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Entrepreneurship development and employment generation in Nigeria: Problems and prospects

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This paper took a study of Nigeria's growing unemployment situation and how it increasingly dwindles the potentials of the country, especially following official figures from the Bureau of statistics that puts the figure at about 20% (about 30million), which still did not include about 40million other Nigerian youths captured in World Bank statistics in 2009. By implication, it means that out of the 150 million Nigerians, 50% are unemployed, or worse still, at least 71% of Nigerian youths are unemployed. These days, employment creation is no longer the prerogative of government but, a joint effort between the public and private sectors. It is in this regard that this paper seeks a permanent solution to this endemic and pandemic phenomenon in Entrepreneurship development. In doing so, the paper is divided into eight segments, covering the background of the study, literature review and theoretical discourse on entrepreneurship development in Nigeria and its potency in employment generation as well as its problems and prospects. At the end of the study, having utilized the secondary source of data generation to source data for the paper, relying extensively on current articles from ardent scholars on entrepreneurship development and government statistical documentations, the paper made several findings and recommendations among which is that government should make entrepreneurship sellable to the people by inculcating it into the educational curriculum at every strata of the educational sector and also utilize a re-modeled NYSC scheme to educate the youths more on the importance, essence and need for entrepreneurship development especially on a practical basis and then find a means of supporting these entrepreneurship projects cutting across all spheres of the country; and also create enabling environment for entrepreneurship to thrive by ensuring social security and adequate infrastructural facilities.

Keywords: Development, unemployment, entrepreneurship, poverty-Reduction, employment generation.

INTRODUCTION

Many scholars have written widely on entrepreneurship and its potency to generate employment, thus, underscoring the quintessence, significance and relevance of this sub-sector in the development of any given economy. The experiences of developed economies in relation to the roles played by entrepreneurship buttresses the fact that the importance of entrepreneurship cannot be overemphasized especially among the Developing Countries. In order to highlight its significance in relation to the growth and development of a given economy, entrepreneurship has been variously referred to as a "source of employment

generation". This is because Entrepreneurial activities have been found to be capable of making positive impacts on the economy of a nation and the quality of life of the people (Adejumo, 2000). Studies have established its positive relationship with stimulation of economic growth; employment generation; and empowerment of the disadvantaged segment of the population, which include women and the poor (Oluremi and Gbenga, 2011; Thomas and Mueller, 2000; Reynolds, 1987).

Nigeria as a country has numerous business and investment potentials due to the abundant, vibrant and dynamic human and natural resources it possesses. Tapping these resources require the ability to identify potentially useful and economically viable fields of endeavours. Nigerians have made their marks in diverse fields such as science, technology, academics, business

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and entertainment.

Thus, entrepreneurship activities and innovative ingenuity in Nigeria have developed enterprises in the following areas. Agricultural/agro-allied activities where there are foodstuffs, restaurants, fast food vending etc. In the area of solid minerals, there are quarrying, germ stone cutting/polishing and crushing engineering. In power and transport, there are power generations, Haulage business (cargo and passengers). In the area of information and telecom business, there are manufacturing and repairs of GSM accessories and the printing and selling of Recharge cards. In hospitality and tourism business, there are hotels, accommodation, resorts centres, film and home video production; in oil and gas business, there are construction and maintenance of pipelines, drilling, refining by products. In the area of environmental and waste management business, there is refuse collection/disposal, recycling, and drainage/sewage construction job. In the area of financial banking services, there are banking, insurance and stock trading. In engineering and fabrication work, there are machines and tools fabrications. There is also the building and construction, where there are plan and design services and material sourcing (Agbeze, 2012).

These human and natural resources notwithstanding, Nigeria is still one of the poorest countries in the world and has one of the highest rates of youth unemployment in sub-Sahara Africa, and despite its alleged strong economic growth Chukwubuike (2008) notes that youth's full-time unemployment rate for 2006-2008 was 55.9 percent, 4 times higher (Salami, 2011). Many other countries have been able to energize and transform entrepreneurship sub-sector to such a vibrant one that they have been able to reduce to the barest minimum their unemployment and poverty level because of the immense contribution of the sub-sector to their economic growth and development, but such cannot be said of Nigeria (Onugu, 2005). In respect of the above sad and deplorable situation, the government has done little to reduce the misery and frustrations of the citizenry. This has foisted a state of hopelessness on majority of young people who have resorted to any means including crime to succeed in life. They resort to vices because they are not gainfully engaged. In other words, they are unemployed; unemployed, not because they lack the qualification but because the system has been crippled politically, economically, socio-culturally and even religiously. People especially youths and graduates became displaced economically (Kuratko, 2009), a situation that clearly negates the Millennium Development Goals for 2015, I and II: to halve the proportion of people living in extreme poverty and to halve the proportion of people suffering from hunger respectively.

The dexterity with which hunger and poverty have devastated lives and future ambition of youths especially graduates in Nigeria, have led to scholars prescribing

entrepreneurship development as the permanent cure for extreme hunger and poverty necessitated by unemployment hence economic displacement is one of the external forces that influence the development of entrepreneurship. The great need for entrepreneurship development in Nigeria today, more than ever, is necessitated by the rate of unemployment and its effect on both the people and the nation and the need for small and medium enterprises.

In spite of the fact that entrepreneurship development has been regarded as the bulwark for employment generation and technological development in Nigeria, the sector nevertheless has had its own fair share of neglect with concomitant unpleasant impacts on the economy. Against this backdrop, entrepreneurship when and if gallantly developed in Nigeria will take its pride of place in quelling unemployment and thus generating employment among Nigerian youths especially the graduates and once again, place the economy on a proper footing.

It is in this respect that this paper seeks to investigate the connection between entrepreneurship and employment generation in Nigeria; assessing the level of unemployment in Nigeria and how far entrepreneurship has thrived, and also examines the major problems of entrepreneurship and thus proposing some plausible strategies that can promote effective entrepreneurship that will help quell unemployment and thus generate employment for the Nigerian youths especially.

RESEARCH METHODOLOGY

Data for this paper were derived from secondary sources: previous researches and analyses of scholars; government documents; newspaper/magazines as well as journal articles that are related to the subject as the study involved an extensive literature review which critically analyzed the present status, problems and prospects of entrepreneurship development as part of the roadmap to wealth creation, employment generation and reduction of unemployment among Nigerian youths. It lays down the rules of entrepreneurship development and the critical steps to acquiring the know-how to have a successful entrepreneurship start up; and the content analysis approach was utilized for analysis.

THE CONCEPT OF UNEMPLOYMENT

Every economy is characterized by both active and inactive populations. The economically active ones are referred to as the population willing and able to work, and include those actively engaged in the production of goods and services and those who are unemployed. The International Labour Organization (ILO) defines the unemployed as numbers of the economically active population who are without work but available for and

seeking work, including people who have lost their jobs and those who have voluntarily left work (World Bank, 1998). According to Fajana (2000), unemployment refers to a situation where people who are willing and capable of working are unable to find suitable paid employment. It is one of the macro-economic problems which every responsible government is expected to monitor and regulate. The higher the unemployment rate in an economy the higher would be the poverty level and associated welfare challenges. Fajana (2000), Alao (2005), and Wikipedia (2010) identify the following types of unemployment.

