.

According to Freud, in his *Introductory Lectures on Psychoanalysis*, ‘the motive of human society is in the last resort an economic one’. This is the quest for greener pastures and a better life. The need to work and labour has dominated human history and for Freud, that harsh necessity means that we must repress some of our tendencies to pleasure and gratification.

Every human being has to undergo this repression of what Freud named the ‘pleasure principle’ by the ‘reality principle’, but in this study, and arguably for whole societies, the repression may become excessive and might lead to culture shock, disillusionment, loneliness, oppression, alienation, exploitation and others. These are the senses in which psychological implication of education and human capital development will be interrogated in this work. Again, Eagleton is of the opinion that most times as humans, “We are prepared to put up with repression as long as we see that there is something in it for us; if too much is demanded of us, however, we are likely to fall sick” (132). This form of sickness is known as neurosis.

Neurosis is a class of functional mental disorders involving distress but neither delusions nor hallucinations. This kind of neurosis has to do with the causes of our unhappiness, even if we direct them towards a more socially valued end.

Karl Marx looks at the consequences of the need to labour in terms of the social tensions, social classes and forms of politics which it entailed. Freud on the other hand looks at its implications for the psychological life. Humans are not conscious of this fact because, they relegate the desires which they are unable to fulfill to a place where Freud calls the unconscious. To Eagleton, “The aim of psychoanalysis is to uncover the hidden causes of the neurosis in order to relieve the patient of his or her conflicts, so dissolving the distressing symptoms” (138).

Chinua Achebe aver that readers should respect their lives in their countries of origin even with all the imperfections. We should not throw away our cultural heritage or identity in favour of that of the West whether we are in the West or even in our home countries. He opines that postcolonial corruptions makes leaders to rather than build the nation and create better opportunities for the people, plan only for themselves and their families. (Achebe *Straight from the Heart*, 6).

According to Eagleton, psychoanalysis is among other things the fact that, “Its bristling intellectual armoury is bent on the exploration of such fundamental

matters as what people find gratifying and what they do not, how they can be relieved and made more happy” (166).

Nevertheless, the basic tenets of psychoanalysis include the fact that, a person’s development is often determined by often forgotten events in early childhood rather than by inherited traits alone. Also, human attitude, mannerism, experience and thought are largely influenced by irrational drives that are rooted in the unconscious. The unconscious mind (or the unconscious) consists of the processes in the minds which occurs automatically and are not available to introspection and include thought processes, memories, interests and motivations.

According to Gregory Castle, “Psychoanalysis offers a systematic accounting of the psychic apparatus (especially the unconscious) and a theory of the mind and the human psychic development” (163). Psychoanalysis studies the unconscious mind and its link to how we function. Freud created a theory connecting the ego (conscious self) and the unconscious (hidden drives). The ego interacts with the world, while the unconscious holds primal urges and defense mechanisms.

Psychoanalysis focuses on Neurosis which is a psychological disorder and include hysteria, obsessive and compulsive disorders, depression, phobias and others (Castle, 163). Those disorders can be treated. Furthermore, for Freud, dreams are of

two levels – the manifest and the latent. The manifest level is the dream which is the object of interpretation while the latent level is that thought which has been repressed and so cannot be known or expressed on a conscious level. According to Freud, “A dream is not an intention repressed as having been carried out, but a wish represented as having been fulfilled” (SE 7:85)

Disorientation, trauma and the state of being demented are concepts in psychoanalytic theory. Nyasha is unable to fully re-integrate into the community she was once used to, upon their return from England. This is in tandem with Edward Said’s postulation on exile, “Exile is strangely compelling to think about but terrible to experience. It is the unhealing rift forced between a human being and a native place, between the self and its true home: its essential sadness can never be surmounted” (173).

### **Dangerembga’s *Nervous Conditions***

Dangerembga’s *Nervous Conditions* is a text which mirrors the experience and impact of human capital development on returnees and their family members. It begins with 14-year-old Tambudzai’s search for education as she battles with poverty in her Rhodesian village and homestead. She tells the story herself, as her paternal uncle, Babamukuru who has benefited from the missionary school’s education scholarships returns from England after five years of further studies over there with his family.

