

# INTEROGATING THE AFRICA'S UNEMPLOYMENT CRISIS IN A GLOBALISED WORLD: LESSON FROM NIGERIA

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## INTRODUCTION

Africa has been faced with monumental crisis in the employment of its teeming population; this crisis is orchestrated by multifarious factors of development, coupled with inability to create enough jobs for citizens. The most pathetic state of the crisis in the employment sector in Africa is the lack of proactive and conscious efforts by Africa states to devise effective strategies to address this phenomenon. Most policies pursued are cosmetic solutions without having the desired impact and results. The basic truth is that Africa with its vast natural and human resources have no business with the type of unemployment and poverty that is ravaging the continent, many of its vibrant youth population are either unemployed or underemployed, and have continued to dream of migration to other parts of the globe in search of employment and better living conditions. According to Oshiomhole (2010), in Nigeria, over 70% of the youths are jobless, with no means of livelihood; they are impoverished, and are often hired for political thuggery. This view was corroborated by the United Nations' development report (2008), which states that unemployed and poverty stricken youths whether educated or not pose a serious challenge to peace in Nigeria. Africa's population is growing rapidly, and it is expected that by 2050, the majority of young people in the world will live on the continent. However, even today, there are not enough decent jobs to absorb the up to 20 million young Africans entering the labor market each year. Three-quarters of entrants to the labour market are self-employed or work in microenterprises, and less than 5% will find a formal wage-paying job. Equipping young Africans with the skills required to meet the growing and fast-evolving demands of the labor market is crucial.

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Education, in particular, will be critical in preparing young Africans to earn a decent living.

According to 2015 World Bank Report, the youth's population is expected to grow by 42.5 million between 2010 and 2020, even in countries such as Ghana and Tanzania, where the number of wage jobs has grown by around 10 percent, the increase is not enough to absorb all the new entrants to the workforce. The states that are supposed to galvanise the private and public resources to create jobs for the citizenry seem helpless and preoccupied with other challenges, including the protection of corrupt regimes than creating employment. Regional and sub-regional efforts in the creation of institutions and schemes such as the New Partnership for African Development (NEPAD); The African Continental Free Trade Area (ACFTA); ECOWAS trade liberalisation schemes and several multilateral interventions to mitigate the impact of employment crisis have been difficult. Since 1990, economies in Africa have seen some level of growth, boosted by reforms in macroeconomic management and an improved ease of doing business. However, the growth has not translated into productive jobs, a major problem for a West African region with a high population of young employment seeking youths.

One of the hallmarks of globalisation in the contemporary world is the integration of the Africa economies into the global capitalist system, altering significantly the barriers to international investment. Ordinarily, this should accelerate the rate of employment; rather globalization has compounded the woes of many developing economies.

## **The Paper**

This presentation, therefore, seeks to: Interrogate the major causes of employment crisis in Africa in a globalised world order from the West African perspective; Identify the major challenges of African countries in addressing unemployment; Suggest concrete ways in which Africa can address its employment problems. The paper will also be guided by the following questions: What are the major causes of employment crisis in Africa? Why has employment generation policies not worked in Africa? What can be done to address the endemic crisis of employment in Africa?