✚ Structural unemployment occurs when there is a change in the structure of an industry or the economic activities of the country. This may be because people's tastes have changed or it may be because technology has outmoded and the product or service is no longer in demand. It is mostly to be found in the developing countries of Asia and Africa. This type of unemployment is due to the deficiency of capital resources in relation to their demand. In other words, structural unemployment results from a mismatch between the demand for labour, and the ability of the workers.

✚ Frictional Unemployment is caused by industrial friction in which jobs may exist, yet the workers may be unable to fill them either because they do not possess the necessary skill, or because they are not aware of the existence of such jobs. The employable may remain unemployed on account of shortage of raw materials, or mechanical defects in the working of plants. Therefore, the better the economy is doing, the lower this type of unemployment is likely to occur.

✚ Seasonal Unemployment is due to seasonal variations in the activities of particular industries caused by climatic changes, changes in fashions or by the inherent nature of such industries. In the tropical region, ice factories are less active in rainy season because demand for ice is low. Seasonal oriented industries are bound to give rise to seasonal unemployment

✚ Cyclical Unemployment also known as Keynesian unemployment or the demand deficient unemployment is due to the operation of the business cycle. This arises at a time when the aggregate effective community demand becomes deficient in relation to the productive capacity of the country. In other words, when the aggregate demand falls below the full employment level, it is not sufficient to purchase the full employment level of output. Cyclical or Keynesian unemployment is characterized by an economy wide shortage of jobs and last as long as the cyclical depression lasts.

✚ Residual Unemployment is caused by personal factors such as old age, physical or mental disability, poor work attitudes and inadequate training.

✚ Technological Unemployment is caused by changes in the techniques of production. Technological changes are taking place constantly, leading to the increased mechanization of the production process. This

✚ naturally results in the displacement of labour and finally causing unemployment (Oladele, et al, 2011). Whatever the type and cause of unemployment, entrepreneurship is its answer.

CAUSES OF YOUTH UNEMPLOYMENT IN NIGERIA

In the study of unemployment in Nigeria, Adebayo (1999), Alanana (2003), Echebiri (2005), Ayinde (2008), Morphy (2008 and Awogbenle and Iwuamadi (2010) have identified the main causes of youth unemployment in Nigeria. The first is the rapidly growing urban labour force arising from rural urban migration. Rural-urban migration is usually explained in terms of push-pull factors. The push factors include the pressure resulting from man-land ratio in the rural areas and the existence of serious underemployment arising from the seasonal cycle of climate. The factors are further exacerbated in Nigeria by the lack of infrastructural facilities, which makes the rural life unattractive. Youths move to urban areas with the probability of securing lucrative employment in the industries. In addition to this, there is the concentration of social amenities in the urban centers. This meant that the rural areas are neglected in the allocation of social and economic opportunities.

The second is the rapid population growth. Going by the 2006 census in Nigeria, the nation's population was put at 140,431,790 and projections for the future indicate that the population could be over 180 million by the year 2020, given the annual growth rate of 3.2 percent (National Population Commission and ICF Macro, 2009). With this population, Nigeria is the most populous nation in Africa. It is argued that the high population growth rate has resulted in the rapid growth of the labour force, which is far outstripping the supply of jobs. The accelerated growth of population on Nigeria's unemployment problem is multifaceted. It affects the supply side through a high and rapid increase in the labour force relative to the absorptive capacity of the economy.

The third is the outdated school curricula and lack of employable skills. Some scholars and commentators have argued that as far as the formal sector is concerned, the average Nigeria graduate is not employable and, therefore, does not possess the skills needed by the employers of labor for a formal employment. After all employers do not need people to pay or spend their money on but people that will help their organization grow and make more profit as the primary goal of every enterprise is to make profit. Often, this is attributed to the Nigeria's education system, with its liberal bias. The course contents of most tertiary education in Nigeria lack entrepreneurial contents that would have enabled graduates to become job creators rather than job seekers.

The fourth is the rapid expansion of the educational system which directly leads to increase in the supply of

educated manpower above the corresponding demand for them. This contributes to the problem of the youth unemployment in Nigeria. For instance, according to Manning and Junankar (1998), the total number of graduates turned out by the higher institutions in Nigeria, which were 73,339 in 1986/1987 which rose to 131,016 in 1996/1997. Presently, with over 97 universities in Nigeria (both federal, state, and private) and the increasing demand for higher education there has been the problem of suitable employment for the varieties of graduates who are turned out by these higher institutions every year. Ordinarily, this should not have been a problem, but the reality is that the Nigerian economy is too weak to absorb this large number of graduates (Utomi, 2011). Further, there is no vibrant manufacturing sector which has the capacity to absorb unemployed youths in Nigeria, as there are over 800 collapsed industries in Nigeria and over 37 factories have closed shops in 2009. About half of the remaining operating firms have been classified as "ailing," a situation that poses a great threat to the survival of manufacturing in the country in the next few years. According to a survey carried out as part of its membership operational audit in January 2010 by the Manufacturers Association of Nigeria (MAN), the 834 figure represents the cumulative aggregate of firms that have shut down their operations in 2009 across the country. The MAN survey usually covers five manufacturing enclaves, into which the country is divided, in terms of manufacturing activities. These include the Lagos, northern, southeast, south-south and southwest areas. The report of the survey showed that in 2009, a total number of 176 firms became terminally sick and collapsed in the northern area, comprising the Kano and Kaduna states manufacturing axis. In the southeast area, which is comprised of Anambra, Enugu, Imo, and Abia states, a total number of 178 companies closed shop during the period. While in the south-south area, which consisted of Rivers, Cross River, and Akwa Ibom states, 46 companies shut down operations before December 2009. According to the survey, the southwest area, which is comprised of Oyo, Ogun, Osun, Ondo, Ekiti, Kogi, and Kwara states, lost 225 companies during the year. It said that the Lagos area, covering Ikeja, Apapa, Ikorodu, and other industrial divisions in the state, followed closely with 214 manufacturing firms closing shop before the end of 2009 (Okafor, 2008; Oparah, Maiyak, 2010; 2011; Usman, 2011).

In a nutshell, Nigeria is a country with numerous business and investment potentials due to the abundant, vibrant and dynamic human and natural resources it possesses. As good as the foregoing sounds, Nigeria continues to experience its share of social, economic and political upheavals which have often stunted its growth and development into the regional economic power that it strives to attain. Nigeria has a relative high rate of violent crimes (Onwubik, 2009). The fact is that the Nigeria is becoming hostile to investment due especially to lack of

steady and sustainable power supply/ energy crisis in spite of the various attempts are reviving this sector leading to firms depending on generators for their operation whose cost of buying, fueling and maintenance are high, thereby increasing the cost of operation in Nigeria. Besides, high and multiple levies and taxations being paid by these companies, energy crises have combined to make the cost of doing business in Nigeria to be very exorbitant. When the industries and factories closed shops or relocated to a friendlier economic environment, workers were laid off and prospects of recruiting new ones were dashed. All these exacerbated the crisis of youth unemployment in the labor market (Adeloye, 2010; Onifade, 2011).