Babamukuru takes up the task of educating and shouldering the challenges of extended family living as a means of helping them get out of poverty in which they are immersed. Tambu's brother Nhamo, who initially had the education slot for their family, dies untimely and Tambu is chosen to replace him. On return from England having spent five years, there is a remarkable change in Babamukuru's household, more so is the fact that his two children, Nyasha and Chido no longer speak their native language, Shona. Eventually, Tambu goes to live in the mission with Babamukuru and his family like his brother did. This privilege exposes her to a good life and offers her opportunity to bond with her cousin Nyasha whom she thinks is lost to the Western life.

While at the mission, a lot happens that affects the psychology of Tambu and more seriously that of Nyasha. Babamukuru in the spirit of patriarchy like every other Rhodesian man, is at war with his daughter who vows neither to submit to the dictate of her father nor allow him trample on her rights, holding firm her Western upbringing. Nyasha is nevertheless broken following Tambu's absence as Tambu has gained admission into the Covent. She is admitted into a Psychiatrist hospital and while she recovers, Tambu advises herself to balance her quest for Western knowledge with the home knowledge so as not to end up like Nyasha.

### **Human Capital Development**

Babamukuru in *Nervous Conditions*,

returns home from England where he went for higher studies (5). He comes back with his entire family; wife and two children with whom he migrated to England. It takes him five years to acquire the degree he got on the missionary scholarship. Upon return, Babamukuru's extended family finds it financially tasking to give him a befitting welcome as the head of his homestead who is returning from overseas. After much thoughts and efforts, "ultimately the money was acquired, Babamukuru was to be welcomed at the airport" (32). Few delegates were sent to welcome him from the airport and when his entourage of vehicles drives into the compound, the family members who were not privileged to go, join the others to welcome him with singing and dancing as they proceed to the homestead.

Tambu's father who is Babamukuru's immediate younger brother feels so much delight on his brother's return and sings his praise. His sister, Tete Gladys also joins him and declares with pride, "Truly our prince has returned today! Full of knowledge. Knowledge that will benefit us all! (36). Babamukuru on his part feels so happy to return home. He has a lot to do for his extended family so as to draw them out of the grips of poverty. He does not waste time to begin the task. He engages in a long discussion into the night with members of the family that same night he returns home. Apart from the fact that he is to retain his old job of being the school headmaster, he has an additional

responsibility of being the Academic Director of the Church's Mainland Region having now a Master's Degree. Fortunately, Babamukuru has given his immediate nuclear family a good start by exposing them to education especially as obtained in Europe.

However, this cannot be said about the other extended family members. He therefore lets the others know that, "it was time for the members to put their heads together to think of means of ensuring the prosperity of each branch of the family" (44).

He further proffers a way forward by suggesting to his siblings, "We need to ensure that at least one member from each family is educated, at least to Form Four standard, because after that he will be in a position to take a course" (44). There is also room to sponsor one chosen person even to university level if things run smoothly and the resources remain available. This is how Tambu is chosen after her brother, Nhamo dies of Mumps.

Babamukuru's desire to upgrade the academic and economic status of his extended family using the knowledge and exposure he gets from studying abroad can be likened to his own contribution towards education and his family's human capital development.

For *Nervous Conditions*, we see the gains of education in the standard of living and exposure to civilization which Babamukuru's education received from England impacts on his extended family members (61).

Nhamo, by virtue of living in Babamukuru's house while he attends school at the mission is well taken care of and tells his sister same, "Nhamo had had a refrain with which he had punctuated his enthusiastic and reverent descriptions of the luxury and comfort of Babamukuru's house" (61). Babamukuru continues to assist the members of his extended family especially in the area of sponsoring their children to school. When Nhamo, Tambu's brother who is representing their family under Babamukuru's charity dies, Tambu is nominated to replace him. As Babamukuru and his wife Maiguru address Tambu, "He pointed out that the blessing I had received was not an individual blessing but one that extended to all members of my less fortunate family, who would be able to depend on me in the future as they were now depending on him" (89).

