Workforce Development and Civil Society Strengthening Initiative (WDCSSI)

BASELINE SURVEY REPORT

VOL. 2 (Results & Findings)

Presented to:

Opportunities Industrialisation Centres International (OICI)

&

United States Agency for International Development (USAID/NIGERIA)

By

Francis Jegede, Ph.D.

February 2002

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ACRONYMS

AIDS	Acquired Immune Deficiency Syndrome
CBO	Community Based Organisation
CSOs	Civil Society Organisations
HIV	Human Immuno-deficiency Virus
HRD	Human Resource Development
LGA	Local Government Area
M & E	Monitoring and Evaluation
NGOs	Non-Governmental Organisations
NOIC	Nigeria Opportunities Industrialisation Centres
OICI	Opportunities Industrialisation Centres International
PMP	Performance Measurement Plan
STD	Sexually Transmitted Disease
TSAP	Technical Skills Acquisition Programme
USAID	United State Agency for International Development
WDCSSI	Workforce Development and Civil Society Strengthening Initiative
WNDDP	Western Niger Delta Development Programme

FOREWORD

This report is the second and final volume of a baseline study into workforce development and vocational/skills training programme in Nigeria. The Workforce Development and Civil Society Strengthening Initiative (WDCSSI) project was commissioned by the Opportunities Industrialisation Centres International (OICI) in 2001 and funded by the United States Agency for International Development (USAID).

While volume one of the report (see Jegede 2001), summaries the survey strategies, methodologies and data collection instruments used in the baseline study, this second volume presents the baseline survey results and findings. In this report specific information is provided relating to the general environment in which the WDCSSI project is being implemented. The baseline survey undertaken in September 2001, and conducted in three principal regions/states in Nigeria – Lagos, Delta and Kano, covers seven major research areas. These are:

- Youth unemployment, employability, education and access to micro-credit
- Vocational/skills training requirements and selection criteria study
- Workforce market needs survey
- HIV/Aids awareness study
- Conflict resolution and civil society/peace building study
- NGO's and Co-operatives Organisations capacity building survey
- NOIC staff/board members staff development needs and equipment/facilities survey

The baseline survey was focussed primarily on the disadvantaged and vulnerable groups of Nigerian society, which the WDCSSI project was designed to help. One of the objectives of the survey was to establish ways in

that may lead to self-employment and other income generating opportunities for them and their households.

The report is divided into seven sections. In section one a summary of the focus group survey on youths behaviour, knowledge, attitudes and expectations towards employment, unemployment and skills training programme in Kano State of Nigeria is presented. The section also reports issues of access to micro-credit and youths' involvement in the social, economic and political development of their community and their perceptions on the need to develop a civil and peaceful society.

In section two a summary of the vocational/skills training requirements and selection criteria study conducted in Lagos and the Delta States is presented. The section reports on the types and nature of training needs and requirements of young people in particular and a cross-section of the community in general. Respondents' perceptions on the type of vocational activities considered most likely to generate employment and income for them and their households are discussed. This is followed in section three by the results of the workforce market need survey conducted amongst business institutions, work establishments and other employers of labour.

Both sections two and three provide the basis for understanding the training and skills needs from the perspectives of both the people and the potential employers in Nigeria and how the WDCSSI project can be tailored to meet those needs.

Section four reports on the HIV/Aids awareness study conducted in Lagos and the Delta States. Given that HIV/Aids remains one of the most depreciating factor on human resource development in Africa, the section analyses general perceptions on HIV/Aids and its effect on their community. The section focuses primarily upon HIV/Aids awareness, attitudes towards HIV/Aids victims and general attitudes towards preventive measures such as the use of condoms.

Section five analyses the Nigerian community's attitudes towards civil society, peace building and conflict resolution. The section reports on people's general understanding of conflicts in their communities, causes of such conflicts and the existence or non-existence of conflict resolution facilities such as the Police, Court and other traditional mediation/intervention forum. Factors considered responsible for incessant community conflicts and riots that have become common features of Nigerian society are discussed in this section as perceived by the respondents.

Section six contains report on the Non-Governmental Organisations (NGO's) and Co-operatives/Community Organisations capacity building survey conducted in Lagos, Kano and the Delta States. Information on the types and nature of training required by NGO's and Community Organisations staff and personnel are covered with the aim of developing a framework for improving networking between these organisations. The objective is to establish specific ways in which the WDCSSI project could enhance and improve NGO's and Community Organisations operations in Nigeria.

The report concludes in Section seven with general remarks regarding the survey. The Executive Summary offers an overview of main findings and implications for WDCSSI project and OICI/NOIC intervention in vocational skills training and human resource development in Nigeria. Where appropriate, specific recommendations are made, some of which have far reaching policy implications for social, economic and political development of the country.

By providing a detailed scientific analysis of the general environment in which the WDCSSI project is being implemented, the baseline survey provides the opportunity for launching an effective project monitoring and evaluation strategy.

Francis Jegede, Ph.D.
(February 2002).

ACKNOWLEDGMENTS

I wish to express my gratitude to all those who supported me in one way or another in the course of this project.

Special thanks go to all those who work with me during the data entry phase of the project. Notable amongst these are Hana Klubicka, Kate Annable, Natalie Bulmer, Ly Don, Beth Jackson, Kathryn AP-Thomas, Sam Jones, Sarah Taberner, Christine Moores and Lucy Green. Without their support and hard work in inputting the data, it would not have been possible for me to produce this report.

I am particularly grateful to all my colleagues in the Division of Geography for their understanding and support during the hectic period in which this project was conducted.

I appreciate the support received from Dr. John Stubbs, Anne Aderogba, Deborah Martins, June Dickson, Dr. Linda Stanier and Caroline Birtles, all at the University of Derby.

Finally, my thanks go to Mr. Jeffrey Grey and Mr. Denis Hynes at OICI International, Philadelphia, USA and the entire staff of NOIC in Nigeria for providing me the opportunity and support to work on this project.

LIST OF FIGURES

Focus Group Study on Behaviours, Attitudes And Expectations Towards Employment, Unemployment, Skills Training Programme & Micro-Credit Amongst Disadvantaged Youths In Kano State

Figure 1.1 Kano State - Nigeria

Figure 1.2 Age Categories of Respondents - Kano Focus Group Survey

Figure 1.3 Respondents' ability to read and write - Kano Focus Group Survey

Figure 1.4 Respondents' school attendance

Figure 1.5 School drop-outs

Figure 1.6 Respondents' means of existence – Kano Focus Group Survey

Figure 1.7 Respondents' income generating activities

Figure 1.8 Easy to find a job in Kano? (Percentage of respondents)

Figure 1.9 Causes of community conflicts

Figure 1.10 Relative role of government education and religion in averting conflicts (%)

Vocational Skills Training Requirements & Trainee Selection Criteria Survey – Lagos and the Delta States

Figure 2.1 Lagos and Delta States - Nigeria

Figure 2.2 Geographic distribution of the respondents (LGAs of Lagos & Delta States)

Figure 2.3 Age groups (%)

Figure 2.4 Religious affiliation (%)

Figure 2.5 Highest qualification (%)

Figure 2.6 Employment status (%)

Figure 2.7 Annual income group (%)

Figure 2.8 Daily activities limited by health condition/disability

Figure 2.10 Ownership/access to transport
Figure 2.11 Vocational training has enhanced current employability?
Figure 2.12 Purpose for which vocational/skills training is required (%)
Figure 2.13 Association of vocational/skills training with gender
Figure 2.14 Trainee selection methods (no. of respondents)
Figure 2.15 People most deserving priority attention in vocational/skills training (no. of respondents)
Figure 2.16 Rank 1 - Age groups of people most likely to benefit from vocational/skills training
Rank 2 - Age groups of people likely to benefit from vocational/skills training
Rank 3 – Age groups of people that may/may not benefit from vocational/skills training
Rank 4 – Age groups of people rarely/hardly benefit from vocational/skills training
Rank 5 – Age groups of people least likely to benefit from vocational/skills training

Workforce Market-Need Survey – Lagos & Delta States

Figure 3.1 Business establishments sampled by LGAs as % of number surveyed
Figure 3.2 Number of employees (% businesses surveyed – Lagos & Delta)
Figure 3.3 Time last recruited an employee (%)
Figure 3.4 Competency of new workers at the time of hire (%) – as rated by employers
Figure 3.5 Conductor of training for new employees (%)
Figure 3.6 Average length of training for new employees (%)

HIV/AIDS Awareness Survey – Lagos, Kano and the Delta States

Figure 4.1 Gender composition of respondents
Figure 4.2 Ethnic composition of respondents (%)
Figure 4.3 Respondents' marital status
Figure 4.4 Age group structure of respondents (% of people surveyed)
Figure 4.5 Respondents' highest qualifications (%)
Figure 4.6 Awareness of the existence of HIV/AIDS (% of people surveyed)
Figure 4.7 Medium through which respondents first heard about HIV/AIDS
Figure 4.8 Knowledge of any HIV/AIDS sufferer (% of respondents)
Figure 4.9 Adequate publicity or awareness of issues around HIV/AIDS in Nigeria (%)
Figure 4.10 HIV/AIDS a taboo subject not to be discussed (%)
Figure 4.11 Close contact with HIVAIDS sufferer (%)
Figure 4.12 HIV/AIDS as a punishment for sexual immorality (%)
Figure 4.13 Respondents NOT using condoms at all when engaging in sex (%)
Figure 4.14 Respondents using condoms at all times when engaging in sex (%)
Figure 4.15 Respondents' views on HIV/AIDS – Kano, Lagos and Delta States (%)
Figure 4.16 Proportion of people concerned about the possibility of having HIV/AIDS (%)
Figure 4.17 Respondents' willingness to undergo HIV/AIDS test

Conflict Resolution/Peace Building Awareness Study – Lagos and the Delta States

Figure 5.1 Ethnic/tribal groups of respondents (%)
Figure 5.2 Age group structure of respondents (% of people surveyed)
Figure 5.3 Respondents' highest qualifications (%)
Figure 5.4 Annual income group (%)

disagreement that cannot be resolved"
Figure 5.6 Perception of a conflict as a "major verbal assault on people"
Figure 5.7 Perception of a conflict as a "civil unrest, riot, disturbance of public peace"
Figure 5.8 Perception of a conflict as a "violent attack on lives and property"
Figure 5.9 Perception of a conflict as an "incitement to hatred"
Figure 5.10 Perception of a conflict as "severance of communication"
Figure 5.11 Respondents' knowledge of conflicts in their locality - Lagos & Delta States
Figure 5.12 Main causes of conflicts in respondents' locality (%) Lagos & Delta States
Figure 5.13 Comparisons of main factors causing conflicts in the two regions surveyed (%)
Figure 5.14 Knowledge of conflicts involving land ownership dispute (%)
Figure 5.15 Knowledge of conflicts involving chieftancy title/rulership dispute (%)
Figure 5.16 Knowledge of conflicts involving religious riots (%)
Figure 5.17 Knowledge of conflicts involving student riots (%)
Figure 5.18 Knowledge of conflicts involving protest against perceived economic/social injustice (%)
Figure 5.19 Knowledge of conflicts involving politically motivated protest (%)
Figure 5.20 Respondents' ratings of confidence in conflict resolution mechanisms/facilities
Figure 5.21 Respondents' willingness to undergo vocational training course in Peace Education

Capacity Building Survey of Co-operative Organisations and Community Associations in Kano State

Figure 6.1 Cooperatives' full/part time staff – Kano State (% of cooperatives/community organisations surveyed)

Figure 6.2 Number of people in cooperatives' management board (%)
Figure 6.3 Assessment of cooperatives' management board
Figure 6.4 Assessment of cooperatives' mission/goal
Figure 6.5 Assessment of cooperatives constituency's involvement
Figure 6.6 Assessment of cooperatives' senior management/leadership
Figure 6.7 Assessment of cooperatives' organization structure
Figure 6.8 Assessment of cooperatives' administrative procedures
Figure 6.9 Assessment of cooperatives' recruitment procedures
Figure 6.10 Assessment of cooperatives' strategic/operating plans
Figure 6.11 Assessment of constituency's involvement in cooperatives' programme development and monitoring/evaluation system
Figure 6.12 Assessment of cooperatives' programme reporting
Figure 6.13 Assessment of cooperatives' human resource development
Figure 6.14 Assessment of cooperatives' definition and documentation of staff roles and responsibilities
Figure 6.15 Assessment of cooperatives' meetings and work organization
Figure 6.16 Assessment of cooperatives' reflection of diversity in membership composition
Figure 6.17 Assessment of cooperatives' supervisory practices
Figure 6.18 Assessment of cooperatives' bookkeeping/accounting procedures
Figure 6.19 Assessment of cooperatives' budgeting procedures
Figure 6.20 Assessment of cooperatives' financial/inventory control
Figure 6.21 Assessment of cooperatives' financial reporting
Figure 6.22 Assessment of cooperatives' management board
Figure 6.23 Assessment of cooperatives' access to providers of capital
Figure 6.24 Assessment of cooperatives' targeting of programmes to meet local/constituency needs
Figure 6.25 Assessment of cooperatives' project priority and monitoring procedures
Figure 6.26 Assessment of cooperatives' relations with host communities
Figure 6.27 Assessment of cooperatives' collaboration with other association in the area of operation

relations with government institutions/officials
Figure 6.29 Assessment of cooperatives' public image and public relations
Figure 6.30 Assessment of cooperatives' product marketing strategy
Figure 6.31 Assessment of cooperatives' access to local resources
Figure 6.32 Assessment of cooperatives' relations with the media
Figure 6.33 Assessment of cooperatives' long term sustainability
Figure 6.34 Assessment of cooperatives' partnership/links with other umbrella organizations or international institutions
Figure 6.35 Assessment of cooperatives' financial sustainability
Figure 6.36 Assessment of cooperatives' resource base sustainability

LIST OF TABLES

Focus Group Study on Behaviours, Attitudes And Expectations Towards Employment, Unemployment, Skills Training Programme & Micro-Credit Amongst Disadvantaged Youths In Kano State

Table 1.1 Reasons for dropping out of school – Kano focus group survey
Table 1.2 Youths' perception of the purpose and benefits of paid employment
Table 1.3 Respondents' reasons for being satisfied with present employment
Table 1.4 Respondents' reasons for being dissatisfied with present employment
Table 1.5 Actions taken by respondents in search of jobs
Table 1.6 Likely employment sources in Kano
Table 1.7 Causes of unemployment
Table 1,8 Youths' dependency for shelter/accommodation
Table 1.9 Specific ways conflicts can be avoided
Table 1.10 Respondents' skills or aptitudes in specific areas of work
Table 1.11 Areas of work where skills training is required
Table 1.12 Reasons preventing attendance of vocational (training) schools
Table 1.13 Respondents' career aspiration/plan for the future
Table 1.14 Reasons for loans
Table 1.15 Uses of new loans

Vocational Skills Training Requirements & Trainee Selection Criteria Survey – Lagos and the Delta States

Table 2.1 Tribal/ethnic groups of respondents
Table 2.2 Usual occupation of respondents
Table 2.3 Most common illness or health problem suffered by respondents

Table 2.5 Minimum entry qualification recommended for people on vocational/skills training
Table 2.6 Association of vocational skills with gender
Table 2.7 Vocational activities most likely to generate employment/income for the respondents in their locality
Table 2.8 Respondents' general comments on vocational skills training programmes in Nigeria

Workforce Market-Need Survey – Lagos & Delta States

Table 3.1 Main economic sectors featured in survey
Table 3.2 Main business activities of the establishments/institutions surveyed
Table 3.3 Main factors looked out for in new employees
Table 3.4 Other virtues/factors employers look out for in new employees
Table 3.5 Methods used in recruiting new employees
Table 3.6 Other methods used by employers in recruiting new workers
Table 3.7 Most common problems faced by employers in their businesses
Table 3.8 Steps taken by employers to address problems in business
Table 3.9 Areas of opportunity for growing business
Table 3.10 Plans designed to secure qualified/skilled workers
Table 3.11 New skills required/desired from new employees
Table 3.12 Skills needed in the job market in employers' locality
Table 3.13 Skills for which there is no immediate market demand

HIV/AIDS Awareness Survey – Lagos, Kano and the Delta States

Table 4.1 Distribution of survey questionnaires in relation to population figures for Legos, Kano and Delta States
Table 4.2 Use of health/mobility aids by respondents
Table 4.3 What HIV means to the respondents
Table 4.4 What AIDS means to the respondents

Table 4.5 Respondents' perceptions on the causes of HIV/AIDS
Table 4.6 Symptoms of HIV/AIDS
Table 4.7 Position of religion on HIV/AIDS
Table 4.8 Reasons why concerned about the possibility of having HIV/AIDS

Conflict Resolution/Peace Building Awareness Study – Lagos and the Delta States

Table 5.1 Distribution of survey questionnaires in relation to population figures for Legos and Delta States
Table 5.2 Other incidence or situation associated with conflicts in society
Table 5.3 Other causes of conflicts in the study areas
Table 5.4 Respondents' personal involvement in conflicts with members of social, domestic and work circle – Legos and Delta States
Table 5.5 Respondents' understanding of peace
Table 5.6 Reasons for lack of peace in community
Table 5.7 Reasons for willing to undergo a vocational training course in Peace Education

Capacity Building Survey of Co-operative Organisations and Community Associations in Kano State

Table 6.1 Cooperatives' main economic areas of operation
Table 6.2 Estimates of monthly sales from main economic production
Table 6.3 Nature of need relating to cooperatives management boards.

TABLE OF CONTENTS

ACRONYMS 2

FOREWORD 3

ACKNOWLEDGMENTS 6

LIST OF FIGURES 7

LIST OF TABLES 13

TABLE OF CONTENTS 16

MAIN FINDINGS AND RECOMMENDATIONS – EXECUTIVE SUMMARY ... 21

SECTION ONE: **Behaviours, Attitudes and Expectations Towards Employment, Unemployment, Skills Training Programme & Micro-Credit Amongst Disadvantaged Youths in Kano State** 32

1.1 Introduction 32
1.2 Respondents' age and gender composition 34
1.3 Respondents' religious and cultural affiliation 35
1.4 Respondents' school attendance, education and literacy 35
1.5 Respondents' current employment status, income generating activities and other sources of income 37
1.6 Respondents' satisfaction/dissatisfaction with current employment 41
1.7 Sources of employment, respondents' job-seeking efforts and knowledge of the National Directorate of Employment 42
1.8 Respondents' daytime activities and use of time and permanent place of residence 45
1.9 Community peace, conflict and youth participation in political activities 46
1.20 Skills/training needs, enrollment in vocational schools and planning for the future 48
1.21 Attitudes towards borrowing, loan repayment and credit 50
1.22 Conclusions & policy implications 53

SECTION TWO: **Vocational Skills Training Requirements & Trainee Selection Criteria Survey – Lagos and the Delta States** 55

2.1 Introduction 55
2.2 Respondents' socio-economic characteristics 57
2.3 Respondents' health and medical condition/disability 63
2.4 Respondents' household structure 64
2.5 Respondents' ownership/access to transport 65

2.6 Vocational/skills training needs. requirements and entry qualification 66
2.7 Gender association of vocational activities/employment 68
Vocational/Skills Training 69
2.8 Activities most likely to generate employment/income for trainees 73
2.9 Trainee selection criteria and group of people deserving priority attention in vocational training 75
2.10 Respondents general comments on provision of vocational/skills training opportunities for young people in Nigeria 80
2.11 Conclusions and policy implications 81

SECTION THREE: **Workforce Market-Need Survey – Lagos, and Delta States** . 83

3.1 Introduction 83
3.2 General characteristics of establishments/institutions surveyed 85
3.3 Number of employees/time last hired/recruited an employee 87
3.4 Skills/competency rating of new employees at the time of hire 89
3.5 Factors considered in hiring new employees & recruitment methods used 89
3.6 Training of new employees & conductor of training 92
3.7 Areas of business currently not satisfied with 94
3.8 Areas with opportunity for growing business 97
3.9 Availability of qualified workers in potential growth area of business 98
3.10 New skills new employees are expected to have 99
3.11 Knowledge of any vocational training institution/contact with institution 102
3.12 Skills needed in the job market in the respondents' locality 102
3.13 Skills for which there is no immediate market demand 103
3.14 Conclusions and policy implications 104

SECTION FOUR: **HIV/AIDS Awareness Survey – Lagos, Kano and the Delta States** **107**

4.1 Introduction 107
4.2 General characteristics of the respondents surveyed 108
4.3 Awareness of the existence of HIV/AIDS and what HIV/AIDS means ... 114
4.4 Perceptions on the causes of HIV/AIDS 119
4.5 Knowledge of any HIV/AIDS sufferers and symptoms of HIV/AIDS 121
4.6 Publicity/Awareness of Issues Around HIV/AIDS 122
4.7 General attitudes towards HIV/AIDS and their sufferers 124
4.8 Position of dominant religions on HIV/AIDS and suffers 127
4.9 General attitudes towards the use of condoms 128
4.10 Personal views on HIV/AIDS & concern about the possibility of having HIV/AIDS 130
4.11 Willingness to undergo HIV/AIDS test 133
4.12 Conclusions and policy implications 134

SECTION FIVE: **Conflict Resolution/Peace Building Awareness Study – Lagos and the Delta States** **137**

5.1 Introduction 137
5.2 General characteristics of the respondents surveyed 138
(a) Gender. marital status and ethnic/religious composition of respondents 139

(c) Qualifications and employment status 140
5.3 Respondents' understanding of a conflict 141
5.4 Knowledge of and causes of conflicts in the locality 143
5.5 Personal involvement in conflicts with people within social, domestic and work circle 147
5.6 Knowledge of, and involvement in conflicts relating to specific issues in locality or community 150
(a) Conflict involving land ownership dispute 151
(b) Conflict involving chieftancy title/rulership dispute 151
(c) Conflict involving religious riots 152
(d) Conflict involving student riots 153
(e) Conflict involving protest against perceived economic/social injustice 153
(f) Conflict involving politically motivated protest 154
5.7 Availability of conflict resolution facilities and the community's confidence in them 155
5.8 Respondents' understanding of peace & reasons for lack of peace in community 155
5.9 Need for peace education in the School Curriculum and willingness to undergo vocational training on peace education 157
5.10 Conclusions and policy implications 160
5.10 Conclusions and policy implications 162

SECTION SIX: **Capacity Building Survey of Co-operative Organisations and Community Associations in Kano State** **164**