Corruption, which has permeated the entire social structure of Nigeria, has robbed the country of developing a vibrant economic base. Funds meant for development projects have been misappropriated, diverted, or embezzled and stashed away in foreign banks, while some incompetent and corrupt bureaucrats and administrators in the public enterprises and parastatals have liquidated these organizations (Okafor, 2010). The point being made here is that the collaboration of the political elites, local and foreign contractors in the inflation of contract fees have robbed Nigeria of the chances of using more than \$500 billion estimated revenue from the oil sale in the last 50 years to develop a vibrant economy that would have created jobs for the youths in various sectors of the economy. The ruling (political) class failed because they replaced the vision, policy, and strategy, which should be the thrust of every leadership with transactions (contract award and other mundane money-related activities), as each successive government took turns to prey on the nation's wealth, by using public power, resources, good will, utilities, instrument of abuse, and personal gains (Okafor, 2005).

Thus crippling the economy and engendering and exacerbating unemployment which creates abject poverty, hunger and frustration; killing the zeal and means for entrepreneurship development in the Nigerian youths.

The concept of entrepreneurship

Entrepreneurship is more than simply "starting a business." It is a process through which individuals identify opportunities, allocate resources, and create value. This creation of value is often through the identification of unmet needs or through the identification of opportunities for change. It is the act of being an entrepreneur which is seen as "one who undertakes innovations with finance and business acumen in an effort to transform innovations into economic goods hence Entrepreneurs see "problems" as "opportunities," and then take action to identify the solutions to those problems and the customers who will pay to have those

problems solved. Entrepreneurial success is simply a function of the ability of an entrepreneur to see opportunities in the marketplace, initiate change (or take advantage of change) and creates value through solutions. Entrepreneurship is known as the capacity and attitude of a person or group of persons to undertake ventures with the probability of success or failures. It demands that the individual should be prepared to assume a reasonable degree of risks, be a good leader in addition to being highly innovative. In business management, Entrepreneurship is regarded as the “prime mover” of a successful enterprise just as a leader in any organization must be the environmental change agents.

Binks and Vale (1990) defined entrepreneurship as ‘an unrehearsed combination of economic resources instigated by the uncertain prospect of temporary monopoly profit’. Hence Kanothi, (2009) defined Entrepreneur as the ‘instigator of entrepreneurial events for so long as they occur’. Tijani-Alawiye (2004) defines entrepreneurship as the process of increasing the supply of entrepreneurs or adding to the stock of existing small, medium and big enterprises available to a country by creating and promoting many capable entrepreneurs, who can successfully run innovative enterprises, nurture them to growth and sustain them, with a view to achieving broad socio-economic developmental goals. One of these goals is sustaining employment. Furthermore, Acs and Szerb (2007) noted that entrepreneurship revolves around the realization of existence of opportunities in combination with decision to commercialize them by starting a new firm. This reasoning is what Thornton (1999) called demand and supply perspectives of entrepreneurship discourse. However, Shepherd and Douglas (1997) observed that the essence of entrepreneurship development is the ability to envision and chart a course for a new business venture by combining information from the functional disciplines and from the external environment in the context of the extraordinary uncertainty and ambiguity which faces a new business venture. It then manifests itself in creative strategies, innovative tactics, uncanny perception of trends and market mood changes and courageous leadership. To the duo, ‘entrepreneurship’, when treated as ‘enterprise-creation’ helps develop new skills and experiences that can be applied to many other challenging areas in life. More importantly, Schnurr and Newing (1997) justified the need for promoting entrepreneurship culture on the ground that youth in all societies have sterling qualities such as resourcefulness, initiative, drive, imagination, enthusiasm, zest, dash, ambition, energy, boldness, audacity and courage which are all valuable traits for entrepreneurship development. Supporting this assertion, Bennell (2000) maintained that governments, NGOs and international bodies seeking to improve youth livelihoods could best pursue their empowerment objective by tapping into the dynamism of

young people and build on their strong spirit of risk-taking through entrepreneurship development.

Entrepreneurship development has also led to employment generation, growth of the economy and sustainable development. The current number of colleges and universities offering small business management and entrepreneurship development programme has grown from one university in 1947 to over 1600 in the 1990s (Solomon and Fernald, 1991; Solomon et al, 1994; Solomon, et al, 2002). White and Kenyon (2000) also found a ‘flourishing youth enterprise culture’ in the United Kingdom among young entrepreneurs aged 18-24 years. In Zambia, it was show that 25% of the youth are self-employed (Chigunta, 2001). Most of these young people, especially younger youth, tend to be concentrated in marginal trading and service activities. Findings in Ghana of small scale enterprises reveal that young people owned almost 40 percent of the enterprises (Osei, Baah-Nuakoh, Tutu, and Sowa, 1993). Similarly, research in South Africa suggests that the probability of self-employment among young people rises with age (Chigunta, 2001). When Nigerians especially unemployed youth are mentored and provided with the needed resources and enabling environment for business start-ups, they will economically be engaged thereby shunning the illegal acts of hostage-taking, kidnapping, bombing and vandalism and homelessness. In every act of entrepreneurship development, a new firm is raised hence entrepreneurship is enterprise-creation. Often times, millionaires and billionaire are made such as Bill Gate of Microsoft and Alico Dangote of Dangote Group of Companies.

Historically, the study of entrepreneurship reaches back to the work of Richard Cantillon and Adam Smith in the late 17th and early 18th centuries, but was largely ignored theoretically until the late 19th and early 20th centuries and empirically until a profound resurgence in business and economics in the last 40 years. In the 20th century, the understanding of entrepreneurship owes much to the work of economist Joseph Schumpeter in the 1930s and other Austrian economists such as Carl Menger, Ludwig von Mises and Friedrich von Hayek. However, Salami (2011) has identified two types of entrepreneurship viz:

Opportunity - Based Entrepreneurship

This occurs when an entrepreneur perceives a business opportunity and chooses to pursue it. Ernst and Young (2009) in a survey found that majority of entrepreneurs said they saw economic slowdown as the perfect time to pursue new market opportunities. In addition, economists, academics and industry leaders agree that recession tend to favour the naturally innovative temperament of entrepreneurs.

Necessity - Based Entrepreneurship

This occurs when an entrepreneur is left with no other viable option to earn a living. It is borne not as a choice but compulsion which makes him or her choose entrepreneurship as a career. An example is the Nigerian Civil War of 1967-1970 when the economic embargo introduced by Federal Government forced the secessionist Biafra to develop fuel pump from coconut and palm oil.

Theoretical discourse

Unemployment (or joblessness), as defined by the International Labour Organization, occurs when people are without jobs and they have actively sought work within the past four weeks. In a 2011 news story, BusinessWeek reported, that "more than 200 million people globally are out of work, a record high, as almost two-thirds of advanced economies and half of developing countries are experiencing a slowdown in employment growth."

There remains considerable theoretical debate regarding the causes, consequences and solutions for unemployment. Classical economics, neoclassical economics and the Austrian School of economics argue that market mechanisms are reliable means of resolving unemployment. These theories argue against interventions imposed on the labour market from the outside, such as unionization, minimum wage laws, taxes, and other regulations that they claim discourage the hiring of workers. Keynesian economics emphasizes the cyclical nature of unemployment and recommends interventions which it claims will reduce unemployment during recessions. This theory focuses on recurrent supply shocks that suddenly reduce aggregate demand for goods and services and thus reduce demand for workers. Keynesian models recommend government interventions designed to increase demand for workers; these can include financial stimuli, publicly funded job creation, and expansionist monetary policies. These financial stimuli, publicly job creation and expansionist monetary policies are what Schumpeter argued will enable entrepreneurship to create jobs and help quell unemployment crisis in any economy.