It is generally expected that African immigrants having achieved success in the West should return to improve the home condition. According to Sera, the protagonist in Pa Landing Manneh's *The Rainbow Pupil* speaking at Oxford on behalf of African Students says:

*No matter how long a log stays under water, it will never change into a crocodile ... Don't think that all of us (African students) will not go back to where we belong. She could not comprehend why Africans would give everything to relocate to Europe just to escape the implications of living in Africa. To her, home offered the best of comfort and she would not swap it for*

anywhere (46).

Sera eventually completes her Ph.D degree and returns to Sitta, her home land so as to contribute her quota to the development of Sitta and thereby fulfil her own dream.

Also, Lucia, Tambu's aunt who for a long time does not have a source of livelihood is given a job by Babamukuru as a way of developing his homestead and reducing poverty. Lucia had been living in misery. Everyone is happy and grateful to Babamukuru who does not forget his family. In Lucia's outpour of gratitude, she commends Babamukuru thus: "Truly, we could not survive without you. Those foreign places, those places you went, did not make you forget us. No! They enabled you to come back and perform miracles!"(161)

These efforts put in by Babamukuru to make his extended family better using the opportunities and positions which he occupies as a result of his education makes him to be loved and well respected by every member of his extended family. The women adore him while singing his praise. Tambu thinks in her heart, "I was so impressed with Babamukuru I could not stop admiring him...because of all this, he deserved all our love and loyalty and respect" (161).

Babamukuru can be compared to the protagonist in Tanure Ojaide's *The Activist* who despite the rush to escape to the comfort in the West by other Nigerians chooses to return after three

decades of living in America. The returnee becomes immersed in the tragedies of oil politics, ethnic marginalization and environmental degradation as seen in Nigeria. Also the conflicts and politics of power as displayed by the exploitative multinational companies and the Federal Government of Nigeria. The Activist as the protagonist of the novel, encounters challenges in his home country and town and engages various forces and machineries to combat the challenges for the good of his land. This relates to the effort of Babamukuru towards uplifting the educational and financial condition of his homestead.

Nyasha's mother, Maiguru who also returns from Europe with a Master's Degree has been suffering suppression and bullying in the hands of her husband, Babamukuru and his family members. Nevertheless, on return from Europe this time, she makes up her mind not to accept any more insult or suppression from her husband and his family members. She tells her husband that she is only being used (her salary inclusive) to salvage the deteriorating situation of his family members. She laments that it is unfortunate that when it comes to making tangible decisions about the same family, they side line her. Having bared her mind to her husband who is a chauvinist, she packs her bag and leaves his house. This surprises everyone including her husband because Maiguru never stood up for herself in the past. When she does not return after some days, Babamukuru who misses her at home

goes in search of her and succeeds in bringing her home with him. Upon return, there is a visible change in Maiguru's new disposition, "Maiguru had been away for only five days, but the change had done her good. She smiled more often and less mechanically, fussed over us less and was more willing or able to talk about sensible things" (178). This means that her migration and eventual return home has helped her achieve audacity and self-confidence which now helps her gain her confidence and decides which attitudes to accommodate from her people at home.

Furthermore, as Tambu progresses in her studies, she secures scholarship to study at the Covent. This is a rare privilege for someone of her background. Nevertheless, after many deliberations on whether her exposure to further British training through the Covent school would be beneficial to her or not, it is agreed that she should go. This is an opportunity for Tambu to receive the best education there is in Rhodesia. She says,

*This is how it was settled. I was to take another step upwards in the direction of my freedom. Another step away from the flies, the smells, the fields and the rags; from stomachs which were seldom full, from dirt and disease, from my father's abject obeisance to Babamukuru and my mother's chronic lethargy (186).*

