

Unemployment and Underemployment on Economic Development in Imo State, Nigeria: Effect and Defects

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Abstract: *The thrust of this study was to investigate the influence of unemployment and under employment on economic development in Imo State. Six hypotheses were formulated to guide and direct the study. Ex-post facto research design was used for this study. Data for the study was generated using a well validated structured questionnaire. Data collected was analyzed using linear regression statistical technique. Findings revealed that: unemployment and underemployment significantly influence the level of insurgency in Imo state. The finding also revealed that there is a significant influence of unemployment and underemployment on the level of poverty in Imo State. Finally unemployment and underemployment significantly influence the level of political and economic insecurity in Imo State. The study recommended that the State government should formulate effective unemployment policy which will absorb the unemployed citizens especially into informal sectors of the economy and unemployment can be addressed meaningfully by encouraging local industrial production. These factories will provide employment opportunities that will absorb many idle hands and feed the many hungry mouths.*

Keywords: *Unemployment, Underemployment, economic growth, economic development, Insurgency, Poverty*

I. Introduction

Imo is one of the 36 states of Nigeria created in 1976 under the leadership of late General Murtala Muhammad. The State lies in the South East of Nigeria with Owerri as its capital and largest city. Located in the south-eastern region of the country, it occupies the area between the lower River Niger and the upper and middle Imo River. The State is bordered by Abia State on the East, Rivers Niger and Delta State to the West, Anambra State on the North and Cross River State to the South. The State lies within latitudes 4°45'N and 7°15'N, and longitude 6°50'E and 7°25'E with an area of around 5,100 sq km. The main cities in Imo State are Owerri, Orlu and Okigwe. Besides Owerri which is the capital city, other major towns of the State are Isu, Okigwe, Oguta, Orlu, Akokwa, Mbaise, Mbaitoli, Mbieri, Orodo, Nkwerre, Ubulu, Ngor Okpala, Mgbidi, Awo-Omamma, Izombe and Orsu. The state is named after the Imo River. Part of it was split off in 1991 as Abia State, and another part became Ebonyi State. Imo state was created at Ngwoma and the meetings for the state creation which began after the Nigerian Civil War ended in 1970 were chaired by Chief S. E. Onukogu.

The state is blessed with natural resources including crude oil, natural gas, lead and zinc. Economically exploitable flora including iroko, mahogany, obeche, bamboo, rubber tree and oil palm predominate. Other natural resources found in the State are white clay, fine sand and limestone. Imo State consists of twenty-seven Local Government Areas including; Aboh, Mbaise, Ahiazu-Mbaise, Ehime Mbano, Ezinihitte-Mbaise, Ideato North, Ideato South, Ihitte/ Uboma, Ikeduru, Isiala Mbano, Isu, Mbaitoli, Ngor, Okpala, Njaba, Nkwerre, Nwangele, Obowo, Oguta, Ohaji/ Egbema, Okigwe, Onuimo, Orlu, Orsu, Oru East, Oru West, Owerri Municipal, Owerri North, Owerri West. There are over 163 oil wells at over 12 different locations in the State. The main petroleum companies operating in the state are Addax Petroleum, Chevron Corporation, Royal Dutch Shell and Agip. Some of the established oil-rich and producing Local Government Councils include Ohaji/Egbema, Oguta, Oru East, Oru West, Obowo and Ngor Okpala.

Many trade and investment opportunities abound in the peaceful State including Oil and Gas Exploration, Chemical Plants, Brewery Plants, Hydroelectricity and Gas-Fired Power Plants, Grain Milling, Starch Production, Cashew Product Industry, Fruit and Vegetable Juice Concentrate Production, Integrated Multi-Oil Seeds Processing Plant, Ceramic Industry, Inland Waterway in addition to presence of oil and gas investors, independent global brewer, Heineken through its subsidiary Nigerian Breweries has significant investment in Imo State. The company manages the world-class Awo-omamma Brewery, a multiple-line brewery plant. Many more opportunities in oil and gas are yet to be fully exploited. The Federal Government has been called to inspect newly discovered oil-rich council areas for possible exploration in order to increase the presence of the federal government in the State and the region, which would enable economic development and job creation. Establishment of industrial parks and processing zones to harness the huge agricultural produce and minerals would give a major boost to the State's economic growth and industrialization. No doubt, production centers would employ large number of labor. Oguta Lake, Palm Beach Holiday Resort in Awo-

omamma and a host of other tourist sites along the banks of the 26km-length Njaba River present hotspots for tourism. The economy of the State depends primarily on agriculture and commerce. The chief occupation of the people is farming. However, with a high population density and over farming the soil has been degraded and much of the native vegetation has disappeared. Their cash crops include oil palm, raffia palm, rice, groundnut, melon, cotton, cocoa, rubber, maize, etc. food crops such as yam, cassava, cocoyam and maize are also produced in large quantities.