There is a relationship between the classical economists and Schumpeter and his cohorts in the theory of entrepreneurship hence many entrepreneurial theoretical insights have come from economics including a rediscovery of the work of Schumpeter. While the explanations of entrepreneurship have adopted different theoretical assumptions, most of these concern three central features of entrepreneurial phenomena: the nature of entrepreneurial opportunities, the nature of entrepreneurs as individuals, and the nature of the decision making context within which entrepreneurs

operate.

Therefore, the theoretical foundation of this paper is based on the psychological theories of the Refugee and Schumpeter effects." These theories posit that the ability to make good judgment about the future leads an individual to become a successful entrepreneur. The need for achievement psychological approach of McClelland was particularly dominant in driving people for entrepreneurship. According to McClelland (1987), motives seem to influence the individual to select entrepreneurial career. He opines that "the presumed mechanism by which achievement level translate itself into economic growth is the entrepreneurial class. If the need for achievement is high, there will be more people who behave like entrepreneurs" (Islam, 1989, Raimi, 2010). The second theory is Richard Cantillon and John Stuart Mill's psychological theory of entrepreneurship, otherwise called risk taking theory (RTT). The theory considers entrepreneurship as a mentality to take chance or calculated risk, because people taking a very big risk also have a great responsibility (Alam and Hossan, 2003, sexton and Bowntown 1983). This fact can be observed in the avalanche of misplaced risky undertakings of unemployed Nigerian youth in order to engage themselves the forms of hostage taking, kidnapping, pipeline vandalism, and economic sabotage, internet frauds and bombing. This fact was corroborated by Aduba (2011) reporting for the Akwa Ibom State government as saying that one of the major factors of restiveness in the Niger Delta region is high rate of unemployment. The traits of creativity, risk-loving, innovation, strategic thinking and constructive engagement against the government by discontented Nigerians could as well be directed to entrepreneurship development (Raimi, 2010).

The Refugee Effect

This process of unemployment fast-tracking entrepreneurship activity has been termed a "refugee effect". This remarkable view dates back at least to Oxenfeldt (1943), who pointed out that individuals confronted with unemployment and low prospects for wage employment often turn to self-employment as a viable alternative. This observation was also an extension of Knight's view that individuals make a decision among three states – unemployment, self-employment and employment. The simple theory of income choice lends credence to refugee effect by suggesting that increased unemployment will lead to an increase in startup business activity on the grounds that the opportunity cost of not starting a firm has decreased (Evans and Leighton, 1990; and Blanchflower and Meyer, 1994). Similarly, Picot et al. (1998) and Pfeiffer and Reize (2000) observe that new firms hire the needed employees to work for them, thus helping to reduce the level of unemployment

in the society. Evans and Leighton (1990) found that unemployment is positively associated with greater propensity to start a new firm.

Many other studies established that greater unemployment serves as a catalyst for startup activity (Reynolds, Miller and Makai, 1995; Reynolds, Storey and Westhead, 1994).

The Schumpeter Effect

The process of entrepreneurship activity reducing unemployment situation in the economy is termed "Schumpeter effect". Garofoli (1994) and Audretsch and Fritsch (1994) in their separate studies found that unemployment is negatively related to new-firm startups, that is, as new businesses are established employability is stimulated and unemployment reduces substantially. In the same vein, Lucas (1978) and Jovanovic (1982) note that high unemployment in the society is associated with a low degree of entrepreneurial activities, that is, where propensity to set up enterprises is low; the rate of unemployment would be very high. The implication of the above assertions is that those who are unemployed tend to remain so because they possess lower endowments of human capital and entrepreneurial talents required to start and sustain new firms to keep them going. A low rate of entrepreneurship culture and skills in any society may be a consequence of the low economic growth, which also reflects higher levels of unemployment (Audretsch, 1995, Oladele, P. O. et al, 2011).

DISCUSSIONS

Recently, unemployment has hit the Nigerian Youths badly. A terrible phenomena described as the conglomerate of youths with diverse background, willing and able to work, but cannot find any. Given the lack of sufficient employment opportunities in the formal sector, young people may be compelled to engage in casual work and other unorthodox livelihood sources, thus leading to underemployment (Echebiri, 2005; Onah, 2001). Various forms of unemployment have been identified and elaborated upon in the literature. These include seasonal, frictional, cyclical, and structural unemployment (Adebayo, 1999; Damachi, 2001; Hollister and Goldstein, 1994; Robert, 1993; Todaro, 1992). Unemployment is measured among people in the labour force (Obadan and Odusola, 2001; National Bureau of Statistics, 2010). The labour force of a country as defined by National Bureau of Statistics (NBS) (2009) is a set of people or citizens of a country who are willing and able to make available at any given point in time their efforts for gainful employment. The unemployed are the individuals with no work, but are looking for work.

Unemployment is a global trend, but it occurs mostly in

developing countries of the world, with attendant social, economic, political, and psychological consequences. Thus, massive youth unemployment in any country is an indication of far more complex problems. The ILO (2007) report showed that the proportions of world unemployment are steadily increasing and that the number of those without jobs remained at an all time high of more than 195 million, or 6.3 percent, in 2007. For instance, during that period (2007), the Middle East and North Africa were the regions with the highest unemployment rate in the world at 12.2 percent, followed by sub-Saharan Africa at nearly 10 percent.

East Asia's unemployment rate of 3.6 percent remained the lowest. The report affirmed that population growth, especially in South Asia, the Middle East, and North Africa, and Sub-Saharan Africa, was putting a lot of pressure on job creation. The report concluded that half of all workers in the world - some 1.4 billion working poor - lived in families that survived on less than US \$2 a day per person. These people worked in the vast informal sector - from farms to fishing, from agriculture to urban alleyways - without benefits, social security, or healthcare. Some 550 million working poor lived on US \$1 or less per day. In absolute terms, it is estimated that there are about 122 million youths on the African continent (Echebiri, 2005; Chigunta, 2002). Therefore, projections of the population growth into the 21st century indicated that the proportion of youths, in relation to the overall population, will continue to grow. Todaro (1992) pointed out that the high rate of unemployment is a result of continuous transfer of economic activities, especially the youths from rural to urban areas.

In Nigeria, accurate unemployment rates are difficult to access. However, according to Oyebade (2003), Nigeria's unemployment can be grouped into two categories: first, the older unemployed who lost their jobs through retrenchment, redundancy, or bankruptcy; and second, the younger unemployed, most of whom have never been employed. For Awogbenle and Iwuamadi (2010), the statistics from the Manpower Board and the Federal Bureau of Statistics showed that Nigeria has a youth population of 80 million, representing 60% of the total population of the country. Also, 64 million of them are unemployed, while 1.6 million are under-employed.