**Education, Human Capital Development and Challenges in Nervous Conditions**

In the first few pages of the novel, Babamukuru and his family who travelled to England for further studies are being welcomed back home by his extended family members. Tambudzai, the protagonist of the novel and further a niece to Babamukuru discovers sadly that she is not able to get Nyasha and his brother to dance and speak Shona language in the heat of the ceremony. Nyasha and Chido who are Tambu's cousins understood and spoke Shona language when they were at home before the emigration. Upon return, Tambu is sad to learn from their mother, Maiguru that, "They don't understand Shona very well anymore" (42). Maiguru attributes this loss of the native language and Shona culture to a period of long exposure to English language. It is essential that Nyasha and Chido are reintegrated back into the society they once belonged to. They stand watching others dance to the beat of the drums but cannot sing along nor dance. Tambu feels so sorry for them.

When Tambu's brother Nhamo, dies, she takes over the scholarship slot for her family given by Babamukuru as his own contribution to the growth and development of the homestead. She therefore moves to the mission to live with Babamukuru and his family. Although she misses the crowded room in her own father's house which she is already used to, she nevertheless is consoled when she sees that she is to share Nyasha's room with her. Nevertheless, Tambu notices that Nyasha has not been her usual jovial self since their return from England.

Tambu is amazed that someone who has the privilege of being Babamukuru's biological daughter and who has access to the best things of life would be so sad. Tambu is therefore worried about sharing a room with Nyasha because she no longer feels comfortable with Nyasha, she is afraid, "...because something had extinguished the sparkle in her eyes" (60).

While the rest of Babamukuru's extended family are happy that Babamukuru has the rare privilege of living amid other white occupants at the mission quarters, Nyasha is already damaged by, "the lessons about oppression and discrimination that she had learnt first-hand in England"(64). Following the exposure and freedom of speech which Nyasha gets from England, she is unable to readapt to the cultural expectation of home and of being home. She frequently flouts her parents' orders and speaks to them in manners forbidden of a well brought up African. Tambu is surprised and disappointed in her and does not mince words in telling her so. In a bid to express her displeasure over Nyasha's attitude, despite her admiration of her, Tambu chides her, "Even if you have been to England, you should respect your mother" (79).

Nevertheless, Nyasha continues to transfer her aggression and displeasure over being uprooted from England after she finally got used to it. She is finding it a hard time adjusting and reintegrating herself back into the African cultural space especially when

her father lords it over her. She is totally against patriarchy and the authoritarianism that comes with it. She continues to defy her father and mother who seem to enforce obedience on her as they make efforts to groom her into a decent young girl. Nyasha feels that she has the right to do anything or go to wherever she chooses, following the freedom she had in Europe. Unfortunately, it is not happening under her father's watch. Nyasha becomes rebellious even without her knowledge. This acquired attitude gets her parents worried. Babamukuru laments his concerns to his wife, "But there's something wrong with her, something very wrong. A good child does not behave like that" (85). This current attitude gives Babamukuru sleepless nights. He wonders at what point in raising his children he had gone wrong.

In Pede Hollist's *So the Path Does Not Die*, Fina having conquered the physical and psychological trauma of escape from Talaba to Freetown and from major ethnic biases and discriminations meted against her by her own people, achieves American success through hard work. Nevertheless, she feels empty and decides to return to her homeland, Sierra Leone despite its imperfections. Fina's friend, Aman wonders, "I can't figure out you Africans. I don't know of anyone of you who has ever returned...I wonder why you want to go back, especially now" (160).

Fina's fiance, Cammy does not believe that Fina wants to return to the

“insanity in Sierra Leone” (181). Fina is of the opinion that America with its mansions, exotic restaurants, new cars and so on, does not bring her fulfillment. This is because her success leaves her ‘unsatisfied and unfulfilled’. This is unlike the ‘wholeness’ fullness and completeness which she believes that her return to Sierra Leone will bring her (90).