The rainy season begins in April and lasts until October with annual rainfall varying from 1,500mm to 2,200mm (60 to 80 inches). An average annual temperature above 20 °C (68.0 °F) creates an annual relative humidity of 75%. With humidity reaching 90% in the rainy season. The dry season experiences two months of Harmattan from late December to late February. The hottest months are between January and March. With high population density and over farming, the soil has been degraded and much of the native vegetation has disappeared. This deforestation has triggered soil erosion which is compounded by heavy seasonal rainfall that has led to the destruction of houses and roads. There are several institutions of higher education with some being run by the state government and others by the federal government. The two universities being Imo State University and the Federal University of Technology Owerri

Unemployment is generally seen as a major macro-economic problem as well as socio-economic problem rocking Imo State. Unemployment arises as a result of insufficient and non-availability of jobs to correspond with the growing population, even those who are employed sometimes live with the fear of being unemployed due to job insecurity and retrenchment of workers. There is employment of factors of production if they are engaged in production. The term unemployment could be used in relation to any of the factors of production which is idle and not being utilized properly for production. However, with reference to labour, there is unemployment if it is not possible to find jobs for all those who are eligible and able to work. Labour is said to be underemployed if it is working below capacity or not fully utilized in production (Anyawuocha 1993)

Unemployment can either be voluntary or involuntary. Voluntary in the sense that one chooses not to work because he or she has means of support other than employment. Example is an idle rich man. On the other hand, involuntary unemployment exist when persons who are eligible and willing to work at the prevailing rate of pay are unable to find work. (Anyanwa 1995).

According to the central bank of Nigeria (2004), unemployment rose to 30% during 2004 statistics on unemployment rate. Unemployment has been seen as a world-wide economic problem and has been categorized one of the serious impediments to social progress. Apart from representing a huge waste of a country's manpower resources, it generates welfare loss in terms of lower output thereby leading to lower income and well being of the people (Akinboyo, 1987, and Raheem 1993). Unemployment is a very serious issue in Africa (Vandemortele, 1991, and Rama 1998), and particularly in Nigeria (Oladeyi, 1994 and Umo, 1996). The need to avert the negative effect of unemployment has made the tackling of unemployment problems to feature very prominently in the development objectives of many developing countries. In the study of unemployment in Africa Okonkwo (2005) identified three causes of unemployment including the Educational System, the choice of technology which can either be labour intensive or capital intensive and inadequate attention to agriculture. The use of machines to replace work done by labour and computerization has contributed to these social problems in the sense that what for example forty men can do manually a machine will only need like five men. Therefore, the remaining thirty five are unemployed. More so, lack of enough education and skill to have access to credit and capital. One particular feature of unemployment in Nigeria is that it was more endemic in the early 1980's than any other period. According to Udashah (1999:62), the major factor contributing to low standard of living in underdeveloped countries in their relative inadequate or inefficient utilization of labour in comparison with advanced nations. Unemployment rate is measured by the proportion of the labour force that is unemployed divided by the total number of the labour force. The total labour force was projected at 61,249,485 in 2007 indicating an increase of 3.9%. Total employment in 2007 stood at 52,326,923 compared with 50,886,836 in 2006. This represents an annual increase of 2.8%. The labour force consists of the number of people ageing 18 and over who are employed (that is, those who currently have jobs) and unemployed (those who do not have jobs but who are actively looking for work). Individuals who do not fall into either of these group such as retired people and discouraged workers are not included in the calculation of the labour force. The international labour force organization (ILO) defines unemployment as the proportion of the labour force which was available for but did not work for at least one hour in the week preceding the survey period. National Bureau of statistics (N.B.S). Nigeria defines unemployment as the proportion of the labour force that is available for work but did not work for at least thirty nine (39) hours in the week preceding survey period. Unemployment according to Lipsey (1963:456) brings about economic waste and cause human suffering. According to Fadayomi, 1992, Osinubi, 2006, unemployment is as a result of the inability to develop and utilize the nations manpower resources effectively especially in the rural sector. The socio-economic effect of unemployment includes: fall in national output, increase in rural-urban migration, waste of human resources, high rate of dependency ratio, poverty, depression, frustration, all sorts of immoral acts and criminal behaviour e.g

prostitution, armed robbery e.t.c. The social effect of unemployment brings to light the need to proffer possible solution to salvage our nation Nigeria