6.1 Introduction 164
6.2 General characteristics of the Cooperative Organisations surveyed 165
(a) Year cooperative/community association started operation 165
(b) Main economic areas of operation 166
(c) Profit or non-profit making status of cooperatives/community associations 167
(d) Estimates of cooperatives' monthly sales from main economic production 168
(e) Existence of cooperatives' management board 168
6.3 Assessment of cooperatives/community associations' capacity building needs and requirements 169
6.3.1 Assessment of cooperative associations' needs -governing/management strategies 170
6.3.2 Assessment of cooperative associations' needs – mission/goal 174
6.3.3 Assessment of cooperative associations' needs – constituency's involvement 176
6.3.4 Assessment of cooperative associations' needs – senior management/leadership 177
6.3.5 Assessment of cooperative associations' needs – organisational structure 179
6.3.6 Assessment of cooperative associations' needs – administrative procedures 181
6.3.7 Assessment of cooperative associations' needs – recruitment procedures 182
6.3.8 Assessment of cooperative associations' needs – strategic operating plans 183

6.3.9 Assessment of cooperative associations' needs – constituents' involvement in programme design and development 184
6.3.10 Assessment of cooperative associations' needs – programme reporting 186
6.3.11 Assessment of cooperative associations' needs – programme reporting 187
6.3.12 Assessment of cooperative associations' needs – definition and documentation of staff roles and responsibilities 188
6.3.13 Assessment of cooperative associations' needs – meetings and work organisation 190
6.3.14 Assessment of cooperative associations' needs – membership composition of cooperative association 190
6.3.15 Assessment of cooperative associations' needs – supervisory practices 191
6.3.16 Assessment of cooperative associations' needs – bookkeeping. costs and revenues records system 192
6.3.17 Assessment of cooperative associations' needs – budgeting process 194
6.3.18 Assessment of cooperative associations' needs – financial inventory control 195
6.3.19 Assessment of cooperative associations' needs – financial reporting.... 197
6.3.20 Assessment of cooperative associations' needs – availability of funds or capital 197
6.3.21 Assessment of cooperative associations' needs – access to provider of capital 200
6.3.22 Assessment of cooperative associations' needs – targeting of programmes to meet local/constituency needs 202
6.3.23 Assessment of cooperative associations' needs – project priority and monitoring procedures 203
6.3.24 Assessment of cooperative associations' needs – relations with host communities 204
6.3.25 Assessment of cooperative associations' needs – collaboration and networking with other associations in the area of operation 205
6.3.26 Assessment of cooperative associations' needs – relations with government institutions/officials 206
6.3.27 Assessment of cooperative associations' needs – image and public relations 207
6.3.28 Assessment of cooperative associations' needs – product marketing strategy 208
6.3.29 Assessment of cooperative associations' needs – access to local resources 209
6.3.30 Assessment of cooperative associations' needs – relations with the media 213
6.3.31 Assessment of cooperative associations' needs – long term sustainability 214
6.3.32 Assessment of cooperative associations' needs – links with other umbrella organisations or international institutions 214
6.3.33.) Assessment of cooperative associations' needs – financial sustainability 216
6.3.34 Assessment of cooperative associations' needs – resource base sustainability 217
6.4 Conclusions and policy implications 219

SECTION SEVEN: **Concluding Remarks** **221**

REFERENCES 223

APPENDIX 1: List of courses & trainee population-NOIC Lagos Programme..... 225
APPENDIX 2: List of courses & trainee population – NOIC delta Programme 226
APPENDIX 3: Names of selected businesses/institutions surveyed-Lagos State ... 227
APPENDIX 4: Names of selected businesses/institutions surveyed-Delta State 235
APPENDIX 5: Names of cooperatives/community associations surveyed-Kano 238

EXECUTIVE SUMMARY

MAIN FINDINGS AND RECOMMENDATIONS

Focus Group Study on Behaviours, Attitudes And Expectations Towards Employment, Unemployment, Skills Training Programme & Micro-Credit Amongst Disadvantaged Youths In Kano State

1. The survey shows a general need for improving youth access to education in Kano State. Attempts need to be made to reduce the high school drop-out rates amongst the youths. Along this line, any educational or training programme for the region should include strategies that will not only encourage young people to enrol but will also ensure the completion of such educational or vocational training.

2. Issues around gender imbalance in public engagements in economic and social activities in Kano need to be addressed. The support and co-operation of community leaders in the state can ensure that women play a more active role in income generating activities in the region. Public enlightenment of the important role women can play in the development of their community need to be considered as a matter of policy.

3. The study shows that a general lack of access to resources, low or irregular income and lack of necessary vocational skills/training constitute the main cause of economic vulnerability of the respondents. The WDCSSI project and other similar initiatives can make a difference to the region by providing short term vocational training for young people that can launch them into specific income generating activities within a relatively short period of time.

4. Given the apparent difficulty of finding jobs by the respondents and the general lack of understanding of the role of the National Directorate of Employment located in Kano, there is a need to develop strategies that can ensure that information on local jobs are disseminated effectively to potential job seekers, throughout the region. In this respect, OICI/NOIC can play important role by developing short courses relating to job finding techniques based on local knowledge of and contacts with potential employers.

5. The WDCSSI project can reduce the economic vulnerability of the people in Kano State by providing vocational/training services based on areas of need identified in the survey (See Table 1.11). For such services to be effective, issues around both real and perceived obstacles to people's attendance of vocational training institution (See Table 1.12) need to be resolved.

6. While the survey shows no evidence that provision of any loans to the unemployed youth in form of cash will necessarily improve their economic condition, it is essential that access to credit may be an important aspect of any poverty alleviation programme in the region. However, it is important to state that such loans should be tied to specific income generating activity.

Vocational Skills Training Requirements & Trainee Selection Criteria Survey – Lagos and the Delta States

7. There is a general recognition amongst the respondents of the need for and the benefits of providing vocational/training for people in Nigeria as an essential step towards workforce and human resource development in the country. The importance of vocational/skills training is not only recognised by those whose current employment and income status have been

enhanced through such training, but also by others who consider such training as panacea for solving many of Nigeria's economic and social problems such as unemployment, high crime rates, bribery and corruption, robbery and problems associated with 'area boys'.

8. Most people who require vocational/skills training in Lagos and the Delta States see such training as a means to setting up their own business or enterprise or as an opportunity for gaining a qualification for self enhancement.

9. The survey shows that most vocational activities are associated with specific gender and this gendering of activities has some socio-cultural undertone, which cannot be ignored in the provision of any vocational training facilities. This is more so because the gendering of vocational activities as perceived by the respondents could affect or influence the type of vocational training programme people may be able or willing to engage in.

10. According to the survey, the most desirable method of selecting trainees onto vocational/skills training programme is through interviews and oral communications. If entry qualifications were to be used in selecting trainees on vocational/skills training programme at all, 'SS 3 passed' will be the most preferred entry qualification for such training. However a significant proportion of people would prefer lower entry qualifications such as Primary 6 Leaving Certificate or no formal qualification at all.

11. There is a gulf between the demand for and a need for vocational/skills training facilities and the existing number of facilities available in the study areas. Consequently, there is an urgent need to provide more vocational training programmes to augment any current human resource development initiatives in the regions. Such new vocational/skills training facilities should focus on areas such as air condition/refrigeration repair services, auto-mechanic, fashion design, electrical fitting/installation,

activities most likely to generate employment/income for trainees in their locality as shown by the survey.

12. Given the limited places available for trainees on vocational/skills training courses in Nigeria, the survey shows two groups that deserve priority attention are (a) unemployed people, irrespective of age, sex and tribal affiliation and (b) young women and girls who are less represented in income generating activities in Nigeria. In any case, the people that are most likely to benefit from vocational/skills training, according to the survey, are those within age group 22-30 years.

Workforce Market-Need Survey – Lagos, and Delta States

13. The large proportion of employers/businesses who provide training for their employees suggests a general recognition of the importance of workforce training in a country such as Nigeria. Efficiency and productivity in the work place, to a very large extent, depends on the degree to which existing workforce are equipped, trained and prepared to cope with the ever changing market situation. The survey shows a great need and potential for providing regular and effective training and skills acquisition for existing workforce as an essential step towards economic and social development in Nigeria.

14. Given the general low level of awareness of the existence and operations of vocational training institutes in their locality, there seems to be a great need to embark on publicity initiative by NOIC and other vocational training institutes with regards to their training courses. Such publicity programme should, as a matter of necessity, focus on employers of labour, particular both small and medium scale businesses, which may benefit from their training programme.

15. The general areas of business employers are unhappy about, according to the survey, revolve primarily on three aspects of the Nigerian society.

These are, (a) the negative attitude to work by employees, (b) the lack of resources for investment, especially amongst small-scale and medium-scale business owners, and (c) the generally poor business environment in terms of infrastructures such as the erratic electric power supply, poor transport facilities/road condition, non-reliable/non-existence of telephones and other modern tele-communication facilities. While issues relating to (b) and (c) require major intervention from the national government of Nigeria, OICI/NOIC through the WDCSSI project can intervene in (a) by developing an effective life skills programme involving work ethics and attitudinal development.

16. As a matter of priority, OICI/NOIC and other vocational training institutions operating in Nigeria should consider incorporating (or strengthening) the business/work ethics training component of their courses to combat some of the negative attitudinal problems identified by employers in this report.

17. In the light of item 15 above, there is a need for government/private partnership to improve the infrastructural facilities and the general business environment in Nigeria if the country's strive for development is to be achieved.

18. In relation to the specific market demand for some skills and vocational training identified in this study, NOIC and other vocational training institutions may need to review their training curriculum to reflect current market-needs in Nigeria. While many existing training courses may need slight modifications, there is a need for a complete overhaul of a number of other training courses to meet current market demands. In some cases, new courses may need to be designed to take account of modern and fast changing job-market in Nigeria, especially in those areas with opportunity for growing business as identified in the study (see Table 3.9).

19. There is a need for a more regular market-need study in Nigeria to monitor changing market demands in the country. Existing vocational training courses should be reviewed on a regular basis and new

developed to meet current market needs. With special refernce to OICI/NOIC, it is recommended that appropriate evaluation and assessment scheme be put in place to highlight, assess, and monitor the impacts of OICI/NOIC activities in vocational training and workforce development in Nigeria. Any project evaluation scheme should include an analysis of feedback from employers with respect to NOIC graduates/trainees. Such information should be used to review existing training programmes on a regular basis in line with the changing market situation in Nigeria.

HIV/AIDS Awareness Survey – Lagos, Kano and the Delta States

20. There is a general misconceptions amongst the respondents regarding the meaning, origin, symptoms, spread and control of HIV/AIDS. Consequently, there is a need for a proper public awareness campaign to educate the Nigerian public on the issues relating to HIV/AIDS based on scientific facts. Such public education should, as a matter necessity, target all sections of the Nigerian community, especially the youth and other sexually active members of the population. Along this line, the government should consider introducing HIV/AIDS awareness education right across all educational and social institutions, starting from Primary schools, right through to the University level.

21. Although there is no reliable statistical data to show the number of people who are HIV-positive in the study areas, the relatively high proportion of the respondents who claimed to know someone suffering from HIV/AIDS tend to suggest a high degree of prevalence of this disease. If that is the case, the problem of HIV/AIDS may be more serious in Nigeria than the official figures show.

22. Public attitude towards HIV/AIDS and the people suffering from this disease is generally negative in Nigeria. The generally low level of receptivity to discussions on HIV/AIDS, and the damning stigma and contempt in which the victims of this disease are held may pose serious problems for any strategy aimed at eradicating or reducing the spread of HIV/AIDS in Nigeria. Superstitious belief of the causes, symptoms and effects of HIV/AIDS amongst the people should be discouraged and replaced with proper education based on scientific evidence.

23. Since religion seems to play a dominant role in the socio-cultural structure of the Nigerian society, it is reasonable to suggest that any attempt to change the current attitude about HIV/AIDS and its victims should start from places of worship and other relevant social institutions. Similarly, community leaders can play an important role in a properly co-ordinated and well-resourced programme designed to address the problem of HIV/AIDS.

24. As a matter of routine, more people should be encouraged to undergo HIV/AIDS test in Nigeria. Necessary facility should be provided at the community level to ensure that people can have HIV/AIDS test as and when required and necessary safeguards should be put in place to protect the anonymity and privacy of those who offer themselves for HIV/AIDS test.

25. If the current efforts at developing the nation's workforce for increased economic productivity are to bear any fruit, there is a need to place the health of the people at the top of the government's development policy. More research needs to be conducted to uncover the full ramifications of HIV/AIDS in Nigeria. Such study should not only focus on the degree or extent of HIV/AIDS prevalence, but also on the effects of this disease on individuals, households, local communities and the nation at large.

26. Workforce development, economic productivity and social progress are all contingent upon the state of health of the people. If the current trends and

...ed are true, then it is reasonable to state that the greatest challenge facing Nigeria (the most populous nation in Africa) this period in time, is how to control, eradicate and manage the effects of HIV/AIDS.

Conflict Resolution/Peace Building Awareness Study – Lagos and the Delta States

27. A significant proportion of the people surveyed recognised conflicts in their community as characterised by civil unrest, riots and other violent protests, often resulting in destruction of lives and property. The main factors responsible for these clashes/conflicts, according to the survey, are: real or perceived economic injustice, religious intolerance, socio-cultural differences resulting in ethnic favouritism/tribalism and politically motivated protests or riots. It is reasonable to suggest therefore that any attempt at tackling community conflict in Nigeria should begin with a proper analysis and understanding of these factors and the degree to which each of these factor contribute to or exacerbate community conflicts in Nigeria.

28. The study shows a regional variations in the proportion of people who know or hear about conflicts in their community involving specific issues such as land ownership dispute, religious riots, chieftancy/rulership title disputes. Consequently, it is reasonable to suggest that, there is a need to formulate appropriate policy to promote peace building and community relations that is relevant to each community/region in Nigeria. Such peace building and promotion of civil society initiatives should be based on the regions' social, economic, cultural and demographic characteristics and, as a matter of course, involve community or religious leaders and other interest groups.

29. OICI/NOIC and other non-governmental organisations (NGOs) can play significant role in promoting the development civil society in Nigeria by introducing and running effective courses on Peace Education. The

overwhelming majority of people (83%) who believe peace education courses should be introduced in the School Curriculum, and the high numbers (65.7%) who are willing to undergo such vocational training courses, provide the right environment and appetite for such schemes. However, it is important to state that such Peace Building courses should be tailored to address local needs and situstion.

30. Given the relatively high proportion of people who claimed to have little or no confidence in the Police to maintain peace and resolve conflicts in their community, there is a need to promote better Police-Community relations in Nigeria. If the current spate of community clashes are to be reduced, the alleged heavy handed policing, as some of the respondents indicated, need to be replaced with a much more community oriented policing strategy based on co-operation between the Police and the community. Police and other law enforcement agency can play a crucial role in building peace in Nigeria by gaining the confidence and support of the populace and the Government, as a matter of priority, should provide the necessary resource for community policing to flourish in Nigeria.

31. Community peace and progress cannot be achieved without solving the issues of economic deprivation and poor standards of living, especially amongst the vulnerable youths and marginalised sections of the Nigerian society. Consequently, efforts and resources directed at enhancing the economic survival and conditions of the poor people in Nigeria may be regarded as a positive contribution towards the development of a stable, peaceful and civil society, which essentially constitute the main focus of the WDCSSI project.

Capacity Building Survey of Co-operative Organisations and Community Associations in Kano State

32. Given that 50% of the cooperatives surveyed were established in the last 5 years, there is a need to develop an appropriate support system to

operational effectiveness and growth of cooperatives and community organisations in Nigeria. Government policy, as a matter of priority, should aim at designing an effective strategy to promote and encourage cooperatives/community associations to play a more active role in the socio-economic development of the nation.

33. Although some of the cooperatives are multi-purspose in their operations, agriculture and agricultural related activities constitute the main economic area of activities by the majority of cooperatives surveyed. The vagaries of agricultural and related economic activities, especially in the dry regions of Kano, underlie the need for diversification. Consequently, there is a need to support these cooperatives to broaden their economic base through involvement in non-agricultural activities to enhance their resource base economic survival.

34. The need-assessment of cooperatives/community associations shows a great need for training of cooperatives managers in key operational areas such as bookkeeping, financial accounting, product marketing, and inventory controls. Other major areas of needs include documenting and articulating the cooperatives, mission/goal, training on budgeting and the development of strategic plans to diversify products.

35. In the light of the above, both government and public/private sectors can play essential role in the provision of management training for the cooperatives staff and managers. In particular, OICI/NOICI through its WDCSSI project can play a vital role in the provision of training for cooperatives managers and staff through workshops, seminar, short courses to meet specific needs of these organisations.

36. The survey shows that 57.6% of the cooperatives have difficulties generating credible grant proposals for external funding. Also, 40% of these associations need urgent or major improvements in their relationship with banks and other institutional lenders. Consequently, a general lack of access to capital remains a critical issue for most cooperatives/community

organisations, and this, according to the survey greatly undermines their capacity to provide service for their constituents.

37. Given that the long term viability of cooperatives organisations depends largely on the extent to which they can attract resources for their development programmes, there is an urgent need to help these organisations develop appropriate resource base to ensure their long term continuity. This could be achieved through effective use of local resources and provision of special development fund to support cooperatives capital projects.

38. In the light of the increasingly important role that cooperatives and community organisations play in poverty alleviation and grassroots development, there is a need for official government recognition and support for the activities of these organisations in Nigeria. Along this line, OICI/NOIC and other non-governmental organisations (NGOs) can play significant role in enhancing the operational capacity of cooperatives through effective training strategy.

SECTION ONE

BEHAVIOURS, ATTITUDES AND EXPECTATIONS TOWARDS EMPLOYMENT, UNEMPLOYMENT, SKILLS TRAINING PROGRAMME & MICRO-CREDIT AMONGST DISADVANTAGED YOUTHS IN KANO STATE

1.1 Introduction

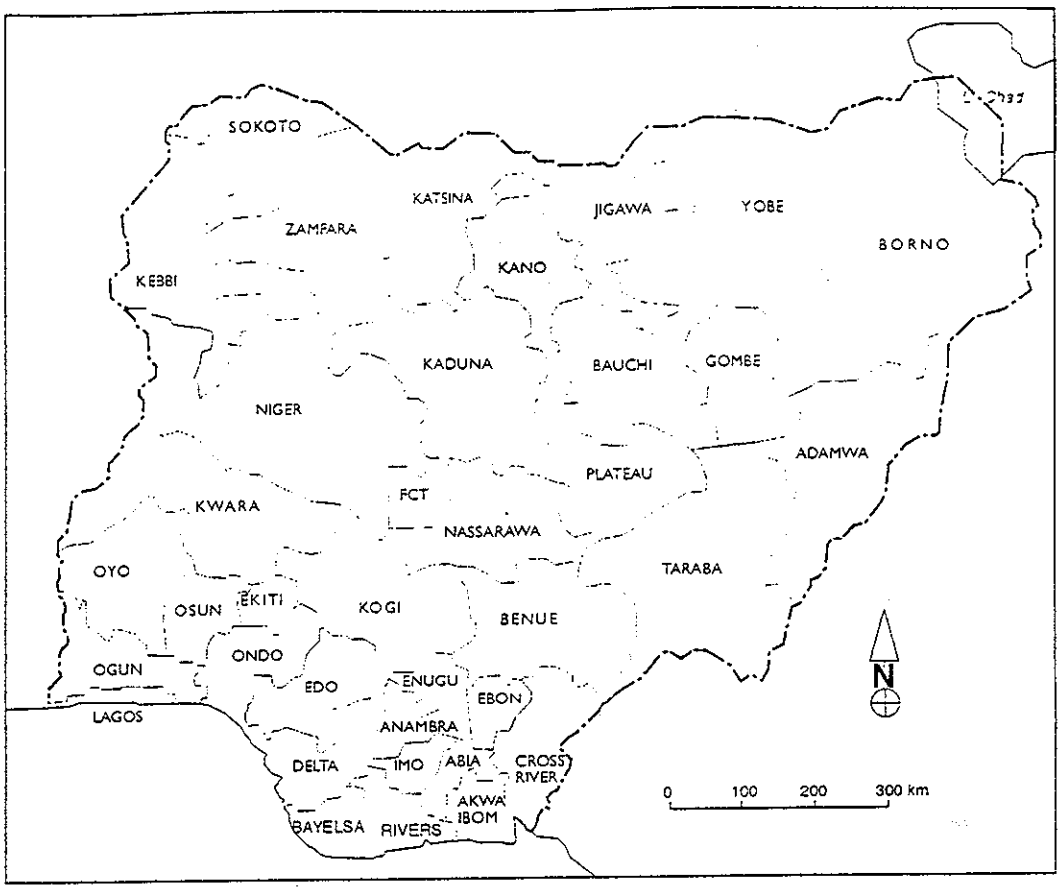
This section provides a summary of the focus group survey on knowledge, behaviours, attitudes and expectations towards employment, unemployment, skills training programme and access to micro-credit amongst disadvantaged youths in Kano State of Nigeria (Figure 1.1). As a part of the WDCSSI baseline survey (see WDCSSI Baseline Survey Report, Vol. 1[1]), the focus group study involved an open discussion with randomly selected youths in the State about their employment status, employability, general attitudes and expectations towards jobs, education and training[2]. The section reports the essential findings and results from the information generated from the focus group discussion. The objective of the focus group study is to understand the socio-economic and domestic circumstances of these youths with respect to their employment status, educational experience, access to micro-credit and aptitudes/motivation towards learning skills.

The Kano focus group survey also covers issues of job requirements and the youths' expectations of employment from different sources or sectors in this region. The section also includes information on the youths' perceptions of potential conflicts in their community and causes of such conflicts with a view

[1] Jegede, F. (2001): Workforce Development and Civil Society Strengthening Initiative (WDCSSI), Baseline Survey Report, Vol. 1 (Fieldwork Phase), presented to Opportunities Industrialisation Centres International (OICI) & United States Agency for International Development (USAID/NIGERIA), October 2001.

[2] For further details on the Discussion Frame used in the focus group study, see Appendix 5a of Vol. 1 of the WDCSSI Baseline Survey Report.

Figure 1.1: Kano State - Nigeria

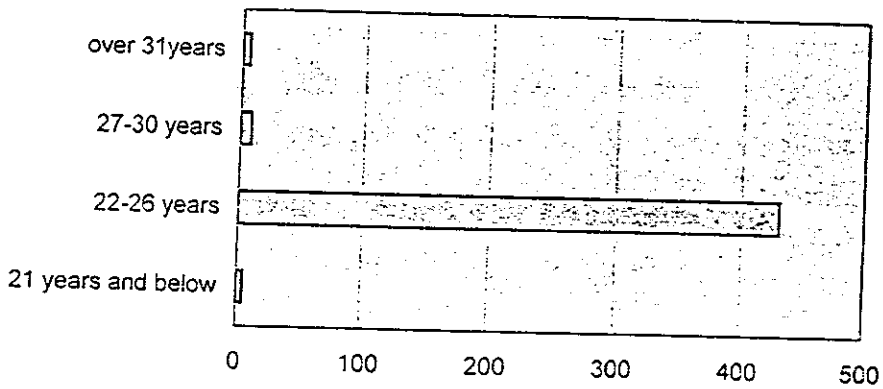


with respect to the development of a civil society and peace building initiative. Discussions on the youths' general participation in social, economic, political and religious activities in their communities are also covered in this section.