Fina’s investment into the rehabilitation of orphans, runaways and traumatized youths displaced by war signals her contribution towards rebuilding the future of Sierra Leone. The role of Fina is likened to the role of Babamukuru (*Nervous Conditions*) in human capital development through education which he acquired from the West.

Tambu is shocked when she discovers that Nyasha smokes. Smoking is generally viewed as a sign of irresponsibility in Africa, how much more when the smoker is a girl. Tambu, upon being asked by Nyasha to escort her to smoke, exclaims, “You smoke cigarettes!...Babamukuru was right! His daughter was beyond redemption” (85). Nyasha feels left out because nobody in the house including her cousin Tambu, supports her way of life; eating light, chewing gum, attending parties, smoking and so on. She is expected to align with specific gender roles laid out by her African society which opposes that of the liberal Western culture.

Furthermore, three years after Babamukuru and his family returns

from England, the girls in Nyasha’s school take it upon themselves to mimic her English speaking accent. They refuse to get used to the returnee’s accent nor even allow her be. They deliberately pitch themselves against Nyasha because she is a been-to. This speaks of jealousy, stigmatization, inferiority complex and outright hatred on the part of the young students. This is not far from the attitude of some Africans who criticize returnees rather than help them settle back into the society they once belonged to. This stigmatization and hatred from Nyasha’s school mates further make her feel removed from the African culture of which language is one. It makes her clinch more to her foreign accent since the local speakers do not show understanding and support towards her as a returnee especially as she battles with the challenge of dislocation.

On further interaction with the school girls when Tambu begins studies with them, she discovers that it is not actually Nyasha’s accent that the girls’ despise but Nyasha herself, “‘She thinks that she is white,’ they used to sneer, and that was as bad as a curse. ‘She is proud,’ pronounced others. ‘She is loose’, the most vicious condemned her” (95). They further envy her because Babamukuru, the headmaster is her father. This hostile attitude from her schoolmates makes Nyasha to further withdraw into herself. This is in addition to the strained relationship between herself and her father who tries to force her to align with the African culture of

female subjugation and of being submissive especially towards the male gender.

In addition, Tambu sees that following his return from England, Babamukuru is no more the playful and exciting personality which he used to be. The responsibility laid upon him by the mission unit on whose scholarship he studied abroad takes a toll on his social life and immediate family. He is further burdened with the task of shouldering the responsibility of being the breadwinner in his extended family. He desires to see his extended family come out of the pit of poverty. Unfortunately, boredom permeates the house because in Tambu's words, "We hardly ever laughed when Babamukuru was within earshot, because, Maiguru said, his nerves were bad. His nerves were bad because he was so busy" (104).

The strain between Babamukuru and Nyasha's relationship continues to grow bad. Babamukuru in trying to get Nyasha to align with the African expectation of a young girl, pushes Nyasha to the wall. For instance, he forbids Nyasha from keeping male relationships however he had taught Nyasha how to live her life without minding what people thought of her. This is especially during their stay in England. Now, being back in Africa, he tries to unteach his teachings and force Nyasha to unlearn all she picked up from England. This causes much friction between father and daughter especially when Nyasha knows that the driving force of her father's changed

behavior especially towards her is for the sake of the villagers who have a high expectation from her family being a returnee.

Nyasha therefore, vehemently opposes this push to join the status quo. Maiguru, on her part tries to intervene by letting Babamukuru know that Nyasha is merely a child. Babamukuru in trying to assert his masculinity and hold on the family as a male makes the mistake of beating Nyasha. Unfortunately, Nyasha hits him back in self-defense. This is a taboo in the African world-view, a child does not hit his or her parents. It is the father or mother that has the right to beat the child as a means of correcting such child. At this point, Babamukuru is broken and his wife Maiguru and Tambu who witness this altercation feel embarrassed. This altercation between Babamukuru and his daughter Nyasha can be compared with Enitan's struggle in *Everything Good Will Come* to come to terms with the societal expectations of gender roles which most often than not, do not favour women. She consistently fights with her father who tries to wield the patriarchal cane over her. She notes that although her father cares for her, "The power had always been in my father's hands" (Atta "*Everything Good*" 152). She, like Nyasha desires some level of independence which they do not get from their homes and the societies at large.