According to National Bureau of Statistics (2009:238; 2010:2), the national unemployment rates for Nigeria between 2000 and 2009 showed that the number of unemployed persons constituted 31.1% in 2000; 13.6% in 2001; 12.6% in 2002; 14.8% in 2003; 13.4% in 2004; 11.9% in 2005; 13.7% in 2006; 14.6% in 2007; 14.9% in 2008 and 19.7% in 2009.

Specifically as regards the age group, educational group and sex, data provided by the National Bureau of Statistics (2010:3) further showed that as at March 2009 in Nigeria, for persons between ages 15 and 24 years, 41.6% were unemployed. For persons between 25 and 44 years, 17% were unemployed. Also, those with

primary education, 14.8% were unemployed and for those with only secondary education, 23.8% were unemployed. Furthermore, for those with post secondary education, 21.3% were unemployed. For those who never attended school and those with below primary education, 21.0% and 22.3% were unemployed respectively. As regards sex, data showed that males constituted 17.0% while females constituted 23.3%.

It is important to note that the figures above may not have captured in totality the youth unemployment situation in Nigeria, however, they are pointing to the fact that the phenomenon is a very critical issue with far-reaching implications for stability of Nigerian democracy. Viewing this from the perspective of the recent events in the Middle East where unemployment and poverty among others played a key role in the uprising, one can only conclude that Nigeria's unemployment poses a threat to its development, security and peaceful coexistence, being that Nigeria is made up of diverse entities from different cultural and religious backgrounds most of whom have shown differences in political, cultural and religious understanding and accommodation emanating from concerns of abuse of power, resource allocation, nepotism, negligence and corruption among others (Unegbu, 2011).

The unemployment crisis in Nigeria is linked to galloping poverty (Abati, 2009). But to put Nigerians to work, the solution lies in a reinvention of the nature and purpose of government. Once upon a time in this country, Nigerians were a busy people; jobs were available, unemployment was low. In Ibadan, Lagos, Onitsha, Kaduna, Enugu, Port Harcourt, there were industrial complexes where factories produced goods for both local consumption and export; and an army of workers - skilled and non-skilled queued up to work and earn a living.

The industrialization wave of the 70s Nigeria was so phenomenal that government had to introduce a number of measures including the Land Use Act in order to remove obstacles in the path of industry. Companies rushed to the universities every year-end and later to the NYSC camps, to recruit skilled workers. Then, a certificate guaranteed a job, and a better life. This was the period when education was seen as a tool of social advancement. Even artisans had jobs to do. There were expatriates in Nigeria. When the Ghanaian economy failed in the late 70s, Ghanaians trooped to Nigeria to look for jobs.

Long before the global economic meltdown, Nigeria's factories had started closing down, throwing their employees into the labour market. In one year about 100 textile factories closed shop. Michelin, the tyre manufacturing company, left Nigeria too. Dunlop has announced its plans to go the Michelin way. Capacity utilization is at an all-time low. The Manufacturers Association of Nigeria which used to play a key role in the policy formulation and implementation processes has been reduced to an assembly of complainants.

Nigeria is no longer a productive country; it is a dumping ground for imports. Its economy provides jobs for outsiders not the people at home. It has since exported many of its best hands to other countries in a corrosive brain drain syndrome. The unemployment situation is so bad that university graduates stay at home for upwards of ten years unable to find a thing to do.

Education has become unattractive as employers of labour complain about the rising population of unemployable Nigerians. The fashion these days is for many employers to reserve spaces for Nigerians with foreign qualifications. Nigeria's higher institutions are producing a steady stream of graduates whose skills are suspect, and whose work ethic is abhorrent. The crisis cannot be fully described. But at the root of it is the failure of government and leadership.

To make a difference, Nigerian governments must take practical steps. What is required is not rhetoric, not bureaucracy. One simple solution is for the government to resolve the country's energy crisis. A government that cannot provide regular electricity, something that is taken for granted in Mali, Ghana, Niger, Gambia, in Cote d'Ivoire and elsewhere, lacks the moral right to complain about unemployment. Virtually every factory in Nigeria runs with the help of power generators. The key excuse given for the winding down of the textile factories, Michelin, Dunlop and other companies is the high and unprofitable cost of energy. Factored into the cost of production, doing business in Nigeria is unprofitable.

Many artisans are out of work again because of this energy crisis. Furniture makers, machinists, aluminum window fitters, welders, vulcanizers, tailors, traders - cannot all function. In desperation, a large population of young Nigerians has taken to the riding of motorcycles, or to crime, but effectively, most of our people are under-employed. On the streets of Lagos daily can be seen a crowd of young men and women hawking pure water sachets, biscuits, aphrodisiacs and all kinds of wares - the total cost of which is so small their efforts cannot be dignified with a description as "work". There is a gross abuse and under-utilization of human resources in Nigeria with direct impact on national productivity and competitiveness. This can only be achieved in Nigeria through entrepreneurship development.

It is in line with the above that Shepherd and Douglas (1997) observed that the essence of entrepreneurship development is the ability to envision and chart a course for a new business venture by combining information from the functional disciplines and from the external environment in the context of the extraordinary uncertainty and ambiguity which faces a new business venture. It then manifests itself in creative strategies, innovative tactics, uncanny perception of trends and market mood changes and courageous leadership. To the duo, 'entrepreneurship', when treated as 'enterprise-creation' helps develop new skills and experiences that can be applied to many other challenging areas in life.

More importantly, Schnurr and Newing (1997) justified the need for promoting entrepreneurship culture on the ground that youth in all societies have sterling qualities such as resourcefulness, initiative, drive, imagination, enthusiasm, zest, dash, ambition, energy, boldness, audacity and courage which are all valuable traits for entrepreneurship development. Supporting this assertion, Bennell (2000) maintained that governments, NGOs and international bodies seeking to improve youth livelihoods could best pursue their empowerment objective by tapping into the dynamism of young people and build on their strong spirit of risk-taking through entrepreneurship development.

There seems to be a general consensus that Entrepreneurship development has led to employment generation, growth of the economy and sustainable development as the current number of colleges and universities offering small business management and entrepreneurship development programme has grown from one university in 1947 to over 1600 in the 1990s (Solomon and Fernald, 1991; Solomon et al, 1994; Solomon, et al, 2002). White and Kenyon (2000) also found a 'flourishing youth enterprise culture' in the United Kingdom among young entrepreneurs aged 18-24 years. In Zambia, it was show that 25% of the youth are self-employed (Chigunta, 2001). Most of these young people, especially younger youth, tend to be concentrated in marginal trading and service activities. Findings in Ghana of small scale enterprises reveal that young people owned almost 40 percent of the enterprises (Osei, Baah-Nuakoh, Tutu, and Sowa, 1993). Similarly, research in South Africa suggests that the probability of self-employment among young people rises with age (Chigunta, 2001).

When Nigerians especially unemployed youth are mentored and provided the needed resources and enabling environment for business start-ups, they will economically be engaged thereby shunning the illegal acts of hostage-taking, kidnapping, bombing and vandalism and homelessness. In every act of entrepreneurship development, a new firm is raised hence entrepreneurship is enterprise-creation. Often times, millionaires and billionaire are made such as Bill Gate and Alico Dangote.