1.2 Respondents' age and gender composition

Although 460 youths were originally involved in the survey (see Baseline Survey Report Vol. 1, pp 34). only 451 people fully completed the focus group study. This comprised of 378 males and 73 females. The apparent gender imbalance[3] in the distribution of the respondents is due to the relative difficulty of getting women involved in a study of this nature for religious and social reasons associated with the culture of the people in the study area. The respondents' ages range from 19-34 years (Figure 1.2), with over 95% of the youths aged between 22-26 years. Only 1.8% of the people involved in the Kano focus group study were over 30 years.

Figure 1.2: Age Categories of Respondents - Kano Focus Group Survey



[3] There is no statistical evidence to suggest that the gender imbalance in the distribution of the respondents necessarily skewed the findings of the survey.

1.3 Respondents' religious and cultural affiliation

The focus group participants were made up of predominantly Hausa speaking youths with 77.5% indicating Hausa as their main language spoken. Two percent of the respondents speak Fulani while 2.7% speak Igbo as their main language. Other languages spoken, according to the respondents, include Ibo (2.0%), Bura (0.4%), Egedu (0.4%), Tera (0.4%) and other unspecified languages (14.5%). In terms of religious affiliation, over 90.7% of the youths are Muslims, while 9.1% are Christians and only 1 person claimed to belong to other unspecified religious faith.

1.4 Respondents' school attendance, education and literacy

Although a high proportion of the youths (81%) claimed ability to read and write (Figure 1.3), the survey shows a great variation in literacy standards amongst the respondents. Eighty-one percent of the youths have attended school at one stage or another during their lifetime, while 18.5% have never been to any school (Figure 1.4). Of those who have had experience in schooling, 60% attended schools in the last three years.

Figure 1.3: Respondents' ability to read & write - Kano focus group survey

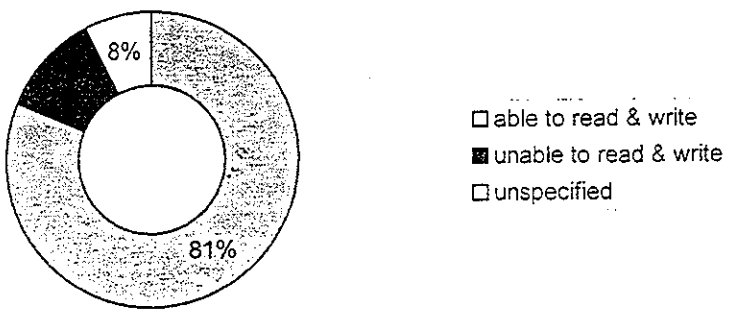
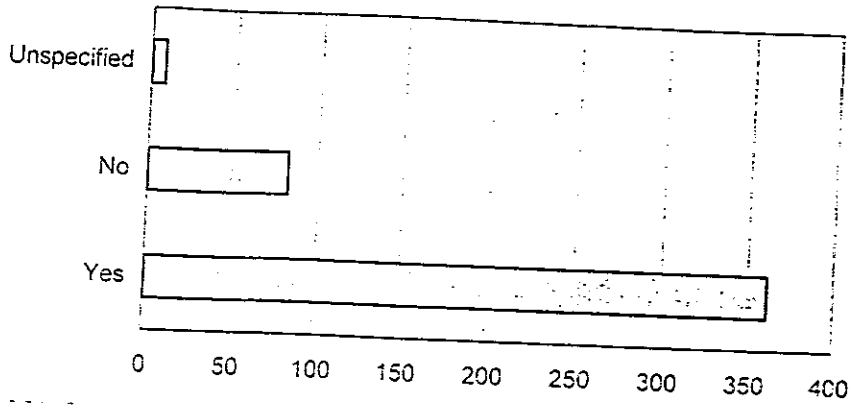
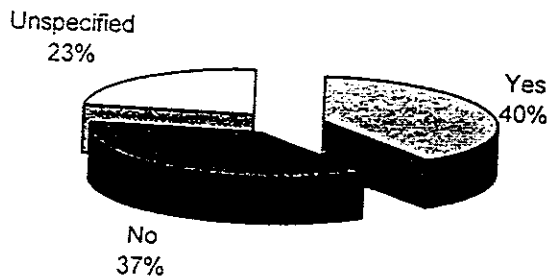


Figure 1.4: Respondents' school attendance



The majority (52.4%) of the youths who have had experience in formal education indicated year 6 as the last school grade obtained. Only 28.8% of those who have been to school have obtained school grades above year 6. The survey shows a significantly high drop-out rate amongst the youths (Figure 1.5). Forty percent of the youths surveyed considered themselves as school drop-outs.

Figure 1.5: School drop-outs



The reasons for dropping out of school vary widely amongst the focus group survey participants. However, the common reasons claimed for dropping out of schools are as listed in Table 1.1.

Table 1.1: Reasons for dropping out of school-Kano focus group survey

Reasons for dropping out of school	% of school dropouts
Lack of money	40
Marriage	6
Change of residence or location	2
Family financial difficulty	4
Lack of sponsor	4
Lack of time to study	1
Inability to cope with school work	2
Attractiveness of other more lucrative business/career such as auto and radio mechanic, army, etc.	9.5
Lack of family support	4
Forced to stop schooling by parents	2
Bad results	3
Other reasons	22.5

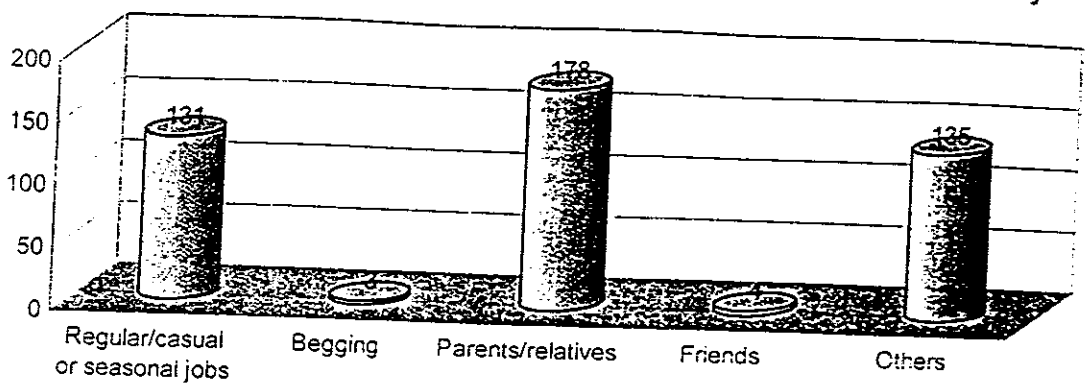
Source: Author's field survey

Of those who failed to complete their education, 57.7% dropped out during the last three years.

1.5 Respondents' current employment status, income generating activities and other sources of income

Many of the youths surveyed are living under precarious economic conditions. The study shows that only 61% of the youths have any source of income while 38.8% have no income whatsoever. The means of existence by these youths vary widely from one individual to another. The survey shows that while a sizeable proportion of the respondents have a form of income from regular, casual or seasonal jobs and petty trading, the majority rely on parents/relatives for meeting their day to day needs (Figure 1.6). The majority of the respondents (65.6%), have never had a job in their life time.

Figure 1.6: Respondents' means of existence - Kano focus group survey



For those who have one form of income or another, the type of income generating activities engaged in are as listed in Figure 1.7.

Of those who are engaged in regular, casual or seasonal work, about a quarter have been on this job in the last 12 months. About 27% have been on the job in the last two years and about 67% have been engaged in these activities during the last three years.

Figure 1.7: Respondents' main income generating activities

▪ Auto Mechanic	▪ Barbing	▪ Begging	▪ Bicycle Repair
▪ Building Works	▪ Business Activity	▪ Carpentry	▪ Civil Servant
▪ Electronic Repair	▪ Farming	▪ Fashion Design	▪ Food Selling
▪ Goldsmith	▪ Knitting	▪ Dress Making	▪ Labourer
▪ Laundering	▪ Leather Making	▪ Messenger	▪ Motor Mechanic
▪ Nail Cutting	▪ Photography	▪ Portering	▪ Printing
▪ Radio Repair	▪ Selling Cigarettes	▪ Selling Food	▪ Selling Kerosene
▪ Sellin Petrol	▪ Selling Shoes	▪ Selling Spare Parts	▪ Selling Water
▪ Sewing	▪ Tailoring	▪ Traditional Medicine	▪ Transporting
▪ Vulcanising	▪ Hairdressing		

The youths' perceptions of the reasons for and the purpose of engaging in income generating activities varied widely from one respondent to another. While the majority of the youths see engagement in income generating activity from a narrow perspective of making money and meeting basic needs, others consider a much wider social benefit of work. Amongst, non-economic benefits derived from engaging in work, according to some of the respondents, include personal development, social contacts with other people, development of civil character, helping others and gaining a sense of self worth and pride. A summary of the major factors listed as reasons for or benefits from engaging in paid work by the respondents is as shown in Table 1.2.

Table 1.2: Youths' perception of the purpose and benefits of paid employment

Purpose/benefits of engaging in work	No. of respondents	% of respondents
Means of meeting basic needs such as food	58	13.9
Able to help others	8	1.9
To be happy	2	0.5
Gives something to do and solves problem of idleness	7	1.7
Provides social contacts and communications/friendship with other people	20	4.9
Able to gain experience and self confidence	30	7.2
Provides means to live well	2	0.5
Able to make money	116	27.9
Able to help parents/relatives	23	5.5
Helps in developing civil character (becoming gentle and calm)	8	1.9
Provides security, financial independence to be self reliant	34	8.2
Provides means to buy land	2	0.5
To pay debt and solve financial problems	10	2.4
To pay rents or provide accommodation	4	0.9
To buy bicycles, motor-cycles or cars.	10	2.4
To gain a sense of self worth and pride	31	7.5
Others	51	12.3

Source: Author's field survey

1.6 Respondents' satisfaction/dissatisfaction with current employment

Amongst those currently involved in paid work, a relatively small proportion expressed some degree of satisfaction with the work they are doing. A summary of reasons given for being satisfied with present employment is as detailed in Table 1.3.

Table 1.3: Respondents' reasons for being satisfied with present employment

✓ Development of ones personality	✓ Ensures peace of mind	✓ Feels safe at work
✓ Gaining work experience	✓ Improvement in communication skills	✓ Improves ones literacy
✓ Involves communicate with others	✓ Means of buying clothes	✓ Means of enjoyment
✓ Means of feeding	✓ Means of providing proper education for children	✓ Means of sustenance and self-reliance
✓ Means to buy essential items such as shoes	✓ Means to buy tools/equipments for other job	✓ Means to help other siblings
✓ Means to solve personal problems	✓ Offer of personal freedom	✓ Offers increased/good salary
✓ Opportunity for gain sponsorship/scholarship	✓ Opportunity for travels and 'going to places'	✓ Opportunity to build self-confidence
✓ Opportunity to know more about own country	✓ Opportunity to know people	✓ Opportunity to meet people
✓ Opportunity to pay off debt	✓ Prospects for reaching higher position	✓ Provides a means for fulfilling my ambition
✓ Provides means of helping parents	✓ Provides opportunity of making a honest living	✓ Provision of regular income
✓ Provision of shelter/accommodation	✓ Receiving help from people - tips and gifts from people	

Source: Author's field survey

While the degree of satisfaction with current employment varies significantly from one person to another, there are considerable levels of dissatisfaction with current job by some of the youths currently engaged in work. Table 1.4 shows a summary of reasons given for dissatisfaction with present employment.

Table 1.4: Respondents' reasons for being dissatisfied with present employment

✓ 'Bad customers'	✓ Accumulation of huge debt	✓ Bad business partners
✓ Bad roads	✓ Change in the weather	✓ Contact with 'bad people'
✓ Does not allow freedom to do other things	✓ Hardly make any profit	✓ Inability to devote enough time to work
✓ Inadequate working facilities	✓ Inefficiency workers and workmates	✓ Insecure and temporary nature of the job
✓ Insufficient income to pay rent	✓ Irregular payment of salary by employer	✓ Job is too hard
✓ Job offers no long-term benefit	✓ Job very risky and unsafe	✓ Lack of continuity on the job
✓ Lack of enough capital to develop business	✓ Lack of good job	✓ Lack of qualification
✓ Lack of reliable working partners	✓ Lack of sufficient sales	✓ Lack of transportation to workplace
✓ Lack of work	✓ Lack of working capital and other resources	✓ Less time spent at home
✓ Only use salary to pay existing loans	✓ Problems with relationships	✓ Problem with rent/accommodation
✓ Rampant cases of armed robbery	✓ Rampant electric power failure	✓ Rising prices and costs of living
✓ Terrible customers	✓ Too much personal problems at home	✓ Too much work and less pay
✓ Very poor salary		✓ Wish to go back to school

Source: Author's field survey

1.7 Sources of employment, respondents' job-seeking efforts and knowledge of the National Directorate of Employment

The survey shows that 271 people involved in the focus group study are currently looking for a job. This figure constitutes over 60% of the respondents surveyed. Some of these youths are looking for jobs either because they do not have any regular or paid job or because they want a change in their current occupation. The period of time over which those seeking paid work have been searching for work varies significantly, ranging from several months to over 3 years. Similarly, there is a high degree of variation in the job-seeking methods or strategies used by those looking for work. Table 1.5 summarises specific actions taken by the respondents in their search for work.

Table 1.5: Actions taken by respondents in search of jobs

✓ Asking around	✓ Asking friends	✓ Asking people
✓ Check if hearing of vacancy	✓ Checking billboards from time to time	✓ Checking Newspapers
✓ Contacting employers directly	✓ Filling out application form	✓ Going everywhere to find jobs
✓ Going round to ask	✓ Going to companies	✓ Going to Ministries
✓ Going to places to look for job	✓ Going to Schools	✓ Listening to News on Television
✓ Listening to radio & writing letters	✓ Praying	✓ Reading Newspapers
✓ Standing out looking for jobs	✓ Through education	✓ Through relatives
✓ Trying no luck	✓ Writing applications	

Source: Author's field survey

There is a wide range of ideas about possible sources of employment in Kano as perceived by the respondents. Table 1.6 lists eleven most likely employment sources in Kano as indicated by the respondents. A great majority of the respondents ranked jobs from Government establishments as the most likely source of employment for them. Also, self-employment and employment by relatives featured prominently as the next important sources of jobs. This is closely followed by Farmer's Cooperatives and small-scale businesses.

Table 1.6: Likely employment sources in Kano

✓ Army, security, police	✓ Construction
✓ Education	✓ Farmers' cooperative society
✓ Gaining more qualifications	✓ Government
✓ Manufacturing	✓ Politics/Politicians
✓ Relatives	✓ Self-employment
✓ Small scale businesses	✓

Source: Author's field survey

Asked whether it is easy to find a job in Kano, almost half of the respondents considered finding a job in Kano very difficult or hard (Figure 1.8). Table 1.7 details what the respondents perceived to be the causes of unemployment in Nigeria. A significantly high proportion of the respondents blamed the high rates of unemployment in Nigeria on 'bad' government policy. Others associated the general lack of jobs with the wider social problems of bribery, corruption, nepotism and selfishness within the Nigeria society. Some

unemployment in Nigeria is casused by high population growth rates in the country.

About 53% of the people surveyed have never heard about the National Directorate of Employment located in Kano or about its programmes.

Figure 1.8: Easy to find a job in Kano? (Percentage of respondents)

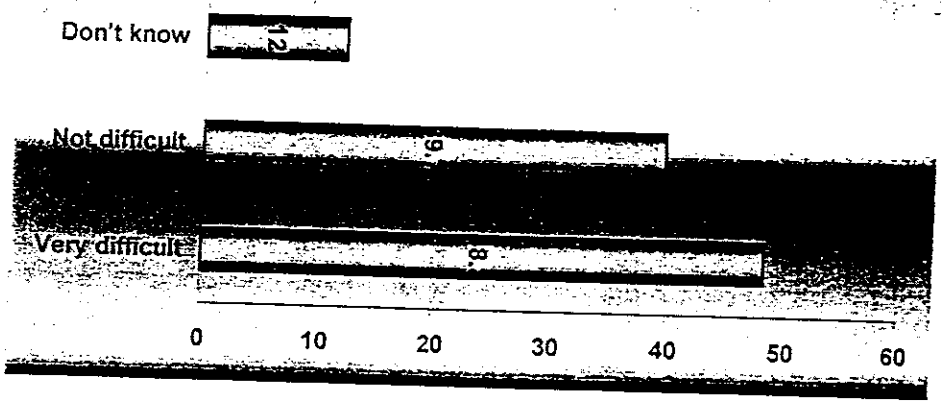


Table 1.7: Causes of unemployment

✓ 'Bad government'	✓ 'Everybody wants his own to be employed'	✓ 'Everybody wants to appoint his own'
✓ 'No love for one another'	✓ 'Those on top don't want to help'	✓ Bribery and corruption
✓ Economic slump	✓ Government is too selfish	✓ Government not helping people
✓ High population	✓ Illiteracy	✓ Immigration
✓ Increased population	✓ Lack of education	✓ Lack of money
✓ Lack of organization	✓ Lack of proper qualification	✓ Lack of skills to set up own business
✓ Laziness	✓ Nepotism	✓ No capital
✓ Not enough industries	✓ Not enough jobs	✓ Not enough trades
✓ Not knowing the right people	✓ Selfishness amongst rulers and the people	✓ Too many people want to work
✓ Too many qualified people		

Source: Author's field survey

1.8 Respondents' daytime activities and use of time and permanent place of residence

The daytime activities engaged in by the youths involved in the focus group survey varies significantly depending on whether or not they are in paid employment. Those who are without any formal or regular employment engage in activities during the day ranging from staying at home, helping parents, reading, chatting with friends, sleeping, playing football or other sports, domestic activities, eating, resting, listening to music, watching television, stay in the market all day, serving as errand boys, to reading the Qu'ran and praying.

The survey shows a significantly high degree of idleness amongst the youths with 82.2% claiming they have spare time during the day with nothing to do. While some of these idle young people may be lucky to pick up casual jobs from time to time, the majority are without money and they spend the day loitering around market places and shops, begging for food and money. This makes them particularly vulnerable giving that about 10% of these youths have no permanent place to live. Table 1.8 shows the level of dependency of these youths on their parents, relatives and friends for their accommodation.

Table 1.8: Youths dependency for shelter/accommodation

Forms of shelter/accommodation	%
Reliance on parents	51.1
Reliance on other family	3.4
Independent/self provision	20.2
Reliance on friends	3.4
Other means of shelter	21.9

Source: Author's field survey

1.9 Community peace, conflict and youth participation in political activities

About 50% of the youths surveyed claimed to participate in political rallies. A great proportion of the youths (80%). believe that their community is generally peaceful while about 20% indicated to the contrary. When asked about the existence of any conflicts within their community. 35.9% of the respondents claimed knowledge of serious conflicts. However, only 17.6% claimed to have directly participated in such conflicts. The main factors listed as causes of conflicts in their community are as indicated in Figure 1.9.

Figure 1.9: Causes of community conflicts

▪ Area Boys	▪ Arrogant people
▪ Drinking/Intoxication	▪ Idleness
▪ Illiteracy	▪ Lack of education
▪ Lack of home training	▪ Lack of Knowledge
▪ Poverty	▪ Religious crisis
▪ Taking alcohol	▪ Tribal disagreement
▪ Unemployment	

A significantly high proportion of the respondents (85.6%), believe that conflict can be avoided in their community. However, 14.4% disagree with this view. As to specific ways community conflicts can be avoided, opinions vary widely amongst the respondents. Table 1.9 summarises specific ways in which conflicts can be avoided as indicated by the respondents.

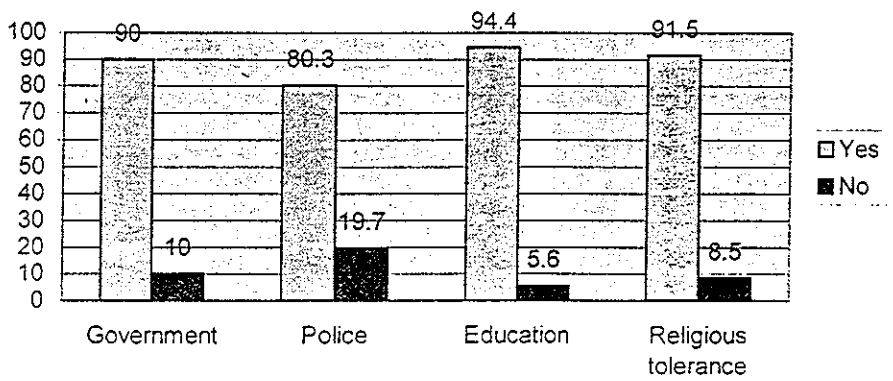
Table 1.9: Specific ways conflicts can be avoided

✓ Alleviation of poverty	✓ Building good relationships amongst people	✓ Development of patience as a virtue
✓ Educating the public on the effects of conflicts	✓ Enlightenment of children and young people	✓ Establishing vigilante groups
✓ Fostering greater cooperation amongst the communities	✓ Going back to school	✓ Government Intervention
✓ Having 'one voice'	✓ Helping unemployed to set up business	✓ Increasing community vigilance
✓ Increasing prosecution of offenders	✓ Introduction of free education in Nigeria	✓ Keeping law and order by the police
✓ Keeping trouble makers in police custody	✓ Mobilising community for peace	✓ Praying for peace/religious tolerance
✓ Providing education and training	✓ Providing job opportunities for the unemployed	✓ Providing schools
✓ Provision of capital	✓ Recognising the important role of parents and police	✓ Tackling youth unemployment

Source: Author's field survey

While an overwhelming majority believe that Government, education and religious tolerance can help avoid conflicts in Nigerian society, a slightly smaller proportion believe that police can do a great deal to avoid the incessant conflicts and riots within the community (Figure 1.10).

Figure 1.10: Relative role of government, education and religion in averting conflicts (%)



1.20 Skills/training needs, enrollment in vocational schools and planning for the future

Some of the respondents indicated having some degrees of skills and aptitudes in specific areas of work. However, the specific areas of work where these skills apply as indicated by the respondents vary significantly from 'black marketing', traditional medicine to archeology. Generally, the skills or aptitudes possessed by the majority of the respondents relates to manual or casual jobs and artisanship. Table 1.10 shows details of work areas in which some of the respondents claimed to have some skills.