## **Conceptual Clarification**

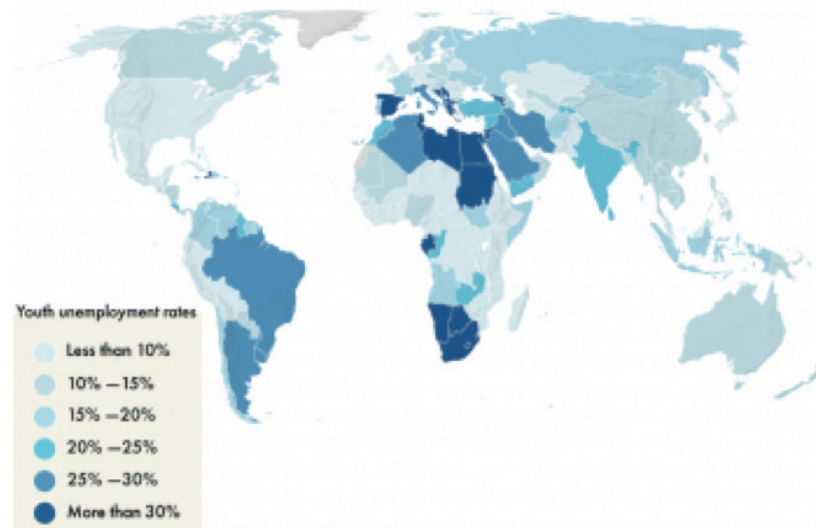
## Concept of Unemployment Crisis

Employment Crisis means an employment management crisis, lack of access to paid employment or Lack of formal or informal employment to employable adult population. According to the United Nations, Sub-Saharan Africa boasts the world's youngest population with more than three-fifths of its inhabitants under the age of 25. The region's working age population is estimated to rise from 522 million in 2015 to 600 million, an increase of 45 percent by 2030. According to the International Monetary Fund, much of Africa's share of GDP and employment comes from the informal economy. Whereas in the past the unemployed and those in the informal sector in Africa were mainly the uneducated, now the face of unemployment and the urban informal sector in lower middle-income countries is becoming that of the secondary or tertiary school graduate. And, in low-income countries, even though the youth are entering the job market in unprecedented numbers, underemployment is gaining traction.

In its 2020 report, the International Labour Organisation, a specialised agency of the United Nations, indicates that the global youth unemployment rate stands at 13.6%. The contributing factors to this high rate of global youth unemployment are largely due to the lack of job opportunities, but also as a result of barriers labour market, like limited work experience and the increasing size of the population itself – worldwide, there are approximately 1.3 billion young people between the ages of 15 and 24 as shown below.

Currently the countries with the highest rates of youth unemployment are:

- 1. Gabon: 36%**
- 2. Tunisia: 36.3%**
- 3. French Polynesia: 36.9%**
- 4. Botswana: 37.3%**
- 5. N. Macedonia: 39.1%**
- 6. Namibia: 39.5%**
- 7. French Guiana: 39.6%**
- 8. Bosnia: 39.7%**
- 9. Saint Vincent and the Grenadines: 41.7%**
- 10. West Bank and Gaza: 42%**



**Source :** World Bank, Unemployment, youth total (% of total labor force ages 15-24) (modeled International Labour Organization estimate), 2019

The statistics above indicate that issue of Unemployment is a global Phenomenon and not restricted to Africa alone . The statistics above show that some countries in Eastern Europe like Bosnia, and war ravage Palestine’s West Bank and Gaza are among nation with highest unemployment rate in the world. In Africa Gabon, Tunisia, Botswana and Namibia are among the highest, signifying that out of top ten countries in the world four are Africans. In Nigeria, for example, the crisis is manifesting in people paying huge sums of money to be able to secure employment in the public service. Graduates are made to resort to riding commercial motorcycles popularly called Okada as a source of employment and a large numbers idle and not engaged in any form of employment.

### **Concept of Globalised World**

Globalisation is a process of economic integration that removes all trade barriers amongst the nations of the world. It is championed by the developed Western countries with the full support of the World Trade Organization (WTO). Globalization consists of three basic elements (Zaki, 2003). The first basic element is the increasing move towards information liberalisation and open markets as manifested by lowering tariffs and bringing down trade barriers. The Second element is the growing mobility of investment capital across national boundaries creating a worldwide network of financial and capital markets. And, the third relates to the use of information technology

and its space reduction capacity through telecommunication channels reducing the world into what is dubbed a global village. Africa had complained that all the benefits of liberalisation through globalisation have gone to developed Western countries due to lopsidedness of the WTO in favour of developed countries. Also, in Davos, Switzerland in 2001, during the World Economic Forum developing countries alleged that globalisation had not been fair to them, it rather widened the gap between the rich and poor countries, it failed to improve Africa's poor infrastructure, shrank its trade with other continents and blossomed its foreign debt portfolio as the much trumpeted as the foreign investment failed to materialise (Zaki 2003). Globalisation has also affected African economies by robbing us of the best brains that would have transformed the continent: 38% of all US Medical doctors and 12% of all US scientists were Indians and Africans, and significant percentage of skilled workforce of US corporations like Microsoft and Intel. Globalisation rather than assisting Africa to solve its employment crisis further compounded it.