In Nigeria and everywhere, entrepreneurship development is all about the creation of various small and medium enterprises by various individuals whom, if not employed ab-initio, becomes self-employed automatically and usually end up an employer of labour.

Problems of entrepreneurship in employment generation in Nigeria

The key roles of entrepreneurship include mobilization of domestic savings for investment, significant contribution to Gross Domestic Product (GDP) and Gross National

Income (GNI), harnessing of local raw materials, employment creation, poverty reduction and alleviation, enhancement in standard of living, increase in per capita income, skills acquisition, advancement in technology and expert growth and diversification.

Irrespective of the benefits associated with entrepreneurship, there are lots of barriers that have prevented youths from fully realizing their potentials and assuming responsibilities in the society. Perceptively, People had gradually moved out of the farms into urban areas for lack of agricultural incentives. Even in the urban areas and cities, infrastructure had continued to deteriorate, roads uncared for, water supply was irregular, power outage was a regular phenomenon, and even for people who could afford to use electricity-generating sets, petroleum products to power them might not be available as at when needed. Instability and high turnover had negatively affected the performance of primary institutions responsible for policy enunciation, monitoring and implementation resulting in distortions in the macroeconomic structure and its attendant low productivity.

These barriers are however differently grouped by different authors and scholars in the literature, but Onwubiko (2011) outlined his own under the following sub-headings:

Absence of Infrastructural Facilities

It is a universal belief that certain basic infrastructural facilities aid the development of the mind and body and assist productivity in any environment. These facilities have been identified as good roads, good water supply, constant power, access to information and communication technology and other tools of trade. A case where these are lacking in a country, the growth of the economy will be adversely affected. In Nigeria, these basic work tools as well as the enabling environment is lacking. This state of affairs has frustrated a lot of young people with bright ideas and the corresponding spirit to effect a change in some areas of our national life. For instance, the power sector has proven the greatest challenge to any aspiring entrepreneur in Nigeria. Power supply is epileptic and most times businesses have to be run on generators. The cost of this alternative source of power most often erodes whatever profit or capital an entrepreneur has put aside for his enterprise. The worst hit are the barbers, dry cleaners and cyber café operators. In times of energy crisis when there is shortage of fuel supply, businesses are almost grounded due to unavailability of petrol or gas to power generators. This avoidable factor adds immensely to overhead costs and unnecessarily makes the cost of production very high. Due to this, investment in manufacturing and entrepreneurial activities is made uninteresting. Another factor dissuading young people from going into

entrepreneurship is the bad state of the roads in Nigeria and the lack of adequate and alternative means of transportation. Air transport in Nigeria is expensive and rail is almost non-existent. Since road is the most affordable means, most people prefer to travel by road which is often a harrowing experience for many. The transportation system is unorganized and the dilapidated roads connecting the states and intractable traffic snarls in the commercial cities are often a nightmare for businessmen; adding to the occasional armed robbery and motor accidents on the roads. Telecommunication before now was a major issue for any entrepreneur but with the liberalization of the sector in the last few years, the problems associated with this all important factor in business has to a certain degree being solved. What most people complain about is the enormous cost of the services rendered by the companies which is seen as the costliest anywhere in the world. This cost of course has a domino effect on other services associated with telecommunications such as the internet. Another critical factor is the lack of adequate security for lives and property and the helplessness fostered on the citizens by a police that has most often than not proved incapable of addressing the urgent and constant security challenges over the years. Enterprises serious about doing business have to put in place their own security structures. The process of employing these private security personnel puts a big hole in the pockets of the business entrepreneur. It is believed that the heavy costs expended on these vital services have made entrepreneurship quite challenging in Nigeria. All these put together have made entrepreneurial activities cost intensive, unprofitable and uninteresting thereby dissuading the youths from assuming entrepreneurial leadership positions, simply because the money they are using for the business is not theirs hence they are just trying to survive as profit is his prime motive and not loss.

Inadequate Working Capital

Even though many scholars such as Onugu (2005) have argued against non-availability of capital as the prime problem of entrepreneurship development, the availability of capital, says Onwubiko (2011) is central to the establishment and continued existence of any enterprise irrespective of the size, focus and objective. It has been observed that for an entrepreneur in Nigeria to start a business, he must have adequate funds. In a situation where the working capital is inadequate or unavailable, it becomes a problem. This is one of the major, if not the major problem that young people encounter when opening a business. Banks are before now reluctant to give out loans to intending entrepreneurs especially when they are young people. The procedures for accessing such credits are often rigorous and dependent on the provision of collaterals which the potential entrepreneur

may not possess. Furthermore, the financial institutions charge outrageous interest rates sometimes as high as 21% depending on the bargaining power of the applicant. With this situation, one would have thought that the government would put in place practical programmes and policies for assisting such people in need of start-up funds but the reverse is often the case. Where such funds are provided, they are distributed to relatives of those in government who misapply them and eventually fail to pay up at the maturity time thereby further creating the notion that young people are lazy and bereft of managerial abilities and ideas. With these state of affairs, intending entrepreneurs often fall back on their personal savings or on loans from family members and friends. Considering the very high cost of establishing business and the environmental factors considered above, this option becomes unappealing thereby terminating an idea that was ready to fly. Moreover, the business entrepreneur misses an opportunity of being guided by an institution such as a bank that would ordinarily offer advice to an enterprise they have invested in. again, these days that most youths are graduates with high dreams and aspirations, their entrepreneurial ideas requires huge capital.

Low Standard of Education

There is no gainsaying the fact that education is the key to knowledge and that it plays a strong role in forming the burgeoning entrepreneur. The world today is a global village and since an intending entrepreneur must be conversant and in tune with events around and about him, education becomes a critical factor in preparing and empowering the entrepreneur with the qualities required of him. Unfortunately, the role of education in forming young people to become change agents it seems, have been ignored. Year after year, the quality of education in the Nigerian institutions has gradually been on the decline, due to mass exodus over the years by qualified teachers. Those stuck in the system are there due to unavailability of alternative jobs. Government policy or lack of one has been a major bane of education in Nigeria. The schools are not adequately funded, equipped, regulated and managed to bring out their optimum potentials. Most times students are home due to strikes. Most people in government send their ward abroad for their education thereby preventing the will to address the urgent need for the sector. The result is a half-baked workforce who are lacking in personal confidence and desire to look within and make a mark in an area of human endeavour.

Lack of Adequate Training

A regrettable consequence of the immediate foregoing is the absence of adequate training for students such as will

enable them meet the challenges of the future as leaders of business and change agents. It has been observed that the educational curriculum in Nigeria focuses more on the theoretical without a corresponding practical approach. Most employers are always compelled to retrain their employees due to lack of knowledge of basic work ideas or familiarity with the area of study of the employee. Technology has been used to improve the quality of life through the use of the computers and other technological discoveries such as the internet. Where the youth does not have the knowledge or skill of the latest technology, it affects their outlook to life. It is surprising that in this age and time when the computer and the internet are taken for granted in so many parts of the world, the reverse is the case in Nigeria. Except for the cities, the internet and other ICT are not available in the rural areas where majority of the Nigerian youth are located. This situation denies these people an alternative means of skill acquisition, information gathering and other advantages associated with the World Wide Web. This has resulted in a situation where employers prefer to take people with on-the-job experience and required skills thereby making it impossible for the young person's to gather the much needed experience, skill, familiarity with a work environment and basic contacts and network to pioneer a successful enterprise of a business or non-business nature. Where some of these basic trainings are offered, they are usually directed at the employees of big businesses considering the exorbitant fees charged by the institutions or bodies providing same. With little or no money to spare, young people often miss these opportunities to equip themselves mentally and otherwise for the assumption of entrepreneurial roles. This also results in low morale, inefficiency and lack of confidence.