Table 1.10 Respondents' skills or aptitudes in specific areas of work

✓ 'Black marketing'	✓ Agriculture	✓ Archeology
✓ Arts & Design	✓ Banking	✓ Barging
✓ Bicycle Repairer	✓ Building	✓ Business
✓ Buying & selling	✓ Carpentry	✓ Car Wash
✓ Civil Servant	✓ Communication	✓ Computer
✓ Design	✓ Driving	✓ Driving
✓ Electrical Installation	✓ Farming	✓ Fashion & Design
✓ General Trading	✓ Goldsmith	✓ Handwork
✓ Horse breeding	✓ Industrial Biology	✓ Knitting/Sewing
✓ Labourer	✓ Marketing	✓ Mechanic
✓ Medical Personnel	✓ Nail cutting	✓ Painting
✓ Photography	✓ Playing Football	✓ Plumbing
✓ Radio repairer	✓ Rearing of chicken	✓ Riding Motorbike
✓ Sale of Iced Water	✓ Sale of Motorcycle	✓ Selling books
✓ Selling electronics	✓ Selling Food	✓ Selling of spare parts
✓ Selling water	✓ Sewing	✓ Shoe shining
✓ Shop waiter	✓ Tailoring	✓ Teacher
✓ Technician	✓ Traditional Medicine.	✓ Typing
✓ Welding		

Source: Author's field survey

Similarly the skills the respondents wish to acquire, if given the opportunity, are as listed in Table 1.11. In the same way as the skills possessed by some of the respondents, the type of skills desired relates mostly to artisanship and involve, in most cases, manual jobs or skills for running/managing small-scale businesses.

Table 1.11: Areas of work where skills training is required

✓ Arts	✓ Playing Football	✓ Banking
✓ Barbing	✓ Brick Laying	✓ Building
✓ Business skill	✓ Buying &Selling	✓ Carpentry
✓ Civil Service	✓ Computer Operation	✓ Computer Science
✓ Dealership	✓ Design	✓ Driving
✓ Education	✓ Electrical Installation	✓ Electrical work
✓ Engineering	✓ Farming	✓ Fashion & Design
✓ Food Seller	✓ Goldsmith	✓ Islamic medicine
✓ Knitting	✓ Making pure water	✓ Managerial Skill
✓ Marketing	✓ Mechanic	✓ Metal Work
✓ Office work	✓ Painting	✓ Petrol Dealer
✓ Pilot	✓ Plumbing	✓ Printing
✓ Printing & design	✓ Reading	✓ Repair of bicycle
✓ Riding Motorbike	✓ Sale of Motorcycle	✓ Sale of 'Wrappers'
✓ Selling motor cars	✓ Selling of Food	✓ Sewing of caps
✓ Tailoring	✓ Teaching	✓ Technician
✓ Writing a book	✓ Trading	✓ Typing
✓ Welding	✓	✓

Source: Author's field survey

Over half of the respondents (52.1%) have heard about vocational (skills training) schools in Kano, however, only 133 out of the 451 respondents (i.e. 33.4%) have enrolled in such training institutions. Many of the youths (57.7%) have considered attending such vocational training schools but for one reason or another have not been able to. Amongst the common factors listed by those who considered enrolling in vocational schools but have not been able to do so are; lack of funds, inability to gain admission, lack of time, long distance to travel to such schools from place of residence. For other reasons preventing attendance, see Table 1.12.

Table 1.12: Reasons preventing attendance of vocational (training) schools

✓ Able to learn better at home	✓ Current job won't allow me to enroll
✓ Don't have the means	✓ Don't know how to apply
✓ Inability to gain admission	✓ Lack of fund
✓ Laziness	✓ No time
✓ Too old to go to vocational school	✓ Too scared to enroll
✓ Vocational schools don't accept part timer	✓ Vocational schools don't teach well
✓ Vocational schools too far from home	

Source: Author's field survey

In spite of their generally low level of skills and training in specific jobs the respondents surveyed shows a high degree of aspiration for the future. While some of them desire to train and gain experience as professional traders, builders, tailors, footballers, civil servants, business men, shop keeper, etc. others indicated their plan for the future is to become the country's President, the State Governor or Councillor (Table 1.13).

Table 1.13: Respondents' career aspiration/plan for the future

✓ Accountant	✓ Builder	✓ Businessman
✓ Caps seller	✓ Chief Tailor	✓ Civil Servant
✓ Contractor	✓ Councillor	✓ Doctor
✓ Driver	✓ Engineer	✓ Exporter
✓ Farmer	✓ Footballer	✓ Gas Station worker
✓ Get a wife	✓ Governor	✓ Pilot
✓ Politician	✓ President	✓ Professional Tailor
✓ Professional Teacher	✓ Professional Trader	

Source: Author's field survey

1.21 Attitudes towards borrowing, loan repayment and credit

Over seventy percent of the respondents indicated they have ever borrowed money. Lenders from which the monies were borrowed range from the respondents' parents, banks, business partners, co-operative society, friends to their landlords and other private money lenders. The reasons given for borrowing money are as summarised in Table 1.14. Eighty two percent of those who have borrowed money at one stage or another have paid back the loans, while others have not been able to do so. The reasons given for paying back the loans by some respondents vary from the fear of not been able to borrow again if defaulted to persistent requests from lenders for the loan to be paid back. Others, claimed they pay back just to keep their promise to the lenders. A substantial percentage of the youths (80.3%) did not pay any interest on the loans.

Table 1.14: Reasons for loans

✓ Add to own capital	✓ Attend school	✓ Buy a CD Player
✓ Buy books	✓ Buy clothes	✓ Buy computer mouse
✓ Buy knitting thread	✓ Buy material to sell	✓ Buy medicine & solve personal health problems
✓ Buy motorcycle	✓ Buy personal bags	✓ Buy present/gift
✓ Buy radio	✓ Buy shoes	✓ Buy tools with which to work
✓ Complete contract	✓ Desperate -had no money	✓ Do business
✓ Family uses	✓ Feeding	✓ For naming ceremony
✓ Get a job	✓ Get married	✓ Give to a business partner
✓ Give to wife/spouse	✓ Help friends	✓ Pay off another debt
✓ Pay rent	✓ Purchase personal materials	✓ Purchase sewing items
✓ Settle educational/schools expenses	✓ Start a new business	✓ Supplement income
✓ Transport fare	✓ Travel	

Source: Author's field survey

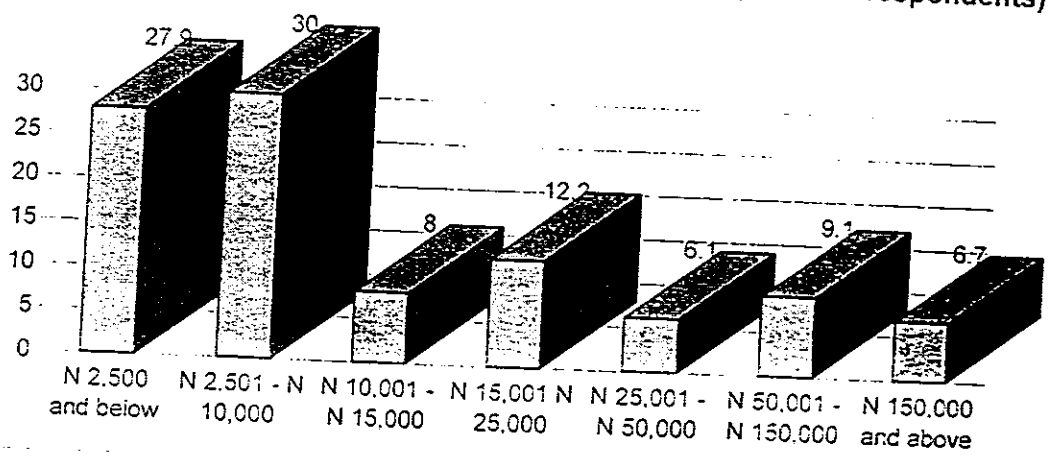
A majority of the respondents have never had any substantial sum of money. Almost 60% of the respondents have never had any sum of money above ten thousand Naira (N10,000.00). Figure 1.11 shows the largest sum of money ever had in relation to the proportion of the respondents. As far as any future loan is concerned about 60% of the respondents will accept a loan of five thousand Naira (N5,000.00) on a 30-day loan re-payable agreement if offered. The uses of such new loan vary significantly from one responedent to another. While some indicated any new loan will be used to start new business, others hope to use such loan to 'have a girl to engage with'. Table 1.15 summarises some specific/general uses loans will be put as indicated by the respondents.

Table 1.15: Uses of new loans

✓ Build a bookshop	✓ Buy a bicycle	✓ Buy a motorcycle
✓ Buy a sheep	✓ Buy books	✓ Buy dresses
✓ Buy drinks	✓ Buy electronics items/equipment	✓ Buy medicine
✓ Buy paint from Lagos and sell in Kano	✓ Buy presents/gifts	✓ Buy sewing/knitting/embroidery machine
✓ Buy shoes	✓ Buy something to sell	✓ Buy stock with the money
✓ Buy working tools	✓ Feeding	✓ For daily up keep
✓ 'Have a girl to engage with'	✓ Open a business center	✓ Open a sewing institute
✓ Pay school fees for other siblings	✓ Pay shop rent, etc	✓ Plough money into own business
✓ Procure materials for contract	✓ Repair house sheets	✓ Repair own motorcycle
✓ Repair/improve parents' home/house	✓ Solve family's financial problems	✓ Start petty trading
✓ Start selling 'Zobo	✓ To build a bigger shop	

Source: Author's field survey

Figure 1.11: The largest sum of money ever had (% of the respondents)



Over half of the respondents (52.7%) indicated they never save any money, which suggest that they only live for the moment with little or no security for the future.

1.22 Conclusions & policy implications

There are six principal conclusions that can be drawn from the Kano Focus Group Survey. All of these have implications not only for the implementation of the WDCSSI project but also for general human resource development in the region.

First, the findings of the survey suggest that there is a general need for improving youth access to education in Kano State. Attempts need to be made to reduce the high school drop-out rates amongst the youths. Along this line, any educational or training programme for the region should include strategies that will not only encourage young people to enrol but will also ensure the completion of such educational or vocational training.

Second, issues around gender imbalance in public engagements in economic and social activities need to be addressed. The support and co-operation of community leaders in Kano can ensure that women play a more active role in income generating activities in the region. Public enlightenment of the important role women can play in the development of their community need to be considered as a matter of policy.

Third, the study shows that a general lack of access to resources and regular income constitutes a major obstacle to the economic vulnerability of the people. The WDCSSI project and other similar initiatives can make a difference to the region by providing short term vocational training for young people that can launch them into specific income generating activities within a relatively short period of time.

Fourth, given the apparent difficulty of finding jobs by the respondents and the general lack of understanding of the role of the National Directorate of Employment located in Kano, there is a need to develop strategies that can

job seekers, throughout the region.

Fifth, the WDCSSI project can reduce the economic vulnerability of the people in Kano State by providing vocational/training services based on areas of need identified in the survey (See Table 1.11). For such services to be effective, issues around both real or perceived obstacles to people's attendance of vocational training institution (See Table 1.12) need to be resolved.

Sixth, while the survey shows no evidence that provision of any loans to the unemployed youth in form of cash will necessarily improve their economic condition, it is essential that access to credit may be an important aspect of any poverty alleviation programme in the region. However, it is important to state that such loans should be tied to specific income generating activity.

SECTION TWO

VOCATIONAL SKILLS TRAINING REQUIREMENTS & TRAINEE SELECTION CRITERIA SURVEY – LAGOS AND THE DELTA STATES

2.1 Introduction

This section contains the results of the vocational/skills training requirements and trainee selection criteria survey conducted in Lagos and the Delta States (Figure 2.1). In contrast to the Kano focus group study, the survey technique employed here involves the use of questionnaires[4]. The questionnaire[5] survey, aimed at establishing the vocational training needs of people within the operational jurisdiction of OICI/NOIC with regard to the WDCSSI programme, involved 2,465 people.

This aspect of the baseline survey exercise seeks to explore ways in which the WDCSSI can help young people acquire necessary vocational and technical skills required for them to set up small scale businesses or enterprises that can generate income for themselves and their households. The section presents a general overview of the socio-economic characteristics of the respondents and identifies specific vocational/training needs and requirements that could enhance their ability/capability young unemployed or underemployed to perform work or become self-employed in the context of their local economic environment. Some specific implications of the results are discussed in the light of the WDCSSI project objectives.

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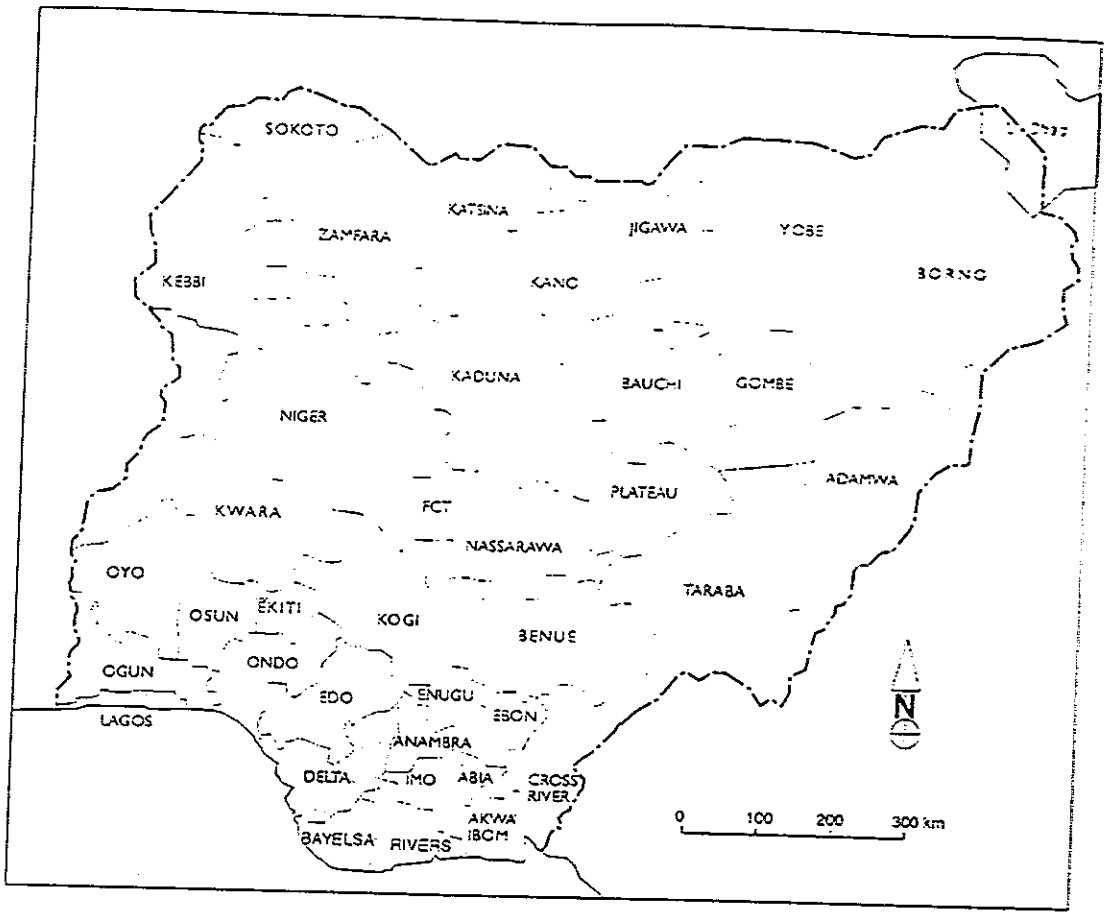
[4] While there are obvious advantages in using the same research instruments in the three regions covered in the baseline survey, there are some aspects of the study where this was not practicable for reasons associated with differences in social, demographic and cultural characteristics of the locations. Consequently, different research instruments were used in Kano from those used in Lagos and the Delta States which makes regional comparison across the three regions difficult.

[5] For details of the questionnaire instrument used in this survey, see Appendices 3f and 4f of the Baseline Survey Report, Vol. 1 (Fieldwork Phase), presented to Opportunities Industrialisation Centres International (OICI) & United States Agency for International Development (USAID/NIGERIA), October 2001.

Figure 2.1: Lagos & the Delta States - Nigeria



2.2 Respondents' socio-economic characteristics

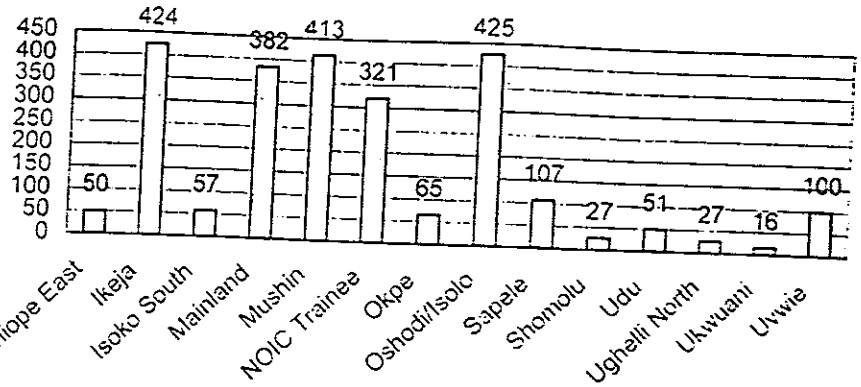
Out of a total of 2,640 people involved in the questionnaire survey, 2,465 completed questionnaires were received and used in the statistical analysis of data. This comprised of 500 respondents from the Delta States and 1, 965 from Lagos State. This total number of respondents also includes a target group of 321 NOIC trainees randomly selected from the three existing NOIC programmes in Lagos, the Delta and TSAP. Figure 2.2 shows the distribution of the respondents according to their Local Government Areas and the NOIC trainees as a cohort. In terms of composition, the respondents cover a wide range of ethnic groups in both Lagos and the Delta States as shown in Table 2.1. A large proportion of the respondents (70.9%) have lived in either Lagos or the Delta States for more than 10 years. Only 4.5% have lived in the respective State of residence for a period less than 3 years.

Table 2.1: Tribal/ethnic groups of respondents

Tribal/ethnic groups	% of respondents
Fulani	.8
Hausa	3.3
Ibibio	3.0
Igbo	21.9
Yoruba	47.3
Urhobo	4.5
Itsekiri	.5
Ijaw	.4
Isoko	2.5
Ilaje	2.5
Bendel Igbo	13.2
others	.1

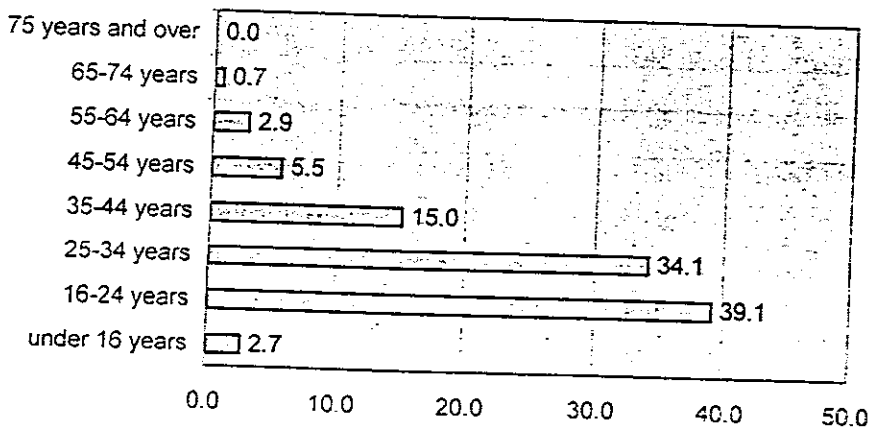
Source: Author's field survey

Figure 2.2: Geographic distribution of the respondents (LGAs of Lagos & Delta States)



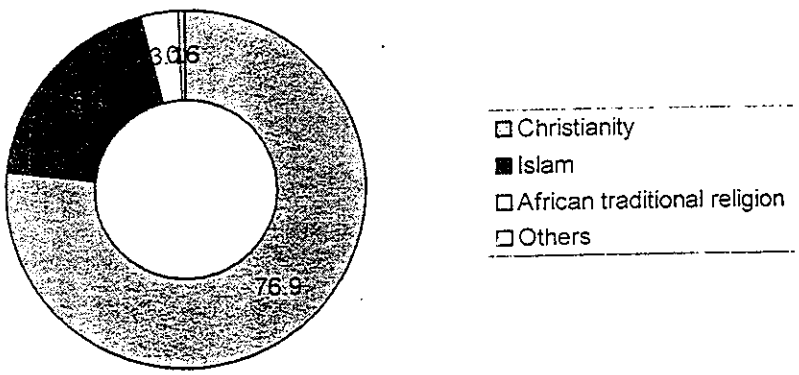
There is a fairly even gender distribution of the respondents with 57.6 % males and 42.3% females. The majority of the people surveyed (88.2%) are aged between 16 to 44 years (Figure 2.3). This age group represents mostly the vulnerable people the WDCSSI project is targeted.

Figure 2.3: Age groups (%)



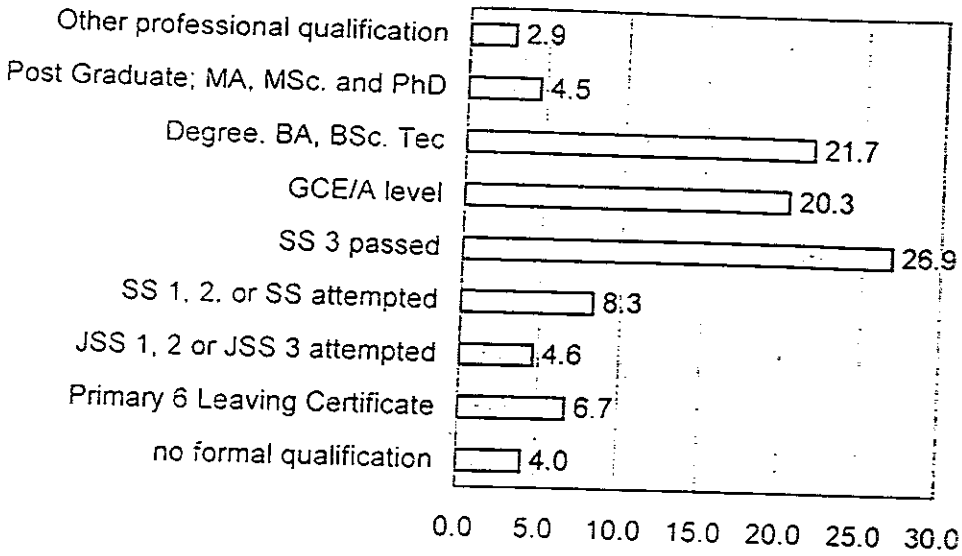
Sixty five percent of the respondents are single (not yet married) while 29.6% are married. A small proportion (5.1%) of the respondents are divorced. The people surveyed are predominantly Christians as indicated by their religious affiliation (Figure 2.4). This finding is not surprising given that there is a disproportionately high number of Christians in Lagos and the Delta States compared to Kano State which is made up of predominantly Muslims with strong Islamic culture.

Figure 2.4: Religious affiliation (%)



In comparison with the Kano Focus group survey, the study shows a general higher level of qualifications amongst the respondents. A significant proportion of the respondents (26.9) indicated SS 3 passed as their highest qualification. About 24 % have qualifification below SS 3 passed while 21.7% are University graduates (Figure 2.5).