### **Theoretical Framework**

This paper adopts the neo-functional theory as espoused by Ernst B. Haas, Leo Lindberg and others from early 1970s and the political economy theory. The neo-functional theory holds that people with specialised knowledge and skills must take the lead in regional integration because the complexity of the difficulties nations face is mainly technological. Its major focus is on the "spillover effect" (Pfaltzgraff & Dougherty, 2008). This group of presumptions is the foundation for the original neo-functional explanation of the European integration process. The concept of "spillover" effectively captures its understanding of change. The phrase was first used in two unique ways: First, as a kind of shorthand for summarizing the occurrence of (further) integration; and Secondly to denote the impetus and underlying logic of integration via growing functional/economic interdependence. The theory advises governments not to give up on cooperative efforts in a tumultuous world with conflicting organisational actors, its postulations are also crucial to understanding the benefits of interconnectedness of economic formations in both advanced and developing economies (Pfaltzgraff & Dougherty, 2008). In light of this, Haas agrees that his earlier theory of regional integration should be replaced by a comprehensive theory of interdependence (Pfaltzgraff & Dougherty, 2018). However, in reality, the

construction of regional integration assumes that the governments within a region are aware of how closely related their economic fortunes are. Successful teamwork founded on interdependence and supported by regional group formation and functional linkages would enhance socio-economic development and create employment for the teeming population of unemployed in Africa.

Therefore, the essence of integration is not only in terms of regional groupings but deliberate collaboration and systematic engagement for purpose of development among African economies if they are to exit the unemployment trap. The neo- functionalist theory is pertinent to this discussion because Africa needs to collectively come together multilaterally or bi-literarily to pull resources together and improve its trade and business relations rather than looking towards other continent for solutions to their socio-economic problems.

The paper further interrogates the crisis of unemployment in Africa by adopting the political economy approach or a theory from both the classical and Neo Classical perspectives. The proponents of the classical political economy are Adam Smith, David Ricardo, John Stuart Mill, David Hume amongst others. Neo- classical political economy aligned with the claims made by the classical economist and stressed that for there to be full employment equilibrium, there have to be control of inflationary gap and general recession. They opined that government intervention is needed to inject money into the economy and embark on fiscal monetary policies to create employment and development of the economy. Political economy is the interaction between economic policies and their social political contest. It is a tool for understanding the material production in the society and the continuation of social forces and classes which form the basis upon which a clear understanding of factors that led to increasing unemployment in most developing economies of Africa and Latin America. Two school of thoughts emerged in the political economy theory: classical and the neoclassical political economy. Classical political economy is concerned with the growth and development of economic systems and the societies, thus, socio-economic and political factors that may implode or facilitate the growth of the economy are the subject matter of the classical political economy. Classical political economy deals strictly on the production, distribution, exchange and consumption of goods and services and the role of government and the market in the growth and development of a nation and in a real sense, preaches against government intervention of the nation

economy and are in favour of the capitalist society. The shift from a deregulated economy to a state regulated economy, massive investment by successive African governments to the present are an explicit explanation for the crisis of unemployment in many African states.

Political economy as a theory has been used by scholars to undertake various studies ranging from the process of colonisation and de-colonisation, under development and dependency, political instability and dependency, political instability as well as unemployment in many African states (Ryndina, 1985:54).

Further more, the theory of political economy itself deals with the basis of social development in the society the production of material wealth, the mode of production. The subject matter of political economy as an approach is to study the social relation of people in the production process in any society and how invariable policies are made to further protect their interests, in provision of social and material goods such as loans, scholarships, plots of urban land and employment.

Analysis truly captures the African unemployment situation especially in the realm of general crisis of development, including the roles of political leadership in Africa, international multilateral institutions and attitude to development.