Other Economic, Social and Political Factor

Aside from the factors listed above, there are other major dynamics which play a role in stifling the dreams and aspirations of the youth towards assuming entrepreneurship positions. Economic factors such as policy reversals, high and double taxations, difficulty in procuring business approvals, high inflation and unstable exchange rates are some of the areas of concern for the potential entrepreneur who is in most cases a greenhorn. The cost and procedure for establishing a company is rather prohibitive as the intending entrepreneur must engage a solicitor and accountant to take care of the legal and financial aspects. Politically, some of government's policies it seems are made to favour friends and associates. Even when it comes to award of contracts and other government patronages, cronyism is the word. This creates a situation of uneven advantage to certain people while others are meant to look like mediocre irrespective of pedigree, ability and expertise. One cannot complete this without

mentioning the social malaise of systemic corruption which dissuades most people from venturing into enterprises. It seems most times that whatever one needs to do must be coupled with some kind of favour to the person or authority granting the approval. This situation is almost frustrating and has kept many away from entrepreneurship with many youth preferring to be engaged in paid employments where they will be certain of picking their pay packages at the end of every month without the worries associated with running a business (Onwubiko, 2011).

Following from the above, Salami (2011), asserted that entrepreneurship has been hindered by three major factors: structural, cultural and the lack of political will by policy makers.

Structurally, structural inhibitors in the growth of entrepreneurship have its origin in the Nigerian education policies since independence in 1960. Between then and now Nigeria has introduced and implemented not less than three policies: the 7:5:2:3, 6:3:3:4 and now the 9:3:3:4 (elementary, secondary and university). There is now a clamour for a reintroduction of higher school Certificate (HSC) program which was a two year postsecondary program that prepared students for university education. This reaction followed the very poor performance of secondary school leavers (87% failure rate) in the West African Examination Council (WAEC). One of the major problems of past education policies stems from the fact that new policies are not allowed to run their full course before they are changed. What this means is that some of the past policies were not well thought-out before introduction. Another related structural problem is the low budgetary allocation to the education sector, particularly the vocational and technical education sub sector. Poor leadership, corruption and mismanagement of resource have also contributed to the gross under-funding of education. One possible explanation for the low budgetary allocation is the perception by some policy makers that education does not provide immediate return on investment (ROI) compared to the real sectors like oil, telecommunication etc. Another related structural problem seem to be the general bias of educational curricula towards science and liberal arts education with little regard to vocational and technical education. This is attributed largely to the belief that the educated stand a better chance of occupying top positions in the economy. It is a known secret that top government officials have the hidden agenda to position their children for succession in government. This is achieved by clandestinely ensuring that their children attend the best schools abroad, and walk into lucrative jobs in Nigeria when they graduate, while their mates that schooled in Nigeria are yet to graduate due to incessant strikes by university lecturers. In Nigeria, graduates of polytechnics with Higher National Diploma (HND) are discriminated against. Apart from pay disparity between a B.Sc./BA degree holder and HND, the latter cannot rise

beyond Grade level 14, while their counterparts with B.Sc./BA can rise to the position of Permanent Secretary in the Civil Service. This disparity is also revealed in the quality of lecturers they have and so what they produce. Additionally, the Nigerian educational curricula appear to be designed as a "factory" for producing graduates who are made to believe that the only employer of labour is government – federal, state and local government. Consequently, many of the graduates of Nigerian tertiary institutions tend to limit their job search to government establishments.

Culturally, it can be argued that entrepreneurship has been hindered by two major factors: society's perception about the socioeconomic status of artisanship and the value system which is fast being eroded. There is the general perception that artisans and technicians are "never-do-wells", dropouts, societal rejects or even failures who should perpetually remain at the bottom of the socio-economic ladder. This is reflected in a lack of respect in the part of the public for manual labour (Asby, 1960). Another related factor is the general Nigerian value system which appears to have cultivated a new value system just like the larger society in their quest for making fast money as well as generally living on the fast lane. For example, the apprenticeship system of the olden days is fast disappearing. Gone are the days when a master automechanic would have about three to five apprentices under his tutelage. While many youths would sign up to learn a trade, a great majority of them quit apprenticeship and opt for motorcycle taxi business (popularly called Okada) to start making money while some who remain to learn the trade don't stay long enough to acquire the necessary skill. One implication is that in a few years' time Nigeria will begin to experience an acute shortage of artisans. Youths are not motivated to choose vocational and technical education. This may be why it is common to find many legislators donate motorcycles to youths in their constituencies under the name of "youth empowerment".

Politically, Lack of Political Will on the side of our political leaders have been a more hindrance to entrepreneurship development and reduction of unemployment in Nigeria (Onwubiko (2011). The neglect of vocational/technical education has been robbing the nation of the potential contributions of its graduates to national growth and economic development. The inability of policy makers to make both rational and educated decisions continue to Dike (2006a) has noted that the under-development status of Nigeria could be linked to the neglect of its educational institutions. Although science and technology has been a part of Nigeria's National Policy on Primary Education (NPE) since 1981 (Moja, 2000), like every other public policy, implementation have always been the major problem. Consequently, the society lacks competent bricklayers, carpenters, printers, auto mechanics, laboratory and pharmacy technicians, vocational nurses etc.

Agbeze (2012), writing on the obstacles of Entrepreneurship Development averred that the challenges and obstacles facing aspiring Nigerian entrepreneurs include amongst others the following:

1. Constrained access to local and international markets stunt entrepreneurial expansion and proliferation because Entrepreneurs find it difficult to successfully market and expand their business as a result of high cost of doing business. Enterprises can only succeed if awareness of market availability is created.

2. Severe infrastructure deficits (mainly of power and electricity) that hamstring both new and existing businesses. Interestingly, World Bank study carried out in the last ten years or so indicated that if government is able to remove power as a bottleneck, Nigeria will at least gain 30 percent competitiveness in production. It is therefore imperative that an effective energy policy be developed as business cannot thrive under a bad energy policy.

3. Inadequate access to finance and the absence of a viable credit policy that addresses the specific needs of enterprises. Because access to finance is key to the success of any entrepreneurial venture, government has been reforming the banking sector. The most critical reforms being the recapitalization of commercial banks, the formation of micro-credit finance banks run by private individuals to replace community banks. The initiative by Bankers' Committee to make available 10% of their profits to be set aside as equity investments in small business is a laudable one as it seeks to help alleviate the collateral challenges most start ups face.