1.1 Research hypotheses

1. There is no significant relationship between unemployment and underemployment and the level of insurgency in Imo state
2. There is no significant relationship between unemployment and underemployment and the level of poverty in Imo State
3. There is no significant relationship between unemployment and underemployment and the level of political insecurity in Imo State

II. Literature Review

In an attempt to analyze the relationship between unemployment and economic growth, a lot of researchers have applied empirical data to ascertain the nature of the relationship. Blackley (1991) calculated the Okuns co-efficient for the largest 26 states in the United States and found out there was a significant difference in the reaction of unemployment to changes of economic growth by each state for most states, for most states Okuns coefficient is between 2.0 and 4.0 the smallest coefficient being Alabama with 2.137 and the largest with 6.803. In further study by Bisping and Hilde (2005) it was observed that the aggregate response of unemployment rate to economic growth was different across regions in the United States and when broken down by race and gender, demographic group's similar response was not experienced. In the study general impulse response function were not used to determine the impact unanticipated growth on different unemployment rate the researcher also utilized the expanded version of Okuns as a basis for the formulation of VAR estimations concerning unemployment rate broken down by region, gender and race.

In Nigeria context, Obadan and Odusola (2005) discovered that unemployment and growth are inversely related. It was also discovered that growth response to unemployment varied among sectors of the economy. For example employers in industries sector use less labour to accomplish high volume of production thereby leading to unemployment of workers the researcher analyzed the casual link between unemployment and productivity in different sectors of Nigerian economy except service sectors. Aluko (1999) also explains that these casualties of unemployment and their potential for production in Nigeria have terminated by the scourge. According to Scherush (1983) in emphasizing that class position is one of the causes of unemployment which make the children of the higher managers to be often employed; he posited that these exercise impels the unemployed children of lower class to take to criminal activities to make out a living undoubtedly, this depicts the impacts of unemployment on our country. Hence it derives labour force to cause social vices like robbery, the poor consist that section of the population whose resources are so depressed from the means as to be deprived of enjoying the benefit of participating in the activities which are customary in the society. Thus the rate of such criminal acts propelled by lack of employment in the case of armed robbery and theft stealing from 1991 to 1992 are 1,064,156 and 72,294,787 respectively in Nigeria. Nigeria police force annual report (1993) concerning with this view, Nnoli has asserted that unemployment causes wanton migration of labour forces in Nigeria from rural to urban to other countries in search for job. This leads to drain in Nigeria and most often to the destruction of the productive labour potential of the migrants for majority. Nigeria who travels abroad seeking for job engages in nefarious activities like drug peddling. This tarnished the country's image in country of nations and hampers attraction of foreign investment in the nation's economy. For example, number of Nigerians arrested and convicted abroad for drug trafficking in 1988 was 2,034. International co-operation in crime prevention and criminal justice for twenty first century (1990:31).

Moru. J (2005) posited that the unemployment caused by the movement of labour forces from agriculture production to secondary production in Nigeria amongst the unskilled labour constitutes disaster to the economic development in furtherance of the effects of unemployment to the Nigerian economy and attainment of economic growth, estimates indicate that attaining high economic growth is possible if Nigerian can scale up its ability to effectively use its resources, through sustainable growth over time, improved policies, increased trade and investment, improvement in human capital development. CBN bulletin (2004) however, it is noted that in the attempt to raise resources for economic growth the government has proposed an international financial facility. This section of the literature review will also make an exploration of empirically-based researches carried out by various scholars with regards to unemployment. Tapounda (1994) in his research revealed that 90.30% of the unemployed persons were in the 15-29 age brackets, and the concentration was also within 15-24 age bracket. His study revealed that only a small percent of the urban employment are illiterate adding that most unemployed are usually new entrants to the labour force with little or no vocational training and experience. In a research conducted by United Nations International Labour Organization (ILO), it was discovered that as many as thirty three million Nigerians fall within the working age out of which nine percent (9%) or about three million persons are unemployed. Moreso, further study revealed that as many as 2.7 million