### **Identified Causes and Challenges of Managing Unemployment Crisis in Africa: Lesson from Nigeria.**

#### **Massive Corruption**

Corruption remains one of the major threats to the development of Africa. According to former World Bank President, Paul Wolfowitz, Nigeria has lost US\$ 300 billion to corruption in the last four decades. These unfortunate trend is attributed to African countries inability to transform its economy, including creating much needed employment. Resources duly budgeted for infrastructure and public corporation or for proper oversights and regulations of private enterprises are looted with reckless abandon. For example, in Nigeria, billions of dollars was budgeted for turnaround maintaining of Nigeria's moribund refineries in Kaduna, Port Harcourt and Warri but they remain unproductive with many workers losing their source of employment thereby becoming redundant. Similar fate befell the Ajeokuta steel complex in Kogi state Nigeria.

## **Lack of Effective Partnership and Collaboration among African States**

African countries are not willing to integrate their economies and develop workable development partnerships, we overlook the opportunities available to us locally by struggling to do business with the western world rather than harness the opportunities on the continent. It is sad that contracts, consultancies and jobs are given to foreign firms and businesses to the exclusion of competent firms in Africa, this kind of attitude must change for any meaningful development of our African local content. Also, integrating policies such as NEPAD, AFCTA and protocols on free movements of goods and services across the continent are not impacting on the economy because of unwillingness of Africa leaders to domesticate and implement its strategic agreements and enhance African collaboration. The shameful aspect is that we prefer and cherish our relationship with former colonial powers neglecting the opportunity in our Africa brotherhood and ties. If African countries must exit its employment crisis, it should open up its economies to Africa businesses and harness the vast opportunities in the continent. The gas pipeline partnership agreement between Nigeria and Morocco that will lead to creation of about an estimated 1.2 million jobs across West Africa and enhance the economy of African states is worthy of mention and highly commended, also exchange programme in the area of youth education programme and scholarship is the way to go if we desire the much needed development of the continent a feat which Morocco is noted for in its collaboration with Nigeria..

## **Political will by Leaders**

Many Africa leaders lack the political will to carry out positive reforms of their societies that will engender transformation of their countries. The leadership problem of the continent is a clog in the wheel of development. Africa people should take seriously the election and democratic process by participating and ensuring that leaders are held accountable for their actions, rather than allowing unserious mediocre leadership to hold sway thereby making the continent the laughing stock of the world. For example, recently a leader of an African country after about 30 years on the seat was almost senile at an international forum of American and African leaders without being aware of where he was, this is despicable! Africa, if it is serious, should elect leaders that can drive its industrialisation and competitiveness in the global arena;



leaders that will prioritize job creation.

### **Poor Research Funding**

Another serious cause of employment crisis in Africa is lack of credible data on the number of unemployed people and other demographic statistics. In Nigeria, census figures have been politicized, and there is lack of acceptable figures on the no of population. This problem has affected development planning in many African countries. For African countries to confront its employment crisis head on, it should be able to gather credible data about the number of its citizens, those available to be employed, those underemployed, those unemployed and the number of available employments and so on. Our investment in research is abysmally low as most research institutes and universities lack the funds to carry out research that will impact on the African economy and fast track development.

### **Culture, Values and Ethical Issues**

The cultures and values of several African countries affect the creation of jobs. Many Africans have a carefree attitude to work, and they also prefer white collar jobs to farm work or other perceived strenuous jobs. We hold on tenaciously to our crude and subsistence farming techniques and cultural practices such as expensive marriage and burial ceremonies, lavish celebrations and festivals gulping huge sums of scarce investible funds that could have been used for investments. Many Africans find it difficult to adjust and imbibe new technology and adapt them ingeniously to local conditions through creative means, but prefer to devote times to unnecessary frivolities and idle talks neglecting research and innovation which are the hallmark of contemporary global societies.