Figure 2.5: Highest qualification (%)



While a relatively high percentage of the respondents are in full-time or part-time employment, a significant number of the people surveyed are between jobs or not currently employed (Figure 2.6). The high proportion of respondents who claimed to be employed can be explained by the fact that the figure reflects both the formal[6] and informal[7] employment.

Also, it needs to be stated that the large proportion of respondents in full time studies shown in Figure 2.6 can be explained by the inclusion of the NOIC trainees in the analysis[8].

[6] Formal employment as used here means the form of employment where people work to receive a regular wage and are assured certain rights, usually contained in a written contract.

[7] Informal employment involves work done either paid or unpaid without any formal control or official documentation and without any written contract.

[8] NOIC trainees from Lagos and the Delta Programmes constitute 13% of the total sample used in this survey.

Figure 2.6: Employment status (%)

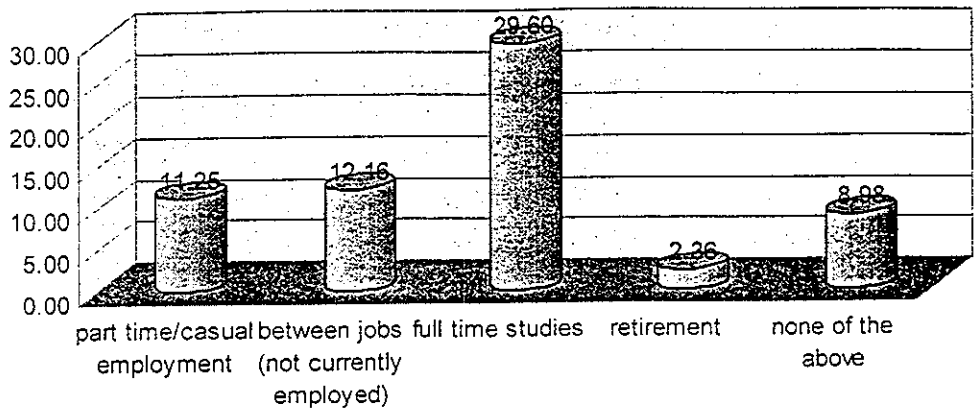


Table 2.2 shows the most common occupations of the respondents who are in one form of regular employment or another. While a high percentage of the respondents (41.7%) are unable to estimate their annual income, the survey shows a wide variation in the level of income received by the respondents. Figure 2.7 shows the annual income groups into which the respondents are categorised[9].

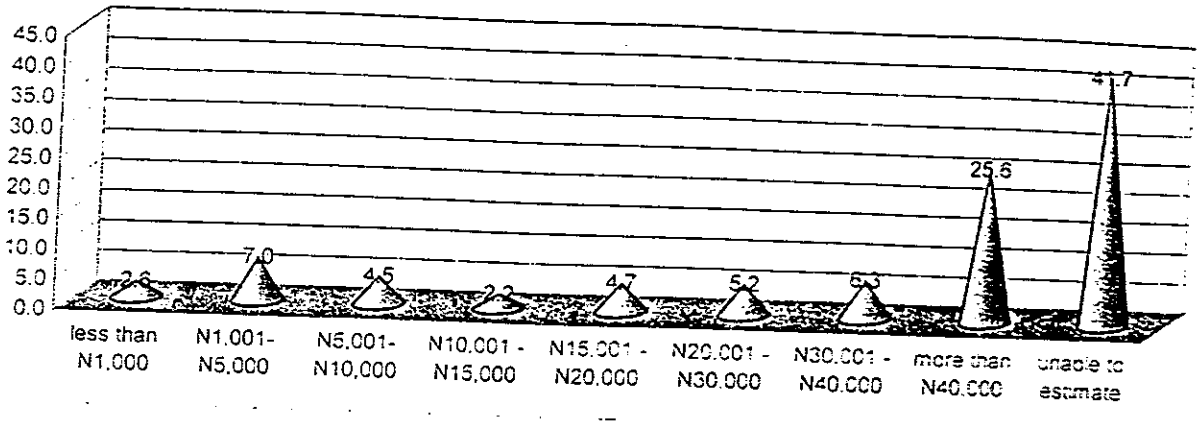
Table 2.2: Usual occupations of respondents

✓ Account officer/Clerical duties	✓ Auto-mechanic	✓ Banking
✓ Barbing	✓ Carpentry	✓ Civil Service
✓ Engineering	✓ Fashion design	✓ Hotel and Catering Services
✓ Insurance agent/broker	✓ Law & law related activities	✓ Nursing
✓ Office administration/assistants	✓ Plumbing	✓ Receptionist
✓ Secretarial work	✓ Security officer/personnel	✓ Teaching
✓ Trading	✓ Vulcanising	✓ Welding

Source: Author's field survey

[9] It is worthy of mention that the respondents' annual income group data should be viewed with caution. Annual income data are known to be unreliable in many developing countries where a greater proportion of the population are engaged in the informal and often non-monetised economic activities. This is in contrast with the developed world where economic activities are more formal with proper documentation of wages or income for tax assessment and other accounting purposes.

Figure 2.7: Annual income group (%)



For those who are in employment, 82.3% of them have no access to any other source of income apart from income received from their main occupations. However, it needs to be stated that in many developing countries people have a variety of different sources of income through non-monetized sources such as subsistence production such as cultivating crops or vegetables around the gardens, self-built houses, etc. A form of indirect income may also be received through payment by kind for services rendered or barter exchange of goods and services as still practiced in many rural communities. Income from non-monetized sources is particularly common in rural areas of Africa and less so in the urban areas.

For the small percentage of people who have other sources of income (17.6%), according to the survey, the most common sources are from spouses, parents, petty trading, and other unspecified 'business' activities.

2.3 Respondents' health and medical condition/disability

While a majority of the people indicated they are in good health, a relatively small percentage have medical conditions and physical disabilities that affect their daily activities (Figure 2.8). The survey shows that malaria fever is one of the most common health problems affecting the respondents. This is closely followed by eye problems and stomach ache/pain. Table 2.3 lists the most common types of illness or health problems suffered by the respondents that impact on their daily activities. Visual aids such as spectacles and contact lenses are the most commonly used health aids by the respondents (Figure 2.9).

Figure 2.8: Daily activities limited by health condition/disability

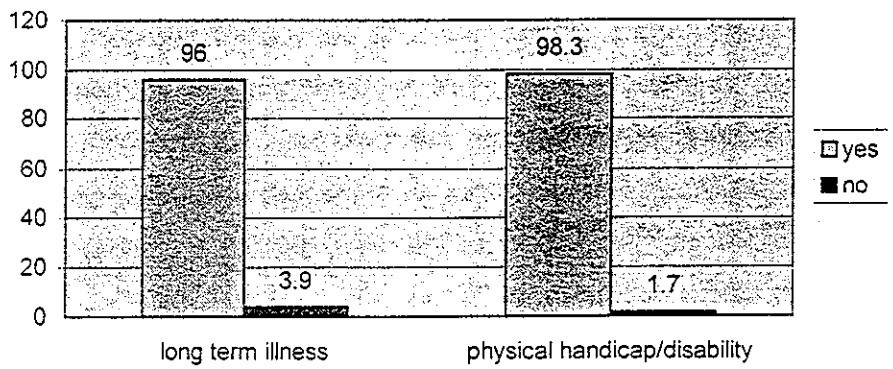
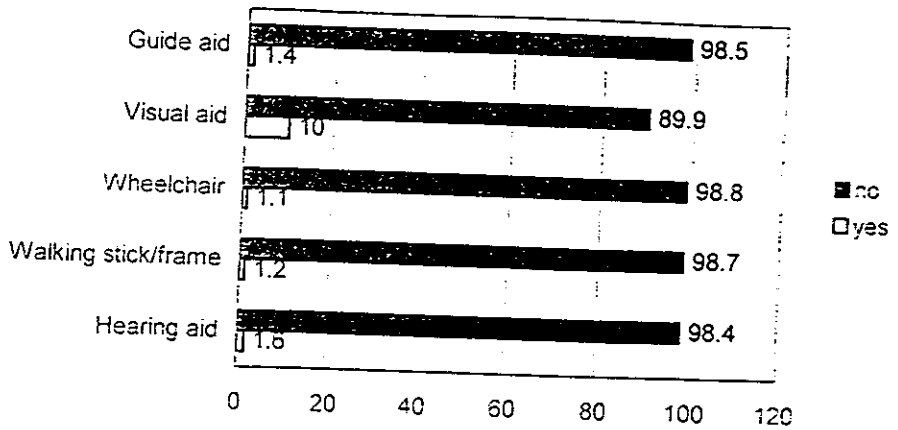


Table 2.3: Most common illness or health problems suffered by respondents

✓	Asthma	✓	Body pains
✓	Bronchitis	✓	Migraine
✓	Hearing problem	✓	Eye problem
✓	Chest pains	✓	Fever
✓	Hypertension	✓	Long-term illness
✓	Malaria	✓	Stomach ache/pain
✓	Typhoid fever		

Source: Author's field survey

Figure 2.9: Use of health/mobility aid



2.4 Respondents' household structure

Many of the respondents live in households with other people ranging mostly from 2 to 7. Table 2.4 shows the number of people including the respondents living in households according to their age categories.

Table 2.4: Respondents' household structure

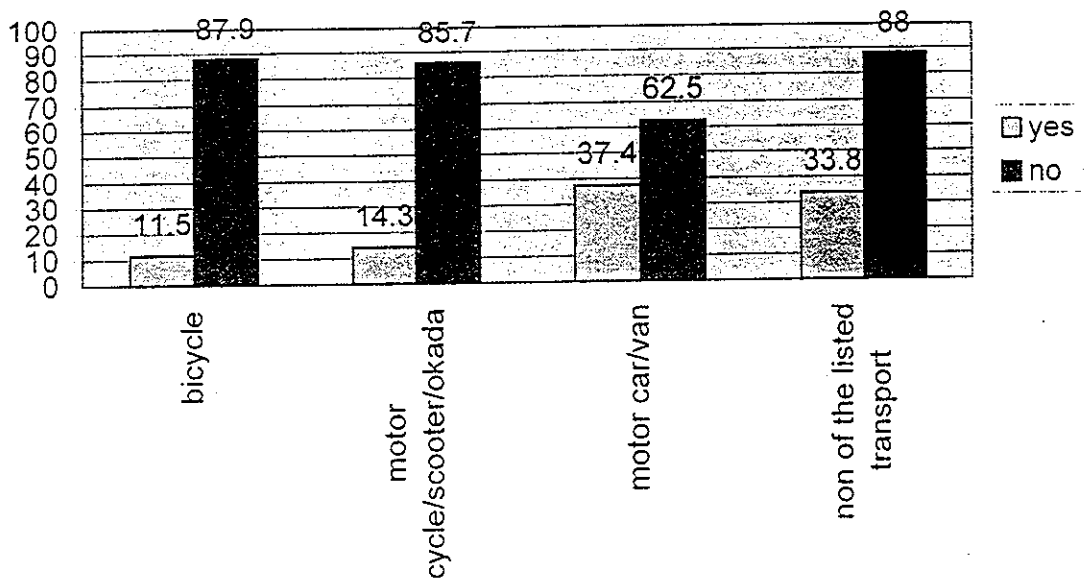
Households with	Under 16 years	17-25 yrs	26-35 yrs	36-45 yrs	Over 45 yrs	Total
1 person	389	539	555	419	411	2,313
2 people	327	264	231	256	275	1,353
3 people	146	189	104	33	45	517
4 people	82	86	40	44	20	272
5 people	33	42	15	15	22	127
6 people	11	13	13	9	13	59
7 people	5	15	5	5	4	34
More than 7 people	18	20	21	14	4	77
Total	1,011	1,168	984	795	794	4,752

Source: Author's field survey

2.5 Respondents' ownership/access to transport

Since mobility plays an important role in people's participation in economic activities, especially in many developing countries where public transport facilities are generally inadequate, information on the respondents' access to transport is particularly important. The survey shows that ownership/access to transport facilities is generally limited amongst the respondents. Figure 2.10 highlights the general structure of transport ownership and access by different transport modes/facilities. Although the survey shows a high proportion of respondents claiming ownership/access to motor car/van, anecdotal evidence suggests that the high percentage is more of access rather than ownership.

Figure 2.10: Ownership/access to transport



2.6 Vocational/skills training needs, requirements and entry qualification

The survey shows that 56% of the respondents have never undergone any vocational/skills training in their life time. However, amongst those who have done some skills training, an overwhelming majority (72.1%) agree their training has enhanced their current employability and income status (see Figure 2.11). As far as the respondents' immediate needs for vocational/skills training are concerned 71.8% of the respondents indicated they currently require vocational/training. There is a general recognition, amongst the respondents, that vocational training can help them secure formal employment, set up their own business or enterprise, gain better experience on current job and enhance their ability to set up and manage any cooperative venture with other people. Also, while some respondents consider vocational training as an opportunity to gain qualifications for self enhancement, others see such trainings as means to generate extra income to supplement current earnings (Figure 2.12).

Figure 2.11: Vocational training has enhanced current employability?

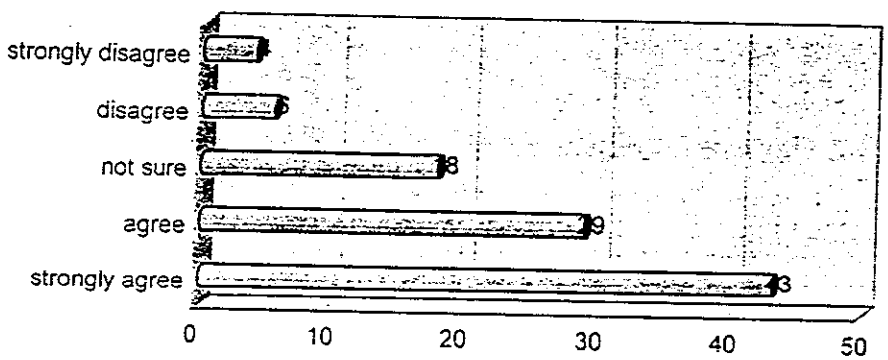
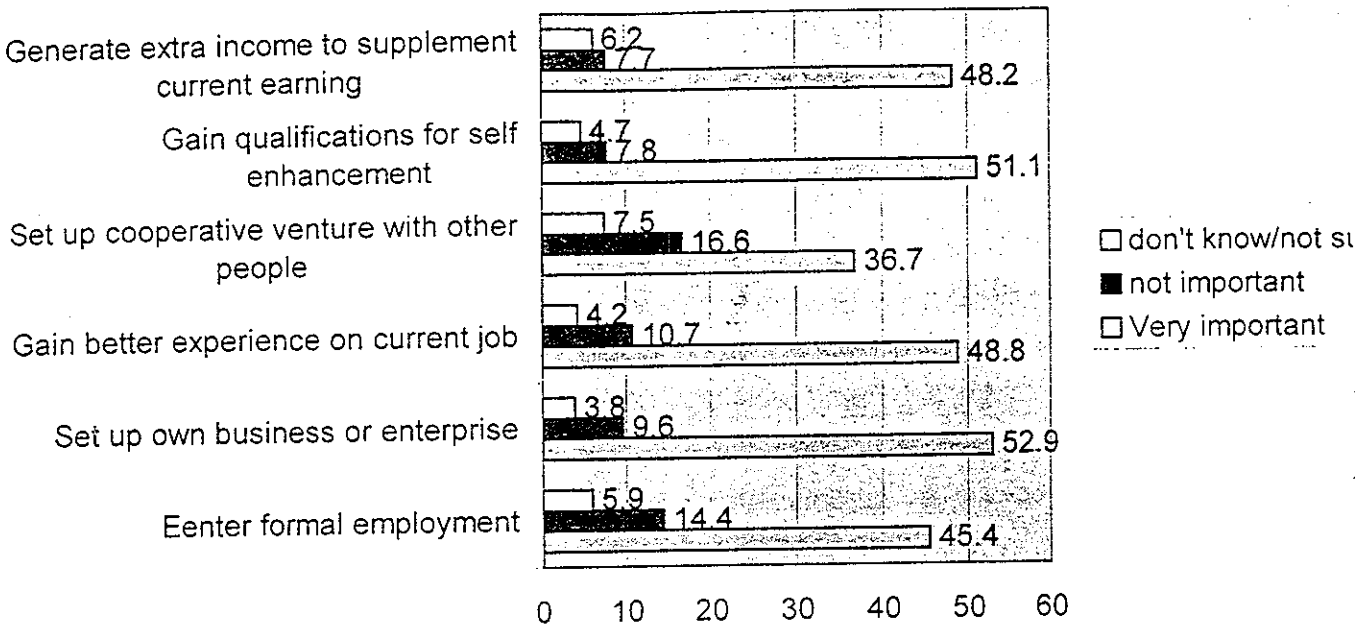


Figure 2.12: Purpose for which vocational/skills training is required (%)



About a third of the people surveyed recommended 'SS 3 Passed' as a minimum entry qualification for people on vocational/skills training. While other entry qualifications below or above SS 3 passed were recommended by some respondents, about 12% of the respondents believe there should be no formal entry qualification into vocational/skills training programmes (Table 2.5).

Table 2.5: Minimum entry qualification recommended for people on vocational/skills training

Mininimum qualification	Frequency	% of respondents
No formal qualification	253	11.8
Primary 6 Leaving Certificate	345	16.0
JSS 1, 2 or JSS 3 attempted	179	8.3
SS 1, 2, or SS attempted	289	13.4
SS 3 passed	766	35.6
GCE/A level	123	5.7
Degree, BA, BSc. Tec	116	5.4
Post Graduate; MA, MSc. and PhD	28	1.3
Other professional qualification	51	1.8

Source: Author's field survey

2.7 Gender association of vocational activities/employment

In any human resource development strategy or intervention, there is a need for targeting the right people with the right programme. Provision of vocational/training programme for disadvantaged people, an essential aspect of the WDCSSI project, requires an understanding of the gendering of specific vocational activities by the people in the study area if the intervention is to benefit both men and women. Consequently, the respondents were asked to associate selected vocational activities to specific gender. Table 2.6 and Figures 2.13 and (a -d) summarise the respondents' link of specific vocational activities to gender.

The survey shows a very strong male association with activities such as Welding, Panel Beating, Plumbing, Metal Fabrication, Auto Mechanics, Air Conditioning/Refrigerator Repairs/Services, Bicycle Repair, Brick Laying/Block Making, Vulcanising, Carpentry, Machine-fitting and Spray Painting. Similarly, activities such as Barbing/hair dressing, Cloth Making/Weaving and Knitting, Computer Secretarial, Photography, Soap and Cosmetic production are considered predominantly feminine. Understanding the association or differentiation of activities along the line of gender is particularly important in a male dominated society such as Nigeria where adherence to social and cultural norms can sometimes affect the nature and type of income generating activities that people are willing or able to engage in.

Table 2.6: Association of vocational/skills training with gender

Vocational/Skills Training	Gender Association (% of respondents)		
	Male	Female	Both Male & Female
Air Conditioning/Refrigerator Repairs and Services	84.2	2.0	13.8
Auto-Mechanics	79.7	3.3	17
Barbing/hair dressing	15.7	8.1	76.2
Bicycle repair	86.4	3.8	9.8
Black smithery	71.4	6.1	22.4
Brick laying/Block making	80.8	3.7	15.2
Cap-making	28.5	17.0	54.5
Carpentry	79.2	5.8	14.9
Cloth making. Weaving and Knitting	8.2	30.9	60.9
Computer Secretarial	7.2	26.7	66.0
Decorating	12.0	32.7	55.4
Drafting	47.5	10.3	42.2
Electronics/Electrical installation	65.6	6.0	28.4
Fashion Design	10.9	26.6	62.5
Glazing	60.8	12.3	26.8
Hotel Catering	12.4	32.6	54.9
Laundering	35.2	14.2	50.6
Machine-fitting	77.1	5.3	17.6
Metal Fabrication	79.4	4.5	16.0
Painting. Sign-writing and Spray painting	62.4	5.7	31.8
Panel beating	83.3	3.9	12.8
Photography and Film developing	25.0	6.9	68.0
Plumbing	82.8	4.9	12.3
Pottery making	25.2	21.5	53.2
Soap and cosmetic production	11.7	26.1	62.1
Spray painting	71.7	6.5	21.8
Typing and shorthand	10.4	39.7	49.9
Vulcanising	90.6	2.6	6.7
Welding	87.6	2.8	9.6
Wood carving	75.1	3.8	21.0