Having been humiliated by Nyasha's unexpected reaction, "Babamukuru insisted he would kill Nyasha and then

hang himself. 'She has dared...to raise her fist against me" (117). Patriarchy and the need to constantly assert male superiority as against female weakness remains the bone of contention in the feud between Babamukuru and his daughter, Nyasha on the soils of their African home. This is because this feud cannot hold on this same level had it been they were still living in England where equality of rights holds sway. Tambu experienced hers in her days at the homestead growing maize when her brother, Nhamo is solely chosen to get education which she herself also desires but cannot get simply because she is a girl. Patriarchy feels that investing education in her will merely be a waste.

This is why she is not sorry when her brother dies. The decision for her to replace her late brother when he dies is only because there is no other male child in her father's house. She goes further also to work hard on the farm to sponsor herself financially and at school to make good grades. Her father's eventual consent is not because he believes in her but because her insistence wearies him. It is just unfortunate that Nyasha lacks the discretion which Tambu engages to navigate her way from her own father's house.

Nyasha on her part is saddened that her father calls her a whore and resents further their return to Africa her homeland. She expresses her regrets while discussing with Tambu, "I was comfortable in England but now I'm a whore with dirty habits" (119). Nyasha

is not able to adjust to life at home because she has also experienced life in England and has made her choice of a better place putting in view the experiences in the different environments. She feels she is being manipulated into being controlled and so she fights it. She feels that if she allows her father to always have his way especially in opinions that concern her, it might be her end. Maiguru tries to help her daughter by being on her side because she knows that she herself is also a victim. Unfortunately, Nyasha does not believe in her because she thinks that her mother needs to stand up for herself first.

This kind of atmosphere in Babamukuru's house slowly gets at Nyasha's mind unconsciously. Tambu realizes that, "Not only had she stopped talking to us, but she was growing vague and detaching herself from us...Sometimes, when I talked to her, quite apart from preferring not to answer, she simply did not hear me" (120). Tambu though worried about the situation at home, tries to contribute towards resolving it by listening to Nyasha pour out her mind about how her father wants to stripe her of her rights and which she will not condone. Tambu keeps her company by talking with and in return listening to her. It appears to help Nyasha feel better psychologically.

Maiguru also suffers envy and jealousy from her husband's family. The education she gets from England and the money she earns working with her

Master's Degree distinguishes her from the other women in Babamukuru's house who are illiterates upon her return. These women of Babamukuru's extended family do not hesitate to belittle and accuse her falsely given any opportunity. For instance, on one occasion when Babamukuru and her family including Tambu returns to the homestead as they usually do, Tambu's mother attacks Maiguru, "And why does she think differently from the rest of us? She thinks she is different. She thinks she's perfect so she can do what she likes. First she kills my son-"(142). Tambu's mother calls Maiguru a witch because she has only two children, Nyasha and Chido. Also, rather than appreciate Maiguru for taking her daughter, Tambu into her home to train her in education, Tambu's mother rather accuses Maiguru of further taking away and turning Tambu against her with money and civilisation after killing Nhamo. It is only coincidentally that Nhamo dies in the mission (Babamukuru's house) where he was having his education. The opportunity given to Tambu to live in Babamukuru's house, with of course the consent and motherly care of Maiguru is a privilege which should be appreciated by Tambu's mother. Instead, illiteracy and poverty causes her to return the kindness shown to her by Maiguru with hatred and jealousy. Tambudzai who understands everything is amazed at the extent to which illiteracy and poverty can drive one. She cautions her mother and further determines in her heart never to return to the homestead without

becoming a better person through education. So she holds on to Babamukuru and Maiguru's kindness while working extra hard at her studies.