One of the unfortunate habits which damage African economy is the quest for imported luxury goods from America, Europe and China, creating employment for their citizens, and stifling local industries. We import goods like textiles, cars, furniture, building materials, clothing, perfumes, cutleries, toothpick and even food, which can be produced on the continent and create elusive jobs for the teeming unemployed. African as a matter of necessity should patronise made in Africa goods as much as possible and patronise locally made products. We seem to have a penchant to believe that African products are inferior to western imported products.

In the late 2013 report on social inclusion, the World Bank considers youth unemployment to be a form of social exclusion, particularly in developing countries: it hinders and degrades the role of young people in society and the development of their countries, and it reduces their personal well-being and future opportunities. Women in sub-Saharan Africa are also disadvantaged in finding jobs, as they usually have less access to quality education and healthcare compared to their male peers. Access to work space and land is also important, especially for women, who are often denied land rights in many African societies despite the large population of women. These types of values negatively affect the quest for scientific and industrial development that will create much needed employment.

So, the question is: how can we make the agricultural sector attractive to the youth? How can we get them interested in a sector that is not yet well developed in many African countries? How can we mainstream women into our development plan to drastically improve our employed population across Africa?

### **Skills Development and Training**

Developing the skills of Africa people is critical to provision of productive employment opportunities in a changing labourmarket. Africans should invest more to gain the skills they require through the education system, while also ensuring that private sector and individuals generate jobs to absorb these skilled manpower. In this regards, the curricula of educational and research intuitions in Africa should focus on technical and vocational education that are innovative enough to meet current and evolving labour demands and a deliberate government policy that increases spending in that direction.

N'Zue(2021) opines that "one of the reasons so many young people are being excluded from the labour market is a mismatch between their skills and the market's demands."Africa has failed to train people for its needs," he said. "Instead, it has been training young Africans to satisfy or meet the needs of other people."In Senegal, for example, he explained that the agricultural sector employs nearly 80 percent of the workforce, but that the majority of university graduates study subjects such as economics, the humanities and international relations. While these fields are important, according to him, such degrees leave young people either living in Africa unemployed or underemployed or migrating to places like the US or Europe.It is very difficult,

if not impossible; to convince those university graduates to forgo studies in fields thought to lead to more lucrative professions such as finance, management, law and medicine in favour of studying farming and agriculture (N,Zue, 2021).

The best trained brains have to find a way of migrating for greener pasture in advanced countries due to poor wages and poor conditions of service. For example, many Nigeria doctors trained in Nigeria has to move to America, Europe and even Saudi Arabia to earn more money, rather than stay in Africa and expand their profession to create much needed employment, this affect most profession including university lecturers and secondary and primary teachers.

## **Conflicts**

Conflicts remain a catalyst for employment crisis in Africa; many African societies are bedeviled with conflicts of various dimensions with its attendant social disruptions. The conflict could be civil wars, communal conflicts, Cattle–headers conflict, insurgencies, struggle for self-determination, ethnic and religious conflict amongst others. These conflicts displace a large number of active people and damage industries and agriculture production and other economic disruption. In Nigeria, the raging clash between farmers and headers has driven people away from their farm lands in the fertile agricultural North central part of the country with fear of food shortages. Similarly, the Boko Haram insurgency in the North – East of Nigeria for over a decade has increased the number of unemployed persons, displaced a lot of people most of whom live in internally displaced camps. These scenarios are replicated in Mali, Burkina Faso, Ghana and Senegal.

Unemployment and underemployment are among the main barriers to development in West Africa. Not only does the exclusion of vibrant young people from the labour force perpetuate poverty, it also breaks down social cohesion and can be associated with higher levels of crime and violence among idle youth (IRIN, 2014).

Africans should move quickly to stabilise and douse these distractive and disruptive conflicts if we are desirous of exiting our unemployment dilemma, most of the conflicts are actually avoidable and meaningless, rather than biker on mundane issues, we should dissipate energy on what will create employment and enhance the living standard of the African people. It is, indeed, sad that most of the conflicts are precipitated by foreign interest and

some by local power mongers who care less about the effect on the already impoverish and traumatised people.