Source: Author's field survey

Figure 2.13 (a): Association of vocational/skills training with gender

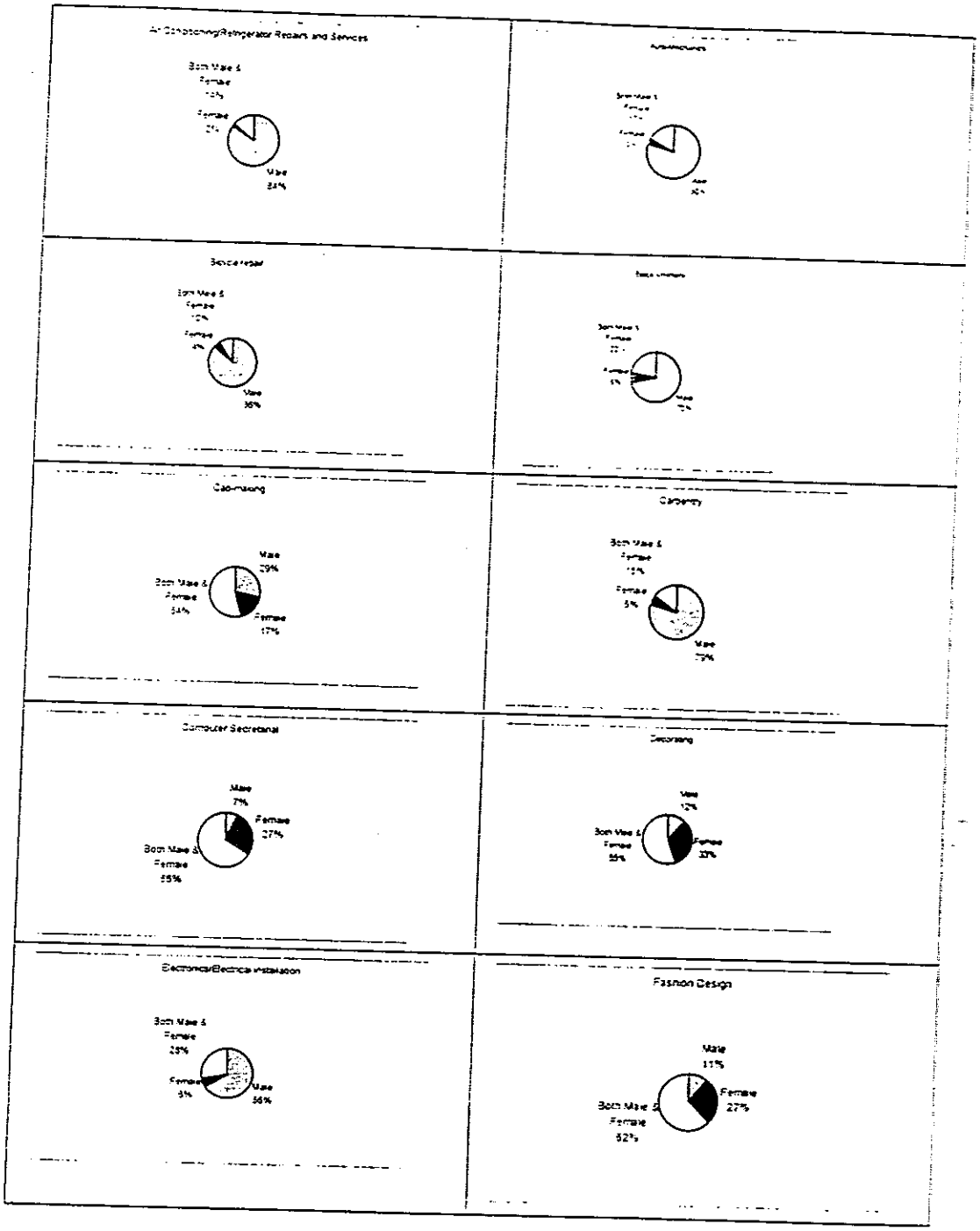
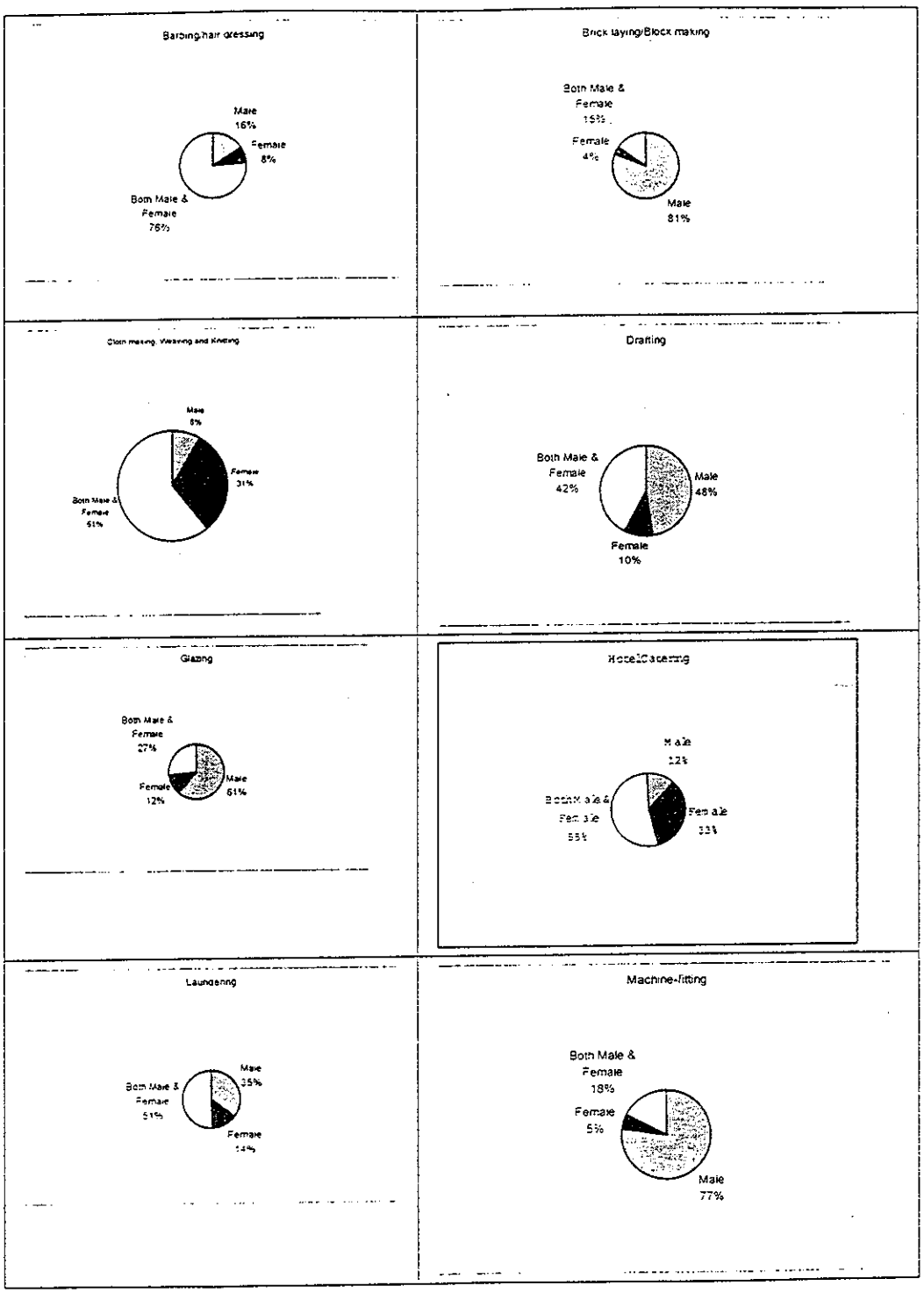


Figure 2.13 (b): Association of vocational/skills training with gender



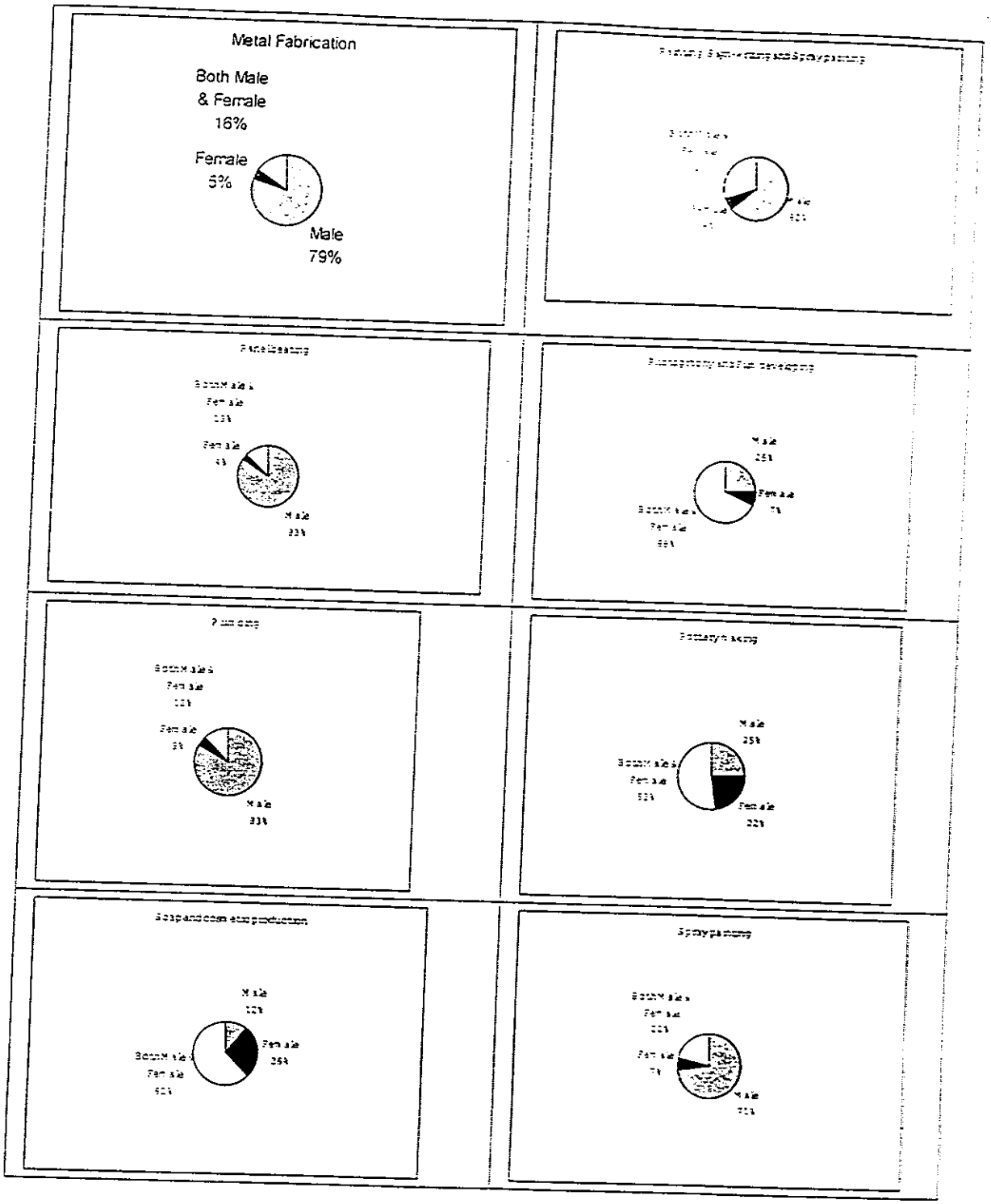
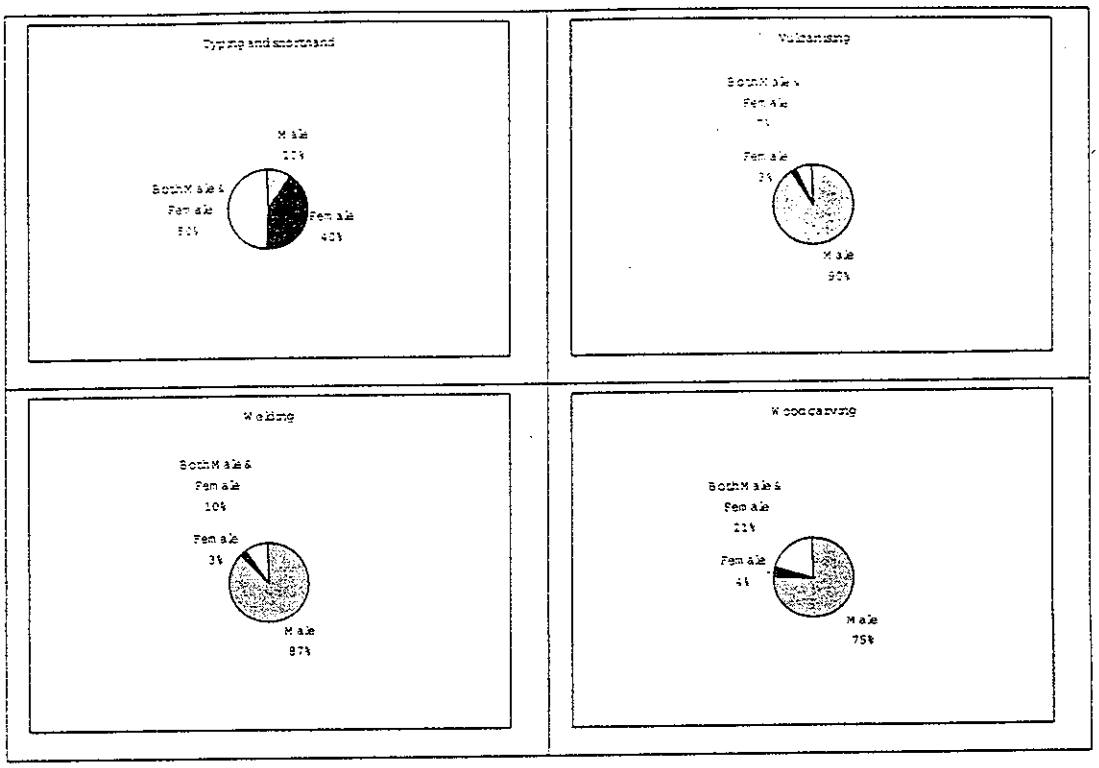

Metal Fabrication
Both Male & Female 16%
Female 5%
Male 79%

Figure 2.13 (d): Association of vocational/skills training with gender



2.8 Activities most likely to generate employment/income for trainees

Amongst the activities the majority of the respondents considered most likely to generate employment/income for themselves and trainees in their locality are, air condition/refrigeration repair services[10], bicycle repair, electrical fitting/installation services, welding and metal fabrication, panel beating and

processing. Other potential employment generating activities are as listed in Table 2.7. These are also the areas of vocation most respondents indicated they would like to receive training.

This finding is particularly relevant to NOIC operations in vocational/skills training in Nigeria and has significant implications for the WDCSSI project. While existing NOIC training courses in Lagos and the Delta programmes (see Appendices 1 and 2 for Lagos and Delta respectively) cover some of the areas of vocation the respondents considered most likely to generate employment for them, there are areas where NOIC courses are not currently covered. In particular, development of new training courses need to include vocational activities such as photography, carpentry/furniture making, hair-dressing, block making/bricklaying, shoes making, internet and information technology, amongst many others.

Table 2.7: Vocational activities most likely to generate employment/income for the respondents in their locality

✓ Air condition/refrigeration repair services	✓ Auto mechanic	✓ Barbing/hair dressing
✓ Bicycle repair	✓ Black smithery	✓ Block making/brick laying
✓ Brick laying	✓ Carpentry	✓ Cloth making weaving and knitting
✓ Computer training/secretarial	✓ Drafting	✓ Electrical fitting/installation
✓ Fashion design	✓ Furniture making	✓ Internet business/ information technology
✓ Metal fabrication	✓ Painting, sign writing, spraying	✓ Panel beating
✓ Pottery making	✓ Clergy & pastoralism	✓ Shoes making
✓ Photography	✓ Plumbing	✓ Skill training on how to set up business
✓ Soap & cosmetic production	✓ Vulcanising	✓ Welding

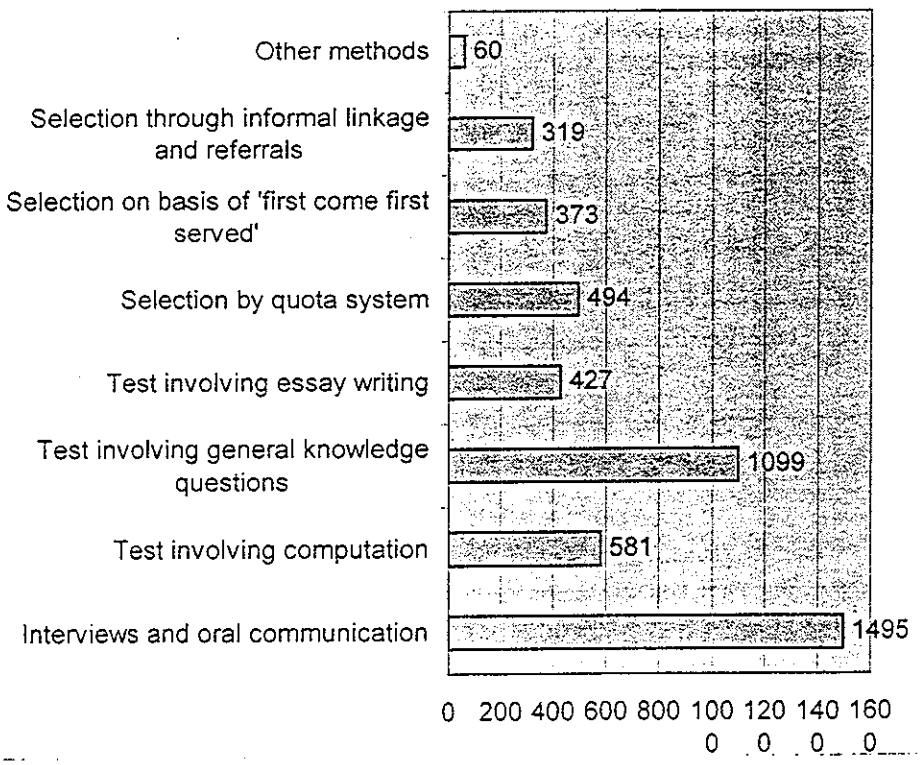
Source: Author's field survey

[10] While the author notes and respects a recent government policy aimed at discouraging refrigeration refurbishing/services for reasons associated with environmental protection, the high demand for skills training in this area of vocation, as the survey reveals, seems to suggest that the respondents are more concerned about pursuing income generating activities that can ensure their economic survival than worrying about protecting the environment. In the light of the contradiction between government environmental protection policy and the expressed need for refrigeration repair services by the people, it is reasonable to suggest that the government should endeavour to strike the right balance between the real need to protect the environment from the waste material from air conditioning/refrigeration repair services and the need to recognise and support this vocation as one of the activities that provide the essential means of livelihood for some sections of the Nigerian community.

2.9 Trainee selection criteria and group of people deserving priority attention in vocational training

For NGOs or vocational training institutes considering providing training for people in Lagos and the Delta States, the two most desirable methods of selecting trainees are by interviews/oral communication and test involving general knowledge questions (Figure 2.14). Other methods indicated by a minority of the respondents apart from those listed in Figure 2.14 are selection by age, appearance, personal interest, talents and health/medical condition of applicants.

Figure 2.14: Trainee selection methods (no. of respondents)

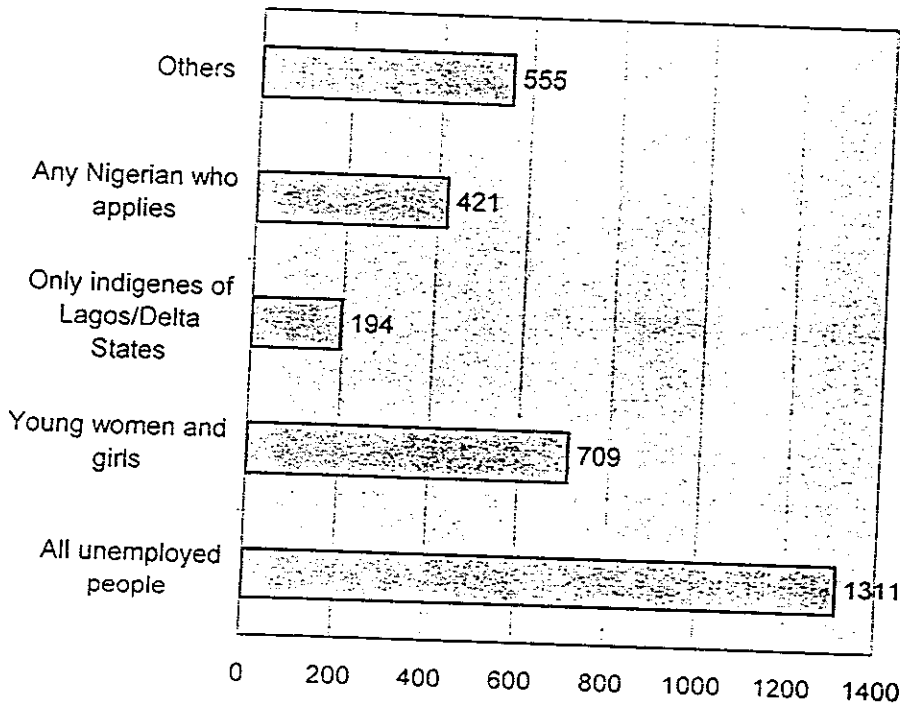


As for people most deserving priority attention in any provision of vocational/skills training, the majority of the respondents are of the opinion that all unemployed people irrespective of age, sex and tribal affiliation should

for training. The next most deserving group, according to the survey, are young women and girls who are less represented in income generating economic activities (Figure 2.15).

This finding is particularly significant given the fact that women are disproportionately under-represented in formal economic activities in many developing countries such as Nigeria[11]. It needs to be mentioned however, that a significant proportion of the respondents believe that the most deserving people in any vocational/skills training programme are those most likely to benefit from such
Facilities.

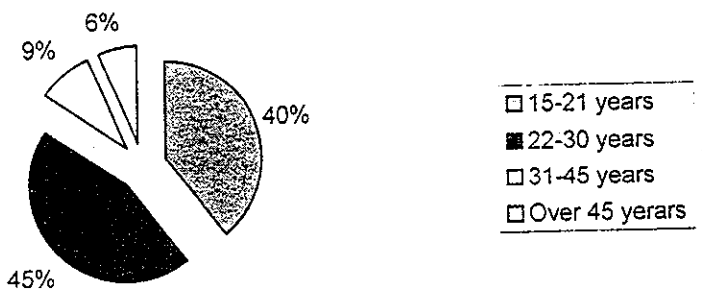
Figure 2.15: People most deserving priority attention in vocational/skills training (no. of respondents)



[11] Although women participate and are involved in all major economic activities in the developing world, there are some institutional, social, psychological and cultural obstacles limiting or undermining their role in the formal sector of the economy. Consequently, the percentage of the economically active population that are women (a measure of formal jobs), are significantly lower than those of men in many developing countries. (See Chrispin and Jegede (2000): *Population, Resources and Development*, Second Edition, Collins Landmark Geography, Collins Educational, London, pp. 101-105.

Figures 2.16 (a-e) show the age groups of people that are more likely to benefit from vocational/skills training according to the respondents priority ranking[12]. People within the age category 22-30 years are considered by almost half of the respondents to be most likely to derive benefits from vocational training. Younger people aged 15-21 years are ranked second as the most likely groups to benefit from skills training. Older people, especially those aged over 45 years, are considered least likely to benefit from any skills or vocational training.

Figure 2.15 (a): Rank 1: Age groups of people most likely to benefit from vocational/skills training



[12] The age groups likely to benefit from vocational/skills training were ranked in order of priority from 1 to 5 with 1 being the most important age group and 5 the least likely to benefit from such training.