out of a million persons live in rural area. (Ilo survey report Africa concord, 1986) Jeremy (1985) in his analysis of the experience long-term unemployment was fast tending towards three million people. In contrasting between contemporary experience of unemployment of the pervious of mass unemployment in Britain during the 1930"s his findings revealed that in this modern era people seem not to be better off than in the 1930"s, it was shared predicament (John, 1996) Charles Zimmerman and Sorokin (1980) in the quest for defining a city has made some combination of factors thus the type of occupation which people engage in, the government phenomena comprising of the building and water supply size of the community density of population, interogeneity of population, social differentiation and stratification, social mobility and also found to be flexible about the sort of work they would accept. Thus, a high proportion of the unemployed provided a relatively cheap and flexible pool of labour available to employers when demand for employment picked up.

Uchitelle and Kleinfied (1996) in their study revealed that the unemployed typically suffer loss of self esteem. They feel ashamed and humiliated, avoid seeing friends and sink into depression. They also observed that the cumulative effect of unemployment on the society is great and that being unemployed is associated with an increase in broad range of other problems, from alcoholism and divorce to heart attack and suicide asserting that unemployment may not be a direct cause of these problems, but rather series as a trigger for problem prone people. They also observed that unemployment leads to class which would pose a class problem to the colonial system.

Awolowo (1993) in his study suggested that unemployment in Nigeria can be reduced to a tolerable limit through modernization of agriculture and a planned and full mobilization and employment of all the counting"s human resources particularly at the higher levels. Coe (1990) in his findings tried to identify natural rate of unemployment in Canada from 1971-1998, observed that the principal factor were unemployment benefits and changes in the minimum wage, unionization of labour force and in payroll taxes. According to an International labour organization publication on the necessity of an international labour organization publication on the necessity of integrating informal sector statistics into labour market information system (LMIS) employment opportunity in the 3rd World refer essentially to the insufficient capacity of the modern sector to provide employment for the rapidly expanding labour force as consequence of which a large number of people are forced to find or create other income opportunities in the informal sector depends on the possibility to produce goods and services for which there exists an effective demand (Haam 1989:6) The Nigerian labour market conforms to the segregation, according to papohunda (1979: 107) in his evaluating the industrial deploiment of the Nigerian labour force, considered it"s divergent sub-sectors modern traditional and intermediate.

Adebayo (2001) who studied unemployment rate in Nigeria from 1986 -1996 using secondary data observed that unemployment arises ever the supply of labour exceeds arises when ever the supply of labour exceeds the demand for it at the preventing wage rate. Causes of unemployment according to Adebayo can be analyzed from both the demand and supply side of the labour market in Nigeria. On the supply side, there is the rapidly growing urban labour force arising from rural-urban migration is usually explained in terms of push-pull factors. The push factors include the pressure resulting from manmade ratio in the rural area and the existence of serious under employment arising from seasonal cycle of climate. The factors are further strengthened in Nigeria by lack of infrastructural facilities which make rural life unattractive. The pull factor according to Adebayo (2001) include a wide rural-urban income differentiation in favour of urban dwellers and a presumed high probability of securing incrative employment in the cities. Therefore, these writings and evidences showcase faintly the incidence of impacts of unemployment, its defective effects on economic growth and development. However, the effective of unemployment in achieving high economic growth in Nigeria remains in exhaustively and non critically examined, so it form the gap to be filled.

III. Methodology

The research design adopted for this study is ex-post facto research design. Kerlinger (1986) asserts that ex-post facto study is a systematic empirical inquiry in which the researcher does not have direct control of the independent variable. A sample of 400 respondents were randomly chosen from Imo State Capital (Owerri) and used for the study. The main instrument for data collection was structured questionnaire. Data collected was analysed using Ordinary least square multiple regression statistical technique.