### **Population Explosion**

Fellow Africans, African population is growing astronomically and we need to do something about this phenomenon, the pace of growth for wage-employment cannot keep up with the growing population: Africa has the largest population of active young people that desire to be properly employed. We are not creating enough jobs to accommodate the increasing population, therefore breeding a large army of vulnerable unemployed youths that could be available for recruitment by bandits and war mongers who may be ready to provide temporary cushion to them.

### **World Bank/IMF Induced Reforms**

The Bretton wood institutions: The World Bank and the International Monetary Funds are strategic players in Africa economic development quest. They have been prescribing economic blueprint which in their reasoning will assist African states to manage their moribund economies. These prescriptions have not yielded the much desired result in the area of employment creation and overall socio-economic development. For example, the Structural Adjustment Programme (SAP) was shoved down the throat of the African states in the late '80s without success.

Also, most public companies privatized or commercialised such as the Nigeria Airways, Nigeria Telecommunications company, Power Holding Company, Peugeot automobile, Aluminum Smelter Company IkotAbasi, Newspaper manufacturing company and several others too numerous to mention in Nigeria, collapsed with thousands of workers laid off worsening the unemployment situation in the country. Similar reforms carried out in the public service led to massive retrenchment of staff and strikes which further affected the already prostrate economy. The main point here is to underscore the need for reform programmes by multilateral organisation like the WB/IMF that will take cognisance of Africa peculiar situation and inputs. Programmes should be implemented with human face and serious consideration should be given to its impact on people's jobs and employments.

## **Use of Expatriates**

The increasing outsourcing of jobs that Africans are qualified to do in abundance, constitutes a serious impediment to Africa exiting its employment challenges. Many foreign firms that are given large contracts in many African countries prefer to bring in their nationals to manage sensitive tasks that Africans are capable and qualified to handle. In Nigeria, you will see a lot of foreign engineers working for companies like Julius Berger, a German firm or many Chinese working on railway remodeling sites or road construction sites thus, depriving many well-trained Africans of employment opportunity.

## **Technological Advancement**

Advancement in technological and scientific fields, has further shrunk available job spaces, the use of office clerks and typists is fast fading away as most offices embrace the use of computers and other ICT facilities. The production of robotics, 3-D printing (or additive manufacturing technology), artificial intelligence, and ascendancy of what is known as the Fourth Industrial Revolution (4IR) has significant implications for the future and nature of jobs. The downside of disruption could be significant job losses owing to workers being replaced by technology and machines, as well as changes to the nature and location of work.

## **Lack of Economic Diversification of African Economies**

African countries should diversify their economies if they are to cope with rising employment demands, a situation where they depend on basically extractive minerals for export will not create the type of jobs needed. This is partly because much of the growth in sub-Saharan African countries over the past decade has been driven by the extractive industries - oil, gas and minerals - "While these industries generate output and revenues that are reflected in GDP growth, they're not particularly big job creators" (source). The number of jobs created in these sectors, relative to outputs and revenues, is much lower than in export-oriented manufacturing. Africa should diversify and focus on other sources of income, especially manufacturing and heavy industries and mechanised agriculture.

## **Lack of Access to Credit Facilities**

Accessing credit facilities by business is one of the key challenges of many, banks are reluctant to grant loans and credit facilities which impede the creation of wealth and by extension Jobs, strenuous collaterals and referees are often demanded making young persons to remain unemployed even when they desire to own their own businesses to be gainfully employed.

## **Poor Implementation of Development Policies and Programmes**

Development policies and programmes are poorly implemented. In Nigeria, for example, successive governments have rolled out beautiful programmes, which have not led to the desired goal of enhancing the unemployment status of the country. We had programmes such as the National Economic and Development Strategy (NEEDS), which sought to make Nigeria among the ten largest economies by 2020, but we are in 2023 and Nigeria is a far cry from achieving that objective. Before then, we had vision 2010. Also, programmes such as Sure-P, creation of 1,000 Jobs for youths in the 774 local government across the country has yielded no much results due to corrupt and poor implementation by executing government agencies. Many of the agricultural programmes especially River Basin Development Authority (RBDA) is a conduit pipe for corruption, which hardly adds any value.