Figure 2.16 (b): Rank 2- Age groups of people likely to benefit from vocational/skills training

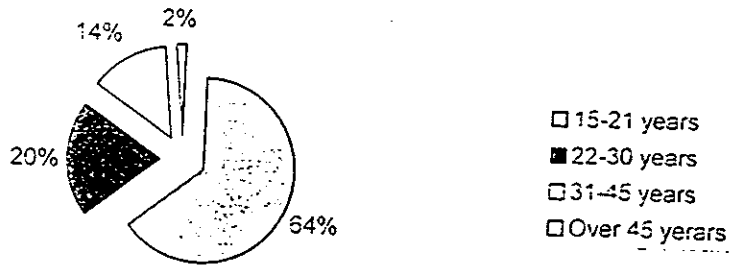


Figure 2.15 (c): Rank 3- Age groups of people that may/may not benefit from vocational/skills training

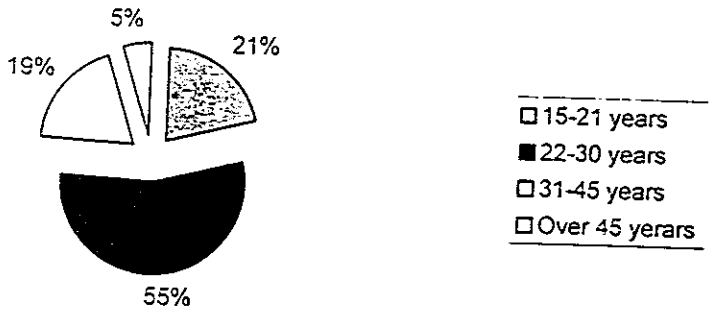


Figure 2.16 (d): Rank 4- Age groups of people rarely/hardly benefit from vocational/skills training

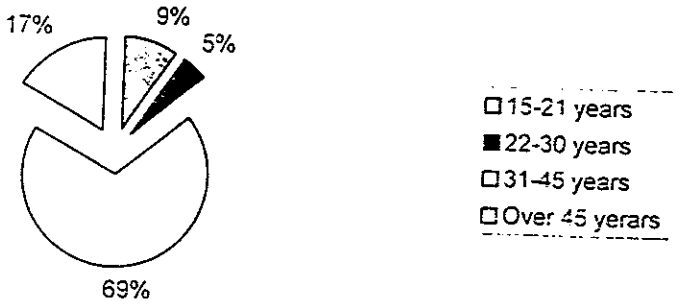
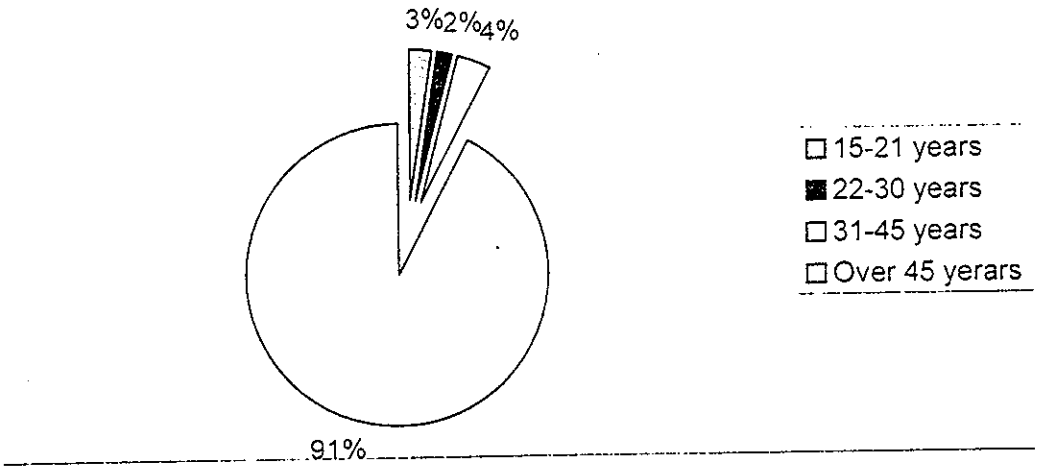


Figure 2.16 (e): Rank 5- Age groups of people least likely to benefit from vocational/skills training



The reasons given for ranking younger people as the most likely group to benefit from skills/vocational training varies from individuals to individual. However, the majority of the respondents are of the opinion that younger people are more active, willing to learn, able to understand training instructions, physically more able to withstand the stress and rigours of training, able to experiment with new ideas and have not got the responsibility that older people have that could get on the way during training.

Other respondents ranked younger people as the most important group to benefit from training because of the social and economic benefit to society in terms of reducing crime, idleness, unemployment, and also for reasons associated with building a young and vibrant workforce upon which future development of the Nigerian society depends.

2.10 Respondents general comments on provision of vocational/skills training opportunities for young people in Nigeria

The survey shows that an overwhelming majority of people considered provision of vocational/skills training as an essential and critical step towards workforce development in Nigeria. There are several. economic. social and political reasons why the provision of vocational training facilities are considered essential for the country. Some of these reasons and other comments made by the respondents regarding vocational training programme in Nigeria are as listed in Table 2.8.

Table 2.8: Respondents' general comments on vocational skills training programmes in Nigeria

✓ A means of acquiring knowledge	✓ Career talk/opportunities to be included in vocational training	✓ Corporate bodies to help in providing training
✓ Creates avenue for self reliance	✓ Enables people to be self-employed	✓ Encourages people to specialise on specific vocation/job
✓ Enhances economic production	✓ Entry into vocational training should not be discriminatory against graduates	✓ Generates employment
✓ Government/NGOs to build more training centres	✓ Greater public awareness required on the importance and availability of vocational training	✓ Helps people to attain their goals
✓ Helps train able workers	✓ Improves general standard of living	✓ Improves national economy
✓ Increases public enlightenment	✓ Increases the country's potential for development	✓ Keeps the youth busy and reduces social problems associated with idleness
✓ More Government involvement required in vocational training	✓ More vocational training programmes required on fashion design and other areas of the fashion industry	✓ Prepares people for the future
✓ Promotes greater efficiency of workers	✓ Provides general awareness about job opportunities	✓ Reduces illiteracy
✓ Reduces the number of 'area' boys	✓ Reduces unemployment	✓ Reduces youths' dependency on parents or relatives
✓ Vocational training - a means of stopping robbery	✓ Vocational training alleviates poverty	✓ Vocational training centres should be in all Local Government Areas
✓ Vocational training could help eradicate	✓ Vocational training could help reduce	✓ Vocational training more practical and

bribery and corruption	prostitution	relevant to local needs
✓ Vocational training facilities to be provided free and made accessible to all	✓ Vocational training programme should be better funded by the Government	✓ Vocational training programmes- useful in harnessing young talents if well implemented
✓ Vocational training reduces crime	✓ Vocational training should be introduced in secondary schools	✓ Vocational training should be spread to rural areas
✓ Vocational training should focus on manufacturing of tools		

Source: Author's field survey

2.11 Conclusions and policy implications

There are six conclusions that could be drawn from the vocational/skills training requirements and selection criteria survey, all which have implications for the provision, management and curriculum development of vocational training programmes in Nigeria.

First, there is an overwhelming recognition of the benefits of providing vocational/training for people in Nigeria as part of the general workforce and human resource development in the country. The importance of vocational/skills training is not only recognised by those whose current employment and income status have been enhanced through such training, but also by others who consider such training as panacea for solving many of Nigeria's economic and social problems such as unemployment, high crime rates, bribery and corruption, robbery and problems associated with 'area boys'.

Second, most people who require vocational/skills training in Lagos and the Delta States see such training as a means to setting up their own business or enterprise or as an opportunity for gaining a qualification for self enhancement.

Third, the survey shows that most vocational activities are associated with specific gender and this gendering of activities has some socio-cultural undertone, which cannot be ignored in the provision of any vocational training

... the generating of vocational activities as perceived by the respondents could affect or influence the type of vocational training programme people they may be able or willing to engage in.

Fourth, the most desirable method of selecting trainees onto vocational/skills training programme is through interviews and oral communications. If entry qualifications were to be used in selecting trainees on vocational/skills training programme at all, 'SS 3 passed' will be the most preferred entry qualification for such training. However a significant proportion of people would prefer lower entry qualifications such as Primary 6 Leaving Certificate or no formal qualification at all.

Fifth, according to the respondents, there is a gulf between the demand for and a need for vocational/skills training facilities and the existing number of facilities available in Nigeria. Consequently, there is an urgent need to provide more vocational training programmes to augment any current human resource development initiatives in the country. Such new vocational/skills training facilities should focus on areas such as air condition/refrigeration repair services, auto-mechanic, fashion design, electrical fitting/installation, computer training and other activities most likely to generate employment/income for trainees in their locality as shown by the survey.

Sixth, given the limited places available for trainees on vocational/skills training courses in Nigeria, the survey shows two groups that deserve priority attention are (a) unemployed people, irrespective of age, sex and tribal affiliation and (b) young women and girls who are less represented in income generating activities in Nigeria. In any case, the people that are most likely to benefit from vocational/skills training, according to the survey, are those within age group 22-30 years.

SECTION THREE

WORKFORCE MARKET-NEED SURVEY – LAGOS, AND DELTA STATES

3.1 Introduction

This section contains the results of the workforce market-need survey conducted in Lagos, and the Delta States (see Figure 2.1). Unlike the focus group study and the vocational skills training requirements survey which focused on individual/group respondents as reported in the previous two sections, the workforce market-need survey deals primarily with employers of labour and those who run businesses that generate employment for people.

It is generally accepted that workforce development strategy through appropriate vocational/skills training can enhance productivity and increase greater participation in economic activities, especially by the disadvantaged and vulnerable groups. Consequently, workforce market-need survey of business institutions, establishments and organisations was aimed at establishing specific job-needs of the employment market in Nigeria. The questionnaire[13] survey exercise was intended to inform the WDCSSI project on specific vocational/skills training requirements by owners of businesses and employers of labour and how such knowledge can be used to provide appropriate training for workforce development in Nigeria.

[13] For details of the questionnaire instruments used in this survey, see Appendices 3e, 4e and 5b of the Baseline Survey Report, Vol. 1 (Fieldwork Phase), presented to Opportunities Industrialisation Centres International (OICI) & United States Agency for International Development (USAID/NIGERIA), October 2001.

This report contains the results of the workforce market need survey involving 2,031 employers in total[14]. This comprised of 1,680 institutions/employers in Lagos (83% of total questionnaires) and 351 in the Delta States (17% of total questionnaires). The result of the workforce market need survey for Kano State has not been included in this report for reasons associated with lack of sufficient data/responses from employers upon which any meaningful analysis could be based[15]. The number of businesses sampled in Lagos and Delta states is based on the proportion of establishments from all official economic activity groups as indicated by the Federal Office of Statistics (1999)[16].

This section presents a general overview of the main business activities of these institutions and identifies specific skills required of their employees. The section also identifies areas of growing opportunity for business in these institutions and covers the establishments' staff recruitment strategies. The institutions' staff development/training strategies are also examined in this section with a view of understanding ways in which employers secure, train and retain qualified/skilled workers to meet specific job demands. To provide a general picture of workforce market-need, specifically in relation to the WDCSSI project, this report is based on the analysis of the aggregated data for Lagos and the Delta States rather than producing separate reports for the two regions.

[14] While a total of 2,740 questionnaires were administered during the survey, comprising 2,040, 600 and 100 for Lagos, Delta and Kano States respectively, 2,031 reliable and useable responses were received from employers and businesses. It is upon these completed questionnaires received that this report is based.

[15] Information on only 26 institutions/employers of labour were available at the time of writing this report and this number is considered unrepresentative or inadequate for the purpose of this exercise. Consequently, the results of the workforce market need survey for Kano State are not covered in this report.

[16] According to the Federal Office of Statistics, the total number of businesses from all official economic activity groups registered in Nigeria was 58,665 out of which Lagos State had 9,899 (87% of the national total) and Delta 1,519 (13%). See Federal Republic of Nigeria, Annual Abstract of Statistics 1999 Edition, published by Federal Office of Statistics, Abuja, Nigeria, pp.386.

3.2 General characteristics of establishments/institutions surveyed

The survey covers a wide range of businesses and economic institutions from one-person businesses to employers of a few and to those employers of several hundreds of people. Selected names of business institutions out of the 2,031 surveyed are as provided in Appendices 3 and 4 for Lagos and the Delta states respectively. The business activity of the institutions surveyed covers virtually all aspects of economic engagements by workers from virtually all sectors of the Nigerian economy. Notable amongst the sectors covered in this survey, as indicated by the business activities of the employers are as shown in Table 3.1.

Table 3.1: Main economic sectors featured in survey

✓ Agriculture/animal husbandry	✓ Auto-mechanics
✓ Banking/financial institutions	✓ Beauty salon/cosmetics shops
✓ Computer services/internet café	✓ Consultancy
✓ Education	✓ Electrical installation/repair services
✓ Estate management	✓ Fashion design
✓ Hotel service/catering	✓ Insurance services
✓ Laundry services	✓ Pharmaceutical/medical services
✓ Publishing/printing press	✓ Security services
✓ Small and large-scale trading institution/supermarkets	✓ Transport
	✓ Other miscellaneous business ventures.

Source: Author's field survey

The selection of business establishments also covers a wide geographic area spanning over 13 Local Government Areas in the two study areas of Lagos and the Delta states (see Figures 2.1 and 3.1). The main business activities of the majority of the business institutions/establishments surveyed are as summarised in Table 3.2.

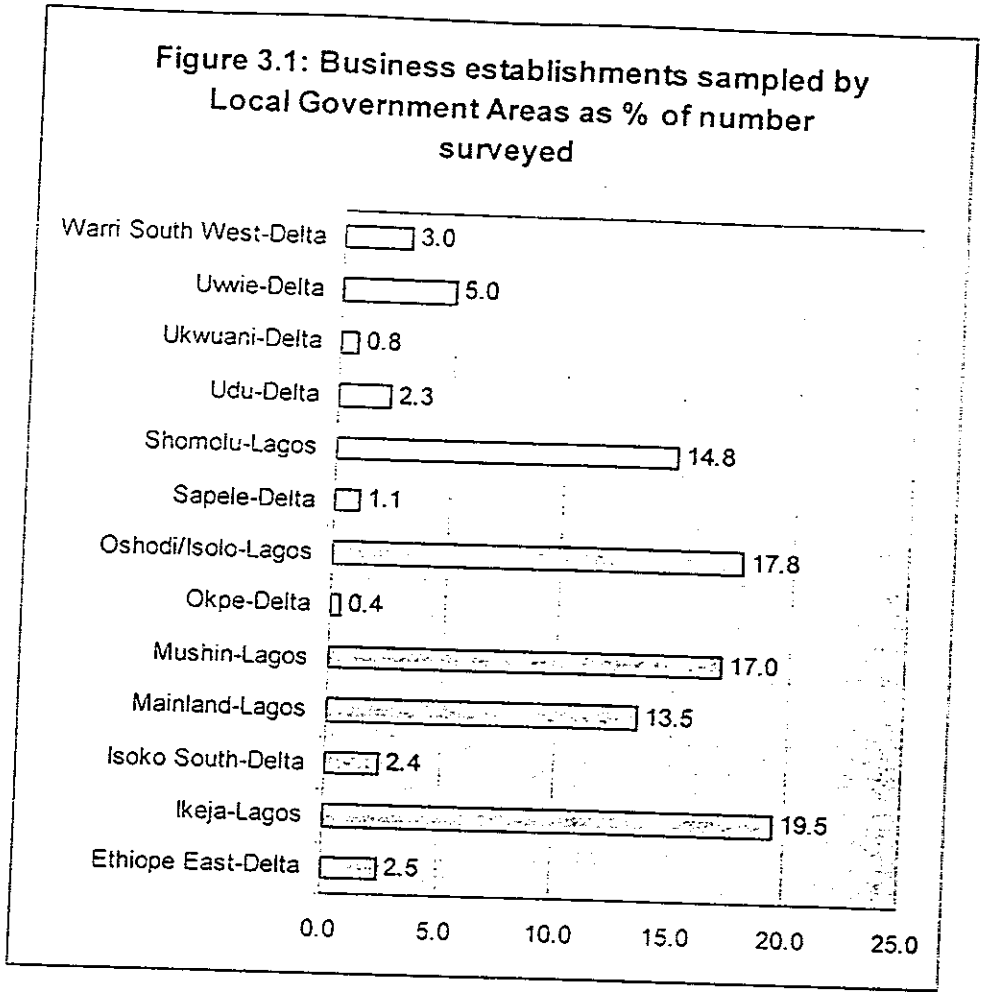


Table 3.2: Main business activities of the establishments/institutions surveyed

✓ Architecture	✓ Advertising	✓ Consultancy
✓ Auto electric services	✓ Air conditioning/refrigerator repair	✓ Aluminum works
✓ Bakery	✓ Art work/Artistic works	✓ Auto dealership
✓ Battery charger	✓ Auto engineer/mechanic	✓ Aviation handling
✓ Bike repair	✓ Banking	✓ Barbing salon/hairdressing/beautician
✓ Book binding	✓ Beer parlour	✓ Bicycle repair
✓ Bricklayer/block making	✓ Black smithing	✓ Block making/moulding industry
✓ Building material seller	✓ Bookshop	✓ Boutique
✓ Butcher	✓ Broadcasting	✓ Building fences/houses
✓ Car spraying	✓ Bus transportation	✓ Business centre
✓ Cattle rearing	✓ Cable equipment/ installation	✓ Cap design/maker
✓ Chemical distributor/production	✓ Carpentry/furniture making	✓ Catering/canteen services
✓ Cleaning/laundries	✓ Chain making/rigs	✓ Chalk production
✓ Cobbler	✓ Chemist	✓ Civil engineering
✓ Computer training	✓ Clearing agent/shipping	✓ Clearing and forwarding

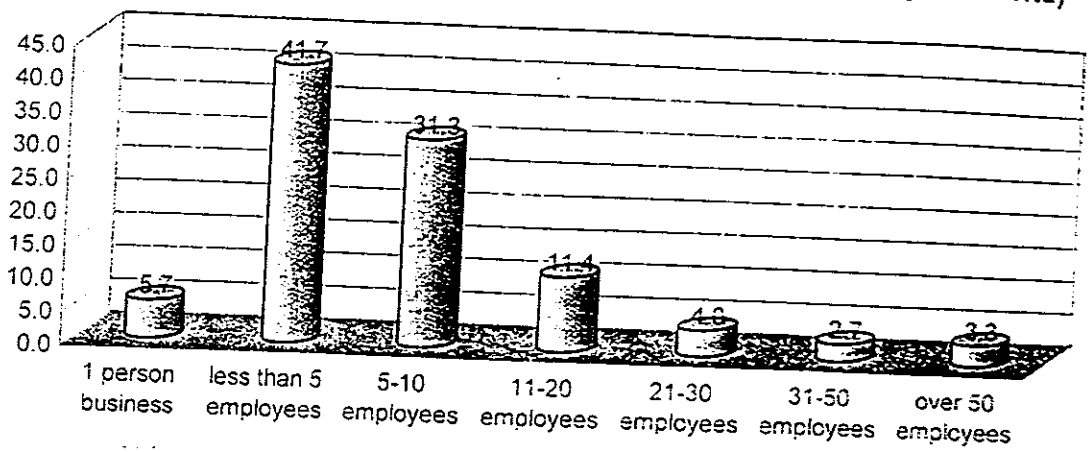
✓ Contractor	✓ Computer maintenance/repair/accessory	✓ Computer networks
✓ Cyber café	✓ Confectionary	✓ Construction
✓ Decorating	✓ Cosmetics production	✓ Coupon pool play
✓ Distributor	✓ Dealer in electronics	✓ Dealer in motor parts
✓ Electrical fittings/installations	✓ Desktop publishing	✓ Diagnosis of patient
✓ Exterior decoration	✓ Dry cleaning/laundry services	✓ Educational services
✓ Fashion design	✓ Estate management	✓ Evangelism
✓ Film washing	✓ Fabricators/builders	✓ Farming/farming equipment
✓ Food processing/production	✓ Fashion design/Cloth weaving/sewing	✓ Film show
✓ Generator repair	✓ Fire-safety services	✓ Fishing
✓ Gold smith	✓ Frames/door/wiring	✓ General goods sale/supply
✓ Hotel management/catering	✓ Glass factory	✓ Glazing
✓ Insurance brokers	✓ Graphics	✓ Groceries
✓ Lodging & accommodation	✓ Haulage contractors	✓ Health care/medicals
✓ Manufacturing	✓ Ice cream production/sales	✓ Import & export
✓ Motor dealership	✓ Internet provision/e-mail services	✓ Law chamber/Legal advice
✓ Ocean liner/shipping	✓ Making of pure water	✓ Making of soap
✓ Paint production	✓ Marketing firm	✓ Metal work/metal fabrications
✓ Photo copying	✓ Music entertainment/musical studio	✓ Newspaper selling
✓ Plumbing work	✓ Oil drilling	✓ 'Okada' driving
✓ Recruitment agents	✓ Palm oil production	✓ Petroleum/petrochemical products
✓ Secretarial services	✓ Photography/ photo studio	✓ Plastic works
✓ Surveying	✓ Pottery making	✓ Poultry farming
✓ Video/cassette services	✓ Restaurant services	✓ Sculpture
✓ Vulcanising	✓ Security/crime prevention services	✓ Sewage disposal services
✓ Welding & fabrication	✓ Telecommunication/telephone services	✓ Trading - buying & selling

Source: Author's field survey

3.3 Number of employees/time last hired/recruited an employee

The majority of the establishments surveyed are small businesses with less than 5 employees (Figure 3.2). About 6% of the establishments are one-person businesses with no other employees involved. In general terms, the survey shows that the establishments surveyed fall within the category of small/medium size enterprises with 73 % of the institutions employing between 1-10 people.

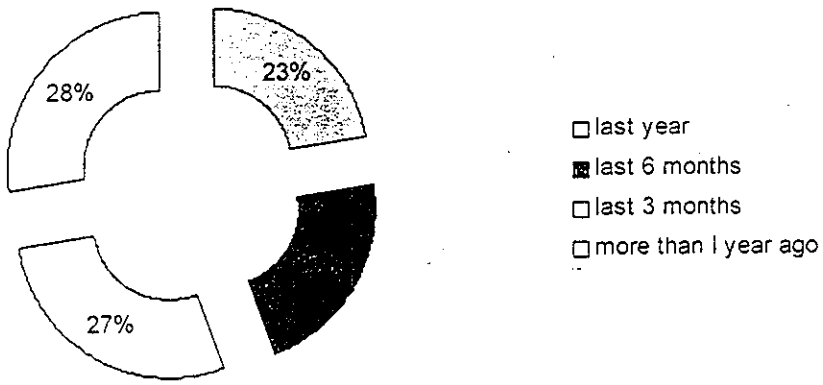
Figure 3.2: Number of employees (% businesses surveyed - Lagos & Delta)



Although many of the establishments (28%) did not hire or recruit any employee during the period 2 months before the survey, 27% of the institutions sampled claimed to have employed new workers during the last three months. A slightly lower proportion of the businesses surveyed (22%) recruited new personnel in the last three months. Therefore, the study shows that about half of the businesses involved in this survey have employed at least one new worker during the last 6 months.

The surveys shows that many businesses would like to employ new workers but are unable to do so for reasons associated with lack of funds to pay new workers. Another common reason given for not employing new workers is lack of new business or limited scope of existing ones. However, a number of the establishments indicated they rely on family members to help out in business activities or use casual workers and/or trainees instead of employing new workers.

Figure 3.3: Time last recruited an employee (%)



3.4 Skills/competency rating of new employees at the time of hire

Over half of the establishments surveyed (55%) rated their new workers as either very competent or competent and skilful for the job at the time of hiring them. However, 31% regarded their new employees as averagely competent while a significant proportion (14%) rated their new staff as incompetent or very incompetent (Figure 3.4). This finding suggests that any on-the-job skills training programme would, as a matter of necessity, focus on those employees regarded as incompetent or unskilled for the task for which they are currently employed.