Prospects of entrepreneurship development in employment generation in Nigeria

All the above cited problems notwithstanding, plausibilities of entrepreneurship development to generate employment abound hence the government fully appreciates the opportunities entrepreneurship creates for employment generation, their contributions to economic growth and development as well as the constraints and difficulties in their operating environment. These explain why in the past forty-five years or so, the government has established various support institutions and relief measures specially structured to render assistance and succour to minimize the constraints, which entrepreneurship typically face if not to eliminate them. The support institutions established by the government range from specialized banks designed to focus on the funding of Small and Medium Enterprises to agencies and departments all meant to give a flip to the fortunes of Small and Medium Enterprises. It is also pertinent to note that government policies behind the establishment and operations of the Small and Medium Enterprise support institutions had not been effective and

productive. From all indications of observed lapses inherent in them, the policies were either defective in their formulation and conceptualization, or were not truly and religiously implemented. Our investigations also revealed that part of the reason why the policies were not effective could be explained by the fact that the operators, managers or proprietors of the Small and Medium Enterprises were neither consulted nor involved in the formulations of the policies, which were expected to solve their problems; hence, there were apparent misplacements of priorities and emphases. All the stakeholders in the Small and Medium Enterprises sub-sector should be involved in policy formulations and implementation for them to be effective and yield expected results. The comfort is that the governments (local, state and federal) are neither relenting nor giving up in their bid to revamp and invigorate the fortunes of SMEs as to enable them play the expected role in Nigeria's economic growth and development. This is evidenced by the government's recent establishment of as well as the mandate given to the Bank of Industry (BOI) and the Small and Medium Enterprises Development Agency of Nigeria (SMEDAN), the facilitation of the Bankers' Committee's institutionalization of the Small and Medium Industries Equity Investment Scheme (SMIEIS), the federal government's drive and focus on realizing the objective of NEPAD, the government's endorsement and support of multilateral agencies and loans, and the government's backing of international development finance facilities such as the European Investment Bank (EIB) facilities and the likes. Other indications relate to the government's programmes aimed at poverty alleviation and providing succour to those whose jobs could be affected by the current government reforms as well as the proposed establishment of a Credit Guarantee Scheme for loans to Small and Medium Enterprises.

Speaking of the prospects of entrepreneurship development in Nigeria in generating employment for the army of the unemployed, the Nation, on Monday 2012 reported that soon, here will be job openings in the cashew subsector of the agriculture industry, as about 300,000 jobs will be created in the subsector this year. The president of the National Cashew Association of Nigeria, Mr. Tola Faseru said that about 300, 000 jobs are already in existence in the subsector. Accordingly, the coming of these jobs raises hope of employment for the teeming population of employed and as such encourages farmers to invest more on cashew and advises youths to delve into cashew plantation and business as entrepreneurship (TheNation, 2012).

Again, the Businessday of 14th February 2012, reported that the National Directorate of Employment (NDE) has disbursed N2.8Million for four unemployed graduates in Cross River State under its Enterprise Creation Fund (ECF) for Small Scale Enterprises. Edem Duke, the coordinator of the Directorate in the state disclosed in

Calabar that the loan was to enable each of the beneficiaries who received N700,000 to start their own business. Duke explained that the beneficiaries qualified for the loan based on the feasibility studies of business they presented and which earned them some training by the Directorate. "we expect that the young graduates will use the money to set up their business, run them prudently in line with the training we gave them under our 'start your Own Business' programme and pay back the money on time". They were given moratorium of six months on the loan repayment and are expected to complete the repayment in two years. Again, 100 unemployed youths in the state were undergoing training which was targeted as Unemployed Rural Youths Centred on hair dressing, Fashion designing, Carpentry, Electrical Installation, Welding and Metal Fabrication.

In terms of financing entrepreneurship, the Central Bank Governor, Sanusi, Lamido Sanusi has raised hopes when he spoke on the Nations newspaper that credit to private sector hits N12 trillion(TheNation 2012). Again, the president Goodluck Jonathan launches Youth Empowerment Programme targeted at 370,000 Nigerian Youths worth

RECOMMENDATIONS

Following the findings of this work the authors make bold to recommend as following:

I. That the federal government should hasten the power sector reforms and restabilise the power sector to end the looming energy crisis in Nigeria. This is to encourage entrepreneurial activities in the country as power is a major factor in the economy, in terms of enterprise activities.

II. That Religious, Ethnic and Political violence and crisis should be controlled by all means necessary as it displaces people and cause serious harm on their means of livelihood, many companies have left Nigeria because of violence in certain areas of the country. Therefore, by all means necessary, any act of violence should be checkmated,

III. That there should be a process of or a program geared towards training youths in Nigeria in the act of entrepreneurship. This is in lieu of the assertion that knowledge is power. We are aware that there YOU WIN Nigeria, there is National Directorate of Employment and the inculcation of Entrepreneurial Development Course in all Higher Institutions' Curriculum in Nigeria but more still need to be done as these platforms are just being institutional. They ought to be proactive and pragmatic. If they cannot fit in the prescription, a new one can be created to take their place.

IV. That there should be a government regulated means of entrepreneurial development sponsorship devoid of politics and the likes that have crippled those erstwhile attempts to encourage entrepreneurship

development in Nigeria in terms of financial sponsorship as lack of access of to finance is one of the major problems of entrepreneurship development in Nigeria.

CONCLUSION

That youth unemployment in Nigeria is endemic is stating the obvious. Its concomitant consequences on the populace cannot be relegated to the background as well hence the waning of agricultural practices, lingering poverty, hunger, social vices and insecurity at a very alarming rate have so characterized the Nigerian society. This is considering the fact that about 70% of the entire Nigeria's 150 Million populace are Youths whose about 71% are unemployed majorly graduates who are from 20 years and above, affecting adversely the workforce utility of the country.

It is a pity that these youths and graduate who are qualified, willing and able to work cannot find a job and as such earns nothing. They cannot handle any family or societal responsibility which mopes at them every second. Such individuals are frustrated hence a time bond. They are vulnerable and can be used by unscrupulous elements in the society to pervert all sorts of crime and mayhem, which they would outrightly abhor should they were productively engaged or gainfully employed; A succor that entrepreneurship brings to both the individuals and the society at large.

As obvious as it is that entrepreneurship is the magic wand that can change the story overtime, yet it has not been duly explored and many scholars, commentators and observers have argued that lack of capital is what drives very many people who are unemployed and wants to be self-reliant and self-employed hence inadequate access to loan schemes couple with the issue of collateral and high interest rate on loan from financial institutions, and others arguing that the problem is lack of managerial prowess and the zeal and will to take risks.

However, many have argued that in all, the government have key role to play to ensure that entrepreneurship as a means of quelling unemployment thus generating more employment opportunities to the unemployed youths and get them usefully engaged; of which we agree and seek to bring to the fore the need for government to put in place some measures in a bid to salvage the situation. Some of these measures include first, an auditing of all the policy programmes aimed at stimulating entrepreneurial activity to avoid duplication and clashes in spheres of operation. Also, programmes should not be sacrificed on the altar of political expediency, rather, they should be judged by their abilities to accomplish the objectives for which they were designed. Government should get the credit institutions committed to spreading their activities beyond the "comfort zones" in which they currently operate. Finally, sustained education and enlightenment programmes on the opportunities that

abound in the environment should be put in place. If the Nigerian government must revitalize its economy, reduce unemployment progressively, and generate more employment opportunities, a paradigm shift in policy that is critical to effective entrepreneurship development becomes imperative

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