3.1 Model specification

Certain models were built in line with the hypotheses to help analyze the study better.

$$INS = f(UNEMP, UNDEREMP)$$

$$LPOV = f(UNEMP, UNDEREMP)$$

$$PINS = f(UNEMP, UNDEREMP)$$

Transforming into mathematical equation we have

$$INSU = a_0 + a_1UNEMP + b_0 + b_1UNDEREMP + U$$

$$LPOV = c_0 + c_1 UNEMP + U \quad d_0 + d_1 UNDEREMP + U$$

$$PINS = e_0 + e_1 UNEMP + U \quad e_0 + e_1 UNDEREMP + U$$

Where:

UNEMP = unemployment

UNDEREMP = underemployment

INSU = Insurgency,

LPOV = level of poverty

PINS = political insecurity

$a_0, b_0, c_0, d_0, e_0, f_0$ = Unknown constant to be estimated

$a_1, b_1, c_1, d_1, e_1, f_1$ = Unknown coefficients to be estimated

U = Stochastic Error term

IV. Data Presentation, Analysis and Discussion of Results

4.1 General description of data

This section deals with the presentation of data gathered from the demographic section of the questionnaire.

Table 1: Demographic distribution of respondents

Description	Respondents	Percentage
Sex		
Male	178	44.5
Female	222	55.5
Total	400	100
Age (years)		
less than 20 years	128	32
21-30	174	43.5
31 years and above	98	24.5
Total	400	100
Religion		
Christianity	378	94.5
Muslim	12	3
Free Thinkers	10	2.5
Total	400	100
Marital status		
married	163	40.75
Single	132	33
Divorced	26	6.5
Widowed	79	19.75
Total	400	100
Level of Educational		
Primary	125	31.25
Secondary	192	48
Tertiary	83	20.75
Total	400	100
Monthly income		0
Less than N10,000	32	8
N10,000-20,000	93	23.25
N21,000 – 30,000	153	38.25
N31,000 – 40,000	73	18.25
N41,000 and above	49	12.25
Total	400	100

Table 1 revealed that 178 (44.5%) of the respondents were males while 222 (55.5%) of the respondents were females. According to age 128 (32%) of the respondents were less than 20 years, 174 (43.5%) of the respondents were between the ages of 21- 30years and 98 (24.5%) of the respondents were 31 years and above. distribution of the respondent according to religion showed that 378 (94.5%) of the respondents were Christians, 12 (3%) of the respondents were Muslims while 10 (2.5%) of the respondents were free thinkers.

Furthermore, 163 (40.75 %) of the respondents were married, 132 (33%) of the respondents were single, 79 (19.75%) of the respondents were widowed while 26 (6.5%) of the respondents have divorced from their marriage. Additionally, 125 (31.25%) of the respondents have primary education, 192 (48%) have secondary education while 83 (20.75%) have tertiary education. Lastly, distribution of the respondents according to monthly income revealed that 32 (8%) of the respondents earn less than N10,000 a month, 93 (23.25%) earn between N10,000-20,000 a month, 153 (38.25%) of the respondents earn between N21,000-30,000 a month, 73 (18.25%) earn between N31,000-40,000 a month while 49 (12.25%) earn N41,000 a month.

4.2 Test of hypotheses

Hypothesis I

There is no significant influence between unemployment and underemployment on the level of insurgency in Imo State. The dependent variable in this hypothesis is insurgency while the independent variable is unemployment and underemployment. Linear regression statistical technique was used to test the hypothesis. The result is as presented in Table 2

Table 2: Regression results of the influence of unemployment and underemployment on level of insurgency in Imo State

Dependent Variable: level of insurgency

Variable	Estimated Coefficients	Standard Error	T-Statistic	P- Value
Constant	22.118	.798	27.732	.000
UNEMP	.018	.004	4.50	.072
UNDEREMP	.152	.059	2.598	.042
R	=	0.964		
R-Square	=	0.911		
Adjusted R-Square	=	0.876		
F – Statistic	=	64.828		
Durbin Watson Statistic	=	2.781		

The result in Table 2 shows an R^2 value of 0.91 which implies that about 91 percent changes in level of insecurity could be caused by unemployment. The Adjusted R^2 value of .0876 means that the model is 87 per cent goodness fit. The F-value of 64.8 which is greater than the critical F-value of 3.14 at 2 and 397 degrees of freedom implies that there exist a significant relationship between unemployment, underemployment and level of insecurity in Imo State. The estimated coefficient for UNEMP and UNDEREMP are positive, meaning that there exist a direct relationship between unemployment, underemployment and level of insurgency in Imo State. This result is in order with economic a priori condition. The result is statistically significant at both 5 and 10 percent level of significant.