3.5 Factors considered in hiring new employees & recruitment methods used

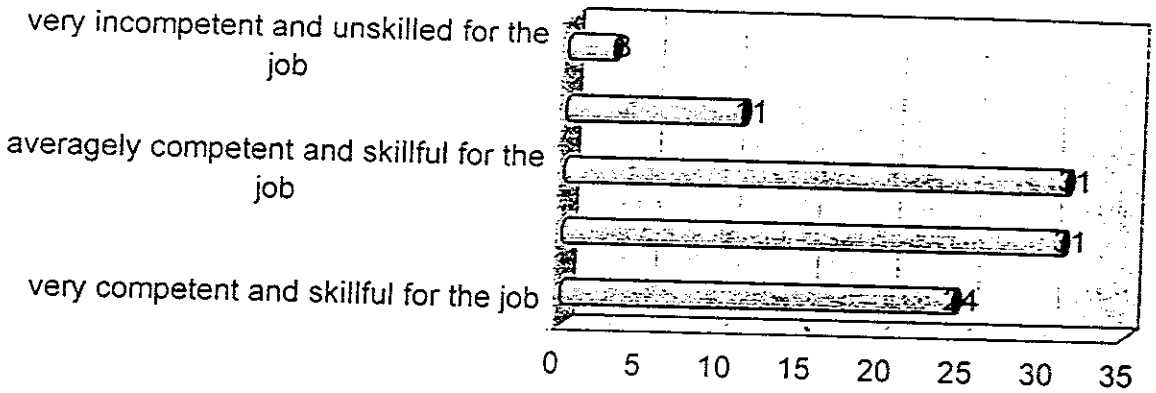
The survey shows that the most important factors considered by employers, in order of importance, when hiring any new workers are, (a) previous work experience, (b) educational background, (c) pleasant personality of the potential employee, (d) employees' age, and, (e) level of vocational skills acquired or possessed (see Table 3.3).

Table 3.3: Main factors looked out for in new employees

Factors	(% of respondents)	
	Yes	No
Age	26.9	73.1
Educational background	39.3	60.7
Pleasant personality	27.4	72.6
Vocational skills	20.0	80.0
Work experience	53.5	46.5

Source: Author's field survey

Figure 3.4: Competency of new workers at the time of hire (%)- as rated by employers



Apart from those factors listed in Table 3.2, other things employers lock out for in potential new employees include, ability to adapt to work demands, willingness to learn, dedication and commitment to duty, obedience to superiors and physical/health fitness. Others virtues considered are as listed in Table 3.4.

The survey shows that some employers consider potential employees' religious and tribal affiliation as a factor in deciding whether to employ them or

not. This finding has significant implication for the current efforts at nation building, especially for a society that is essentially multi-cultural with different religious beliefs.

Table 3.4: Other virtues/factors employers look out for in new employees

✓ Ability to adapt	✓ Ability to learn	✓ Ability to read & write
✓ Agility	✓ Good application letter	✓ Right attitude
✓ Competency	✓ Composure	✓ Dedication & commitment
✓ Diligence & craft skills	✓ Family background	✓ Fluency in English
✓ Genuine willingness to work	✓ Religion/'god fearing'	✓ Hard working
✓ Health factor	✓ Intellectual ability	✓ Interest & willingness
✓ Letter of appointment	✓ Health/medical fitness	✓ Location/nearest to place of work
✓ Tidiness/neatness	✓ Obedience to superior	✓ Physical fitness and strength
✓ Personal advertisement	✓ 'Personal relationship'	✓ Tribal affiliation

Source: Author's field survey

The survey shows that the most widely used method of recruitment by employers is recommendation from friends/business partner or family friends. Over half of the establishments surveyed used this method for hiring their new employees (Table 3.5). Job advertisement through the newspapers and other media is the next most commonly used main method of recruiting new staff, according to the study.

Table 3.5: Methods used in recruiting new employees

Recruitment methods	(% of respondents)	
	Yes	No
Advertisement in the newspaper/media	24.3	75.7
Recommendation of friends/business partner/family friends	55.2	44.8
Trade/vocational schools	11.4	88.6
Government institutions	3.4	96.6
Consultants/recruitment agency	8.9	91.1
Other methods	4.1	95.9

Source: Author's field survey

However, some employers use other methods of hiring their staff ranging from entry through apprenticeship, recommendations from customers to contacts through religious organisations (Table 3.6).

Table 3.6: Other methods used by employers in recruiting new workers

✓ Employees enter as apprentice then later join the staff	✓ Use of blackboard for adverts	✓ By invitation only
✓ By Local Government selections	✓ Offer made to anybody available	✓ Only employ family members
✓ Personal contact with potential employee	✓ Placing adverts in front of office/shop/factory	✓ Placing adverts on notice/billboards board
✓ Recommendations from customers	✓ Talking to friends	✓ Through church/Christian fellowship
✓ Through connection with employees' parents	✓ Through government institution	✓ Through interaction at the motor park
✓ Unsolicited application	✓	✓

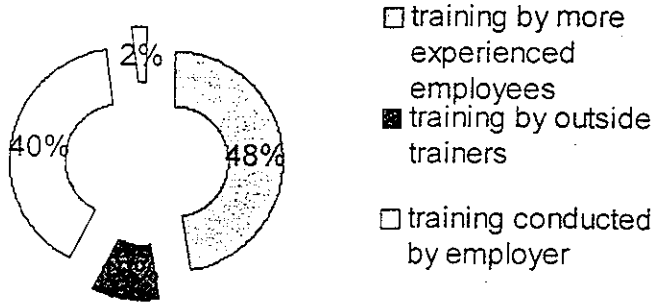
Source: Author's field survey

3.6 Training of new employees & conductor of training

The majority of the businesses surveyed (69.9%) indicated that their new employees receive training when they join the business. This relatively large proportion of establishments who provide training for their new employees underlie the importance of workforce training in a country such as Nigeria, if the country is to develop economically. Efficiency in the workplace, to a great extent, depends on how the existing workforce are trained to cope and adapt to the changing market situation.

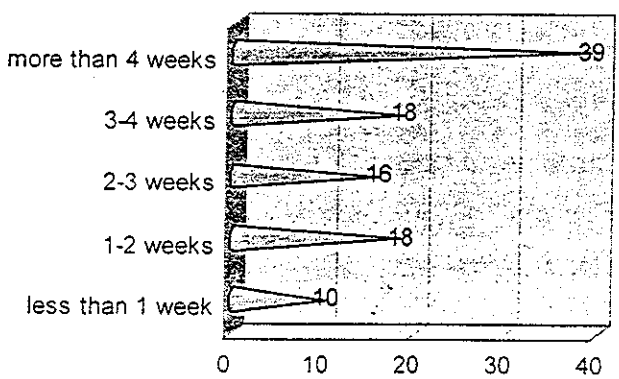
The survey shows that for the businesses surveyed, training for new workers is mostly conducted by more experienced employees. Forty percent of the businesses used their old staff to conduct job training for their new workers, while a similar proportion of the employers (40%) conducted the training themselves (Figure 3.5). The use of outside trainers by employers is rather limited, according to the survey. Only 10% of businesses surveyed indicated using outside trainers to train their new staff.

Figure 3.5: Conductor of training for new employees (%)



The length or duration of training received by new employees varies widely from one business institution to another. However, for most of the businesses surveyed, the average length of training is more than 4 weeks. About 40% of the business establishments who provide training for their new staff do so over a period lasting more than 4 weeks. Only 10% of the respondents provide less than a week's training for their new staff (Figure 3.6).

Figure 3.6: Average length of training for new employees (%)



Business currently not satisfied with

There are vast areas of businesses that employers surveyed are not currently satisfied with. The problem areas vary widely from one form of business to another and from one geographic location to another. However, for the purpose of this report, only the generic areas of difficulty experienced by the majority of the businesses are reported. These are problem areas considered likely to impact on the business activities of many employers, irrespective of the nature of their business.

Table 3.7 provides a summary of the most common problems indicated by the employers as shown by the survey. Notables amongst the difficulties faced by employers in relation to their employees or workforce are:

- Ageing/age related problems of existing workers,
- Dishonesty amongst employees.
- General inefficiency and laziness of workers
- Irregular working hours by staff
- Lack of skilled/qualified staff in key areas of business
- Language barrier
- Poor customer-staff relations
- Staff lateness to work
- Time wasting and nonchalant attitude of workers.

As far as the general environment of doing business in Nigeria is concerned, the survey shows that the employers have difficulties with the followings areas or issues as it relates to their business activities.

- Erratic electric power supply
- High cost of renting shops/business premises
- Rising cost of raw materials used in business
- Poor transport/communications infrastructure
- Constant fuel shortage, amongst many others
- Lack of industrial machines and other capital
- Volatile foreign exchange rates with the local currency
- High cost of spare parts
- Insufficient capital for investment
- General lack of computing facilities
- Problem with security in relation to property and life
- Delayed delivery
- Fake drugs/materials or spare parts
- Rising cost of imports.

Table 3.7: Most common problems faced by employers in their businesses

✓ Ageing/age related problem of workers	✓ Bad road and transport infrastructures	✓ Bad/poor location of business
✓ Business management problems	✓ Changing seasons/weather condition/slow business during raining season	✓ Complaints from client/customers
✓ Constant fuel shortage	✓ Current workers attitude to work	✓ Delayed delivery
✓ Dishonesty amongst employees	✓ Disobedience by workers	✓ Employees' disrespectful attitude to customers
✓ Erratic electric power supply- NEPA problem	✓ Expensive raw materials	✓ Fake drugs/materials/parts
✓ Fierce market competition	✓ Frustration with customers' attitudes	✓ Generally difficult economic situation in the country
✓ Government 'housing rules'/policies	✓ High cost of cement/material	✓ High cost of food stuff
✓ High cost of renting shop/business premises	✓ High cost of spare parts	✓ Incompetent business manager
✓ Inefficiency of workers	✓ Insufficient capital for investment	✓ Insufficient customer patronage
✓ Insufficient skilled workers	✓ Irregular working hours	✓ Lack of adequate computing skills- processing & programming
✓ Lack of capital for expansion	✓ Lack of computing facilities/poor maintenance of existing facilities	✓ Lack of good teachers
✓ Lack of industrial machine	✓ Lack of qualified engineers	✓ Lack of skills in cash management
✓ Lack of sufficient administrative funds	✓ Lack of support/encouragement from government for small scale business	✓ Language barrier
✓ Laziness of workers	✓ Loss of customers	✓ Low sales/profit turnover
✓ Managing growing debts	✓ Need for constant car repairs	✓ Non availability of qualified/professional staff
✓ Poor business environment	✓ Poor communication facilities	✓ Poor customer/staff relations
✓ Poor standard of production	✓ Poor/bad market in relation to business	✓ Poor/Inappropriate business/shop location
✓ Problem of having to sell to customers on credit	✓ Problem with accounts keeping/documentation	✓ Problem with book/record keeping
✓ Problem with landlords	✓ Problem with security – property and life	✓ Problems with customer management
✓ Problems with servicing business equipment	✓ Product distribution problems – slow & inefficient	✓ Rising cost of imports
✓ Rising cost of material used for business	✓ Rising cost of production	✓ Scarcity of raw material used in business
✓ Staff general attitude (nonchalant)	✓ Staff lateness to work	✓ Time wasting attitude of staff
✓ Volatile foreign exchange rates with the local currency		

Source: Author's field survey

The survey shows that 16.5% of the businesses believe the main problem identified in areas of business was due to lack of training of employees. While 63.4% indicated the problem they face is not connected with lack of training, 20.1% did know whether there is any connection between problem faced in business and employees' lack of training.

Nevertheless, the employers indicated they are taking series of actions to address the problems faced in their businesses. Some of the actions being taken were aimed at, (a) giving more skills training for their existing staff (b) changing attitudes of employees to work, (c) influencing government policy towards employers and owners of businesses, (d) procuring better equipment/tools and other resources that could enhance business activities, and (e) improving the general environment in which they do business. Details of these and other steps being taken to address problem in business are as provided in Table 3.8.

Table 3.8: Steps taken by employers to address problems in business

✓ Acquire better skills to do the job	✓ Acquire more computer systems	✓ Adapt to new technology
✓ Adopt 'pay by service' policy	✓ Advertise business in the media & newspaper	✓ Advise government on workforce development policy
✓ Advise sales representatives on the need ensure customer satisfaction	✓ Appeal to government to help small scale business	✓ Arrange training courses for workers
✓ Be more organised	✓ Borrow more money to invest in business	✓ Bring boys from village to work on business
✓ Buy a generator	✓ Buy more vehicles	✓ Carry out more market research
✓ Change business operations to suit customer	✓ Change driver	✓ Change workers uniform
✓ Closer supervision of workers	✓ Dialogue with management	✓ Do nothing
✓ Educate customer	✓ Employ more skilled employees	✓ Employ trained teacher
✓ Employ well-trained marketing executives	✓ Ensure adequate supervision of employees	✓ Expand business
✓ Extend time of training	✓ Government to reduce tariffs/tax	✓ Improve customer/staff relationship
✓ Increase the number of workers by bringing in new staff	✓ Invite experts to train staff	✓ Lay more emphasis on training
✓ Lay off & re-employ staff	✓ Learn how to identify fake goods	✓ Learn to speak English

✓ Lodge complaints with union/government	✓ Look for another channel or line of business	✓ Make some employees redundant
✓ Making staff pay for coming to work late	✓ Move to new accommodation/relocate business to another place or area	✓ Obtain bank loans to invest in business
✓ Persuade customer to pay promptly	✓ Praying to God for business to pick up	✓ Procure better machines/equipment
✓ Provide better instructions for workers	✓ Provide incentives for employees to work harder	✓ Put in place a disciplinary procedure for staff
✓ Reduce cost of production	✓ Search for vocational/training institution to help train staff	✓ Seek assistance from abroad
✓ Seek help while doing the business accounts	✓ Stop import until provided with visa	✓ Store fuel in anticipation of any fuel shortage/crisis
✓ Try and change government policy towards small-scale businesses	✓ Undertake 'aggressive marketing'	✓ Upgrade existing stock
✓ Use consulting agency/professionals on areas of problem		

Source: Author's field survey

3.8 Areas with opportunity for growing business

The employers surveyed identified a number of areas with opportunities for growing business in their industry of operations. While numerous areas of growing business opportunities were identified, the most common areas recorded in this survey are as shown in Table 3.9. The survey shows that many business owners are taking initiatives to develop their business along those areas they considered to be opportunities for growing business, however, many of these initiatives are constrained by a general lack of resources, and or trained/skilled personnel to achieve their business objectives.

Table 3.9: Areas of opportunity for growing business

✓ Accountancy	✓ Advertising	✓ Agriculture in general
✓ Air conditioning/refrigerator service/ repair	✓ Aluminum welding/glass fabrication	✓ Animal husbandry
✓ Bakery/bread industry	✓ Barbing	✓ Billboards production
✓ Bricklaying	✓ Building & construction	✓ Bulk purchase of consumer goods for resale
✓ Buying and selling modern machines	✓ Buying and selling of tyres	✓ Buying of paper cutting machine

supply	✓ Car panel beating/spraying	✓ Carpentry/carving wood
✓ Cassette/video sales	✓ Catering services/hotel	✓ Colour photocopying
✓ Computer training/servicing	✓ Consultancy	✓ Do more English dishes/menu
✓ Drug production/sales	✓ Educational consultancy	✓ Electrical instillation/supplies
✓ Fashion/design	✓ Fast food outlet	✓ Film production
✓ Fisheries/fish industry	✓ Fridge fabrication	✓ Furniture making
✓ Getting more 'Okadas'	✓ Giving business advice & counseling	✓ Hair dressing/barbing salon
✓ Hardworking	✓ Herb plantation/herbal treatment	✓ Hiring out speed boats
✓ Honda motor parts sales	✓ Import of industrial equipment	✓ Importation of used vehicles
✓ Installation of car a/c	✓ Installing of transformer	✓ Interior/exterior decoration
✓ Land & property management	✓ Large-scale farming	✓ Learning centre
✓ Learning fashion design	✓ Making embroidery	✓ Making pure water
✓ Manicure treatment	✓ Manufacturing home made goods	✓ Manufacturing of shoes
✓ Marine insurance	✓ Organizing wedding ceremonies	✓ Penetrating foreign market
✓ Photography/film developing	✓ Producing Bridal wear	✓ Production of ice cream
✓ Product packaging	✓ Running private schools/educational services	✓ Financial investment services
✓ Providing vocational training	✓ Sales/service of mobile phones/communication system	✓ Selling fuel/petro-chemical products
✓ Selling hair dressing products	✓ Selling of cement/building materials	✓ Setting up branches of business nationwide
✓ Setting up Internet services/browsing services	✓ Setting up nursery/crèche for children	✓ Setting up oil mill industry
✓ Training and development	✓ Training teachers	✓ Weaving of African clothes
✓ Web page design	✓ Direct selling/door to door sales strategy	✓ House video production

Source: Author's field survey

3.9 Availability of qualified/skilled workers in potential growth area of business

The survey shows that while 59.3% of the employers indicated enough qualified workers are available in their establishments in what they considered to be the potential growth areas of business, a significant proportion (40.7%) admitted non-availability of qualified/skilled workers in those areas.

Why many employers admitted they couldn't afford to hire qualified skilled workers others have specific plans in place for securing qualified/skilled

workers for their business. It needs to be mentioned however, that these plans vary enormously from one business/employer to another depending not only on the size of business, but also on the structure of business ownership and nature of business activities involved. Table 3.10 summarises specific plans by employers, designed to secure qualified workers as reported by the majority of the respondents.

Table 3.10: Plans designed to secure qualified/skilled workers

✓ Add more money to grow the business	✓ Advertise on television/newspapers for qualified/skilled workers	✓ Billboard adverts for qualified workers
✓ Borrow skilled workers from other companies	✓ Consult a computer centre	✓ Consult government agencies
✓ Conduct a re-orientation programme for the workers	✓ Conduct more regular training for workers	✓ Employ a trainer to teach employees
✓ Consult vocational training schools/institutions	✓ Embark on workers training-needs enlightenment campaign	✓ Engage in part time training
✓ Employ retired nurses/workers	✓ Encourage employees to go for relevant courses	✓ Looking for a good apprentice who can be trained
✓ Get enough capital to invest on qualified/skilled workers	✓ Hiring experts from abroad	✓ Seek advice from family & friends
✓ Place advert in front of shop/business premises for qualified/skilled workers	✓ Provide more training opportunities for workers	✓ Using advertisement consultants to search for qualified/skilled worker
✓ Select & interview many potential workers	✓ Send some workers for training and let them train other employees later	

Source: Author's field survey

3.10 New skills new employees are expected to have

The survey shows that the employers expect their new employees to possess specific skills related to their business activities. Again, the type of skills required varies significantly from one employer/business to another. These range from simple skills on how to operate a washing machine or a digital camera to more complex skills such as knowing how to work big industrial machines or undertake market research. Table 3.11 details the new skills that employers would like their new employees to have, according to the survey.

Table 3.11: New skills required/desired from new employees

✓ Ability to browse the internet effectively	✓ Ability to apply new technology in business	✓ Ability to assemble electric power generator
✓ Ability to attract customers	✓ Ability to bake wedding cakes	✓ Ability to communicate with customers
✓ Ability to cook different varieties of food	✓ Ability to cope with children	✓ Ability to differentiate fake from genuine products
✓ Ability to install all air conditioning appliances	✓ Ability to measure accurately	✓ Ability to operate digital cameras
✓ Ability to operate industrial machine	✓ Ability to operate modern industrial/business machine/tools	✓ Ability to operate washing machine
✓ Ability to produce ice cream	✓ Ability to read and write	✓ Ability to repair generator
✓ Ability to repair modern vehicles	✓ Ability to repair video game machines	✓ Ability to seduce/convince customers
✓ Ability to sew good unisex suits	✓ Ability to supervise and control other junior workers	✓ Ability to take stock of items
✓ Ability to understand and work towards meeting customer demands	✓ Ability to understand children	✓ Ability to use computer
✓ Ability to use scanner	✓ Ability to work without supervision	✓ Accounting skills
✓ Adaptation skills	✓ Administrative skills	✓ Aggressive marketing skills
✓ Air conditioning/refrigeration repair skills	✓ Aluminium welding skills	✓ Auditing skill
✓ Auto mechanic repair skills	✓ Barbing skills	✓ Building construction/technology skills
✓ Business management skills	✓ Cake decoration skills	✓ Car painting/repair skills
✓ Cloth weaving skills	✓ Communication skills	✓ Comp programming skills
✓ Computer engineering skills	✓ Computer graphic skills	✓ Computer repair/servicing/maintenance skills
✓ Consultancy skills	✓ Creativity & good finishing of products skills	✓ Design skills with aluminium
✓ Driving skills	✓ Electric power generator repair skills	✓ Fast typing skills
✓ Film processing	✓ Film production skills	✓ Gas welding skills
✓ Good advertising skills	✓ Good bargaining skills	✓ Good customer services relations skills
✓ Good lecture method	✓ Good managerial skill	✓ Good marketing strategies
✓ Hairdressing skills	✓ High intelligence level/thinking ability	✓ Installation of car air conditioning skills
✓ Insurance sales skills	✓ Iron casting skills	✓ Knowledge of automobiles
✓ Knowledge of different arts/design	✓ Knowledge of different hair styles	✓ Knowledge of highway traffic codes
✓ Knowledge of latest computer soft wares	✓ Knowledge of local herbs	✓ Knowledge of the banking sector
✓ Knowledge of the	✓ Lens focusing skills	✓ Managerial skills

country's economy		
✓ Market surveys/analyses skills	✓ Marketing skills	✓ Metal works/fabrication skills
✓ New skills in hairdressing	✓ Overhead welding skills	✓ Panel beating skills
✓ Personnel management skills	✓ Plumbing skills	✓ Printing skills
✓ Proficiency in English	✓ Publishing skills	✓ Shoes/bag making skills
✓ Skills for car electronics installation/repair	✓ Skills in buying and selling techniques	✓ Skills on how to approach/address or attend to customers
✓ Snacks making skills	✓ Store keeping/management skills	✓ Teaching skills/experience
✓ Technical skills in arts and design	✓ Upholstery/furniture making skills	✓ Video/electrical appliances repair skills
✓ Web page design skills	✓ Welding techniques/fabrication skills	✓ Ability to trouble shoot and solve problems before they arise
✓ Bilingual/multi-lingual skills	✓ Knowledge of disease prevention methods/skills	

Source: Author's field survey

Apart from specific job related skills desired from new workers as indicated by the employers, there are a number of virtues that businesses require their new employees to possess some of which may have significant impact on their efficiency/productivity at work. Notable amongst these virtues or characteristics as shown by the study are:

- Ability to attend to customers promptly
- Alertness
- Amiable personality
- Attentiveness
- Belief in God ('must know God')
- Creativity
- Diligence/ dedication to duty
- Efficiency at work
- Forward looking and ability to take initiative
- Good appearance/presentation (smart dress)