## **Impact of Unemployment**

Unemployment has a devastating impact on not only Africa but most Third World economies. This ranges from increased frustration and depression among people. Recently, a published research based on data from 63 countries links unemployment to one out of every five suicides across the globe. Every year, around 45,000 people take their own lives because they are out of work or someone close to them is affected by unemployment (Mercy Corps, n.d.).

There is also increased desire of young people to migrate to Europe and other advanced economies in search of Jobs. Most of them end up doing menial work- sweeping streets, morticians, taxi driving and even prostitution. They are racially abused and traumatized, but have to swallow their pride due to fear of returning home to face unemployment and poverty.

It is said that the idle mind is the devil's workshop; the unemployed people

tend to indulge in criminality and other social behavioral problem such as rape, drug addition, alcoholism, unprotected sex, heightening the spread of HIV, venereal diseases, drug addition, gangsterism, recruitment into rebel and insurgents and extremist groups. A recent World Bank survey showed that about 40% of those who join rebel movements say they are motivated by lack of jobs.

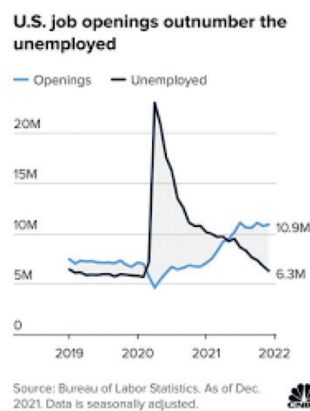
## Opportunity for the Future

Building synergies within Africa in areas of comparative advantage will salvage Africa. For example, we must commend the Nigeria Morocco gas pipeline initiative which will cost about \$25 billion with a 5,600 km of pipeline and is expected to create thousands of jobs. The project will create wealth and improve the standard of living, integrating economies within the region; mitigate against desertification and other benefits as a result of reduction in carbon emission (Jeremiah, 2022).

Other integration projects such as the ECOWAS driven Trans-West Africa rail line, power projects and road network if fully implemented and executed will facilitate development and provide opportunities for more employment for Africans.

The New Partnership for African development and various economic integration policies on trade liberalization and Bi-lateral trade agreements should be intensified.

Africa is looking forward to when it will be able to create Job openings that will outnumber the unemployed and seek employment from other climes, a situation currently prevalent in the United States as seen in the graph below.



The graph shows that in the US job opening outnumbered the unemployed as at 2022 a situation if we work hard in Africa we can also attain in the next few decades.

## CONCLUSION

Africa unemployment has reached a crisis proportion and there is a need for all hands to be on deck to tackle the problem. We have reviewed the causes of the soaring unemployment in Africa from the West African perspective, including the challenges of managing them, and also discussed the impact and prospects for the future. African countries should collectively come together, to genuinely and progressively address African challenges as a bloc in order to fast track its renaissance and development and solve its unemployment and poverty problems.

## RECOMMENDATIONS

1. There is need for African countries to invest in research by funding and establishing research institutes to conduct researches that will address her developmental challenges.
2. Increase learning and training of young unemployed in vocational skills and entrepreneurship to decrease the large number of unemployed on the continent.
3. A deliberate policy action by African countries to collectively co-operate among themselves to enhance their economy by building strong and enduring partnership.
4. A collective shift in mindset and orientation towards made in African goods and abandoning imported goods as a major way of booting local manufacturing thereby creating Jobs
5. Countries need to ensure people have the skills they need to minimize impacts of loss of jobs due to advance in technology to be able to compete for available jobs as the 4IR offers new opportunities to create jobs through modernised agriculture and export-led manufacturing, as well as modernised services, tourism and the creative industries, including savings, microloans, seed money, and other age-appropriate financial services
6. Sustained Anti-corruption fight to ensure resources are judiciously used to create employment and development across Africa.
7. Promote the tenets of democracy and good governance across the continent and institute mechanism to hold leaders accountable.



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