Hypothesis II

There is no significant influence of unemployment on the level of poverty in Imo State. The dependent variable in this hypothesis is level of poverty while the independent variable is unemployment and underemployment. Linear regression statistical technique was used to test the hypothesis. The result is as presented in Table 3

Table 3: Regression results of the relationship between unemployment and level of poverty

Dependent Variable: level of poverty

Variable	Estimated Coefficients	Standard Error	T-Statistic	P- Value
Constant	20.246	.500	40.521	.000
UNEMP	.138	.031	4.446	.000
UNDEREMP	0.768	0.162	4.74	0.002
R	=	0.817		
R-Square	=	0.783		
Adjusted R-Square	=	0.764		
F – Statistic	=	12.56		
Durbin Watson Statistic	=	1.262		

Table 3 shows an R^2 value of 0.783 which indicates that about 78 percent changes in level of poverty in Imo State could be caused by changes in the level of unemployment and underemployment. This means that the remaining 22 percent changes in the dependent variable level of poverty could be caused by other variables not found in the equation represented by the error term. The Adjusted R^2 value of .76 means that the model is 76 per cent well fitted. The F-value of 12.56 which is greater than the critical F-value of 3.14 at 2 and 197 degrees of freedom confirms that there exist a significant relationship between unemployment and level of poverty. The estimated coefficient for unemployment and underemployment are positive, meaning that there exist a direct relationship between unemployment, underemployment and level of poverty. This result is in order with economic a priori condition. The result is statistical significant at 5 percent level of significant.

Hypothesis III

There is no significant influence of unemployment and underemployment on the level of political insecurity in Imo State. The dependent variable in this hypothesis is political insecurity while the independent variable is unemployment and underemployment. Regression statistical technique was used to test the hypothesis. The result is as presented in Table 4

Table 4. Regression results of the influence of unemployment and underemployment on political insecurity
Dependent Variable: Political insecurity

Variable	Estimated Coefficients	Standard Error	T-Statistic	P- Value
Constant	23.854	.633	37.661	.000
UNEMP	.079	.035	-2.241	.025
UNEMPEMP	.017	.027	-5.32	.000
R	=	0.878		
R-Square	=	0.854		
Adjusted R-Square	=	0.816		
F – Statistic	=	32.83		
Durbin Watson Statistic	=	2.262		

The R² value of 0.854 in Table 4.4 indicates that about 85 percent changes in political insecurity could be caused by unemployment and underemployment. This means that the remaining 16 percent changes in the dependent variable stock market performance could be caused by other variables not found in the equation represented by the error term. The Adjusted R² value of .816 means that the model is 82 per cent well fitted. The F-value of 32.83 which is greater than the critical F-value of 3.14 at 2 and 197 degrees of freedom confirms that there exist a significant influence of underemployment, unemployment and political insecurity.

The estimated coefficient for unemployment and underemployment are positive, meaning that there exist a direct relationship between unemployment, underemployment and political insecurity . This result is in order with economic a priori condition. The result is statistical significant at 5 percent level of significant

V. Summary, Conclusion Recommendations

5.1 Summary of major findings

The thrust of this study was to investigate the influence of unemployment and under employment on economic development in Imo State. Three hypotheses were formulated to guide and direct the study. Ex-post facto research design was used for this study. Data for the study was generated using a well validated structured questionnaire. Data collected was analyzed using linear regression statistical technique. Findings revealed that:

1. Unemployment and underemployment significantly influence the level of insurgency in Imo state
2. There is also significant relationship between unemployment and underemployment on the level of poverty in Imo State
3. Unemployment and underemployment significantly influence the level of political insecurity in Imo State

5.2 Conclusion

Based on the findings obtained from this study, it is concluded that Unemployment and underemployment significantly influences the levels of insurgency, poverty and political insecurity in Imo State

5.3 Recommendations

1. The Imo State government should diversify her economy so as to save her from the ills of mono-economy of overdependence on crude oil by Creating the enabling environment for the private sector to thrive so to absorbed excessive unemployed citizens of the State into informal sectors of the State economy in order to boost output.
2. State government should create credit facilities that would encourage small and medium scale enterprises to enhance local industrial production that would create employment opportunities and enhance export.
3. The State should explore its agricultural potentials by Investing more in the sector since it has a comparative advantage in this sector.
4. Change in the educational system so that school leavers and graduates alike would be job creators rather than job seekers.

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