Babamukuru is further being saddled with his extended family problems; providing money for farm implements, unwanted pregnancies from nieces, young nephews being indolent, troubled marriages, demand for sacrifices to gods as solution to the problems in the homestead and even indirect accusation of being tightfisted since his return despite all he does for the family. Nevertheless, Babamukuru is not deterred, he lets them understand that the issues at home do not have anything to do with spiritual attack, rather, he tells them, "I have been thinking they are the result of something that we are doing that we should not be doing, or the result of something that we are not doing that we should be doing" (149).

Furthermore, Babamukuru is daily faced with the challenge of compelling his returnee daughter, Nyasha to align with the cultural expectations of their people. This fight constantly brews misunderstanding between the two of them as Nyasha is bent towards asserting her individuality and fundamental human rights. Babamukuru is disillusioned and so is discouraged from further assisting Tambu to high school when she concludes his elementary studies. In his words,"...I have observed from my own daughter's behavior that it is not a good thing for a young girl to associate

too much with these white people, to have too much freedom. I have seen that girls who do that do not develop into decent women” (183).

Nyasha goes psycho in her struggle to be understood, reintergrated by her father and her school mates. Nyasha’s loss of her psyche following the events at home tend to collaborate the idea of Mrinalini Greedharry that there is indeed a connection between psychoanalysis and psychiatry (Greedharry 15). According to Julia Udofia, return migrants are likely to become disoriented, alienated and even rejected by their own people (13). This is similar to psychoanalytic interpretation of what Christopher Ouma refers to as Dissociative Identity Disorder (DID) (188).

#### **SUMMARY, CONCLUSION, FINDINGS AND RECOMMENDATIONS**

In *Nervous Conditions*, the gains and disillusionment of return migration are placed side by side. Babamukuru, following his western education, training and employment is able to gradually lift his extended family out of the shackles of illiteracy and poverty. Tambudzai, the major female character is a beneficiary of the gains of Babamukuru’s return migration, being his niece. Her parents’ overdue wedding is sponsored too by Babamukuru and her idle aunty is offered a job at the mission. This is apart from other expenses of running the homestead which is shouldered solely by Babamukuru. Furthermore, Maiguru’s timid nature receives

emancipation upon their arrival from England. She now refuses to allow her husband and his family members walk over her despite her financial contribution and hospitality.

Unfortunately, the relationship between Babamukuru and his daughter Nyasha goes bad upon their return home. Also, her school mates become envious of her British accent and demeanor and constantly abuse her. All these culminate in psychosis for Nyasha and eventually land her in a psychiatrist hospital. Nyasha exhibits Freud’s idea of the uncanny which refers to that which is strange or unsettling within the familiar and ordinary (Freud. “Das Unheimliche” 138). In the words of Ato Quayson, a feeling of the uncanny can be produced when, “persistent physical or social violence” transforms into “an internalization of these perceived disorders in terms either of guilt, an inexplicable terror, or a general sense of disquiet which does not seem to have a clear source” (729-730).

#### **Conclusion, Recommendation and Findings**

This paper suggests that in order to drive education and human capital development in Africa, there is need to strengthen the education systems. This is by providing quality education with relevant skills training. There is furthermore the need to improve healthcare delivery. This is by ensuring access to basic healthcare and reducing child stunting. In addition, empowering women is a necessity. This can be achieved by investing in

girls' education and removing barriers to women's participation in the workforce.

By prioritizing human capital development, African nations can unlock the potential of their people and set the stage for a brighter future. In essence, education is a major tool for human capital development. By focusing on quality education and strategic skill development, individuals and societies can thrive. Unequal access to education and training opportunities can create disparities in human capital development. Gender gaps and disparities between rural and urban areas are crucial consideration. Also,

the rapid pace of technological change necessitates a focus on lifelong learning to maintain a skilled workforce.

This paper recommends that the role of technology in delivering education and training as well as the impact of automation on skill requirements, are emerging themes in human capital development research which should be brought to the front burner in the area of research. In addition, understanding how human capital development strategies can address the challenges and opportunities of a globalized economy is becoming increasingly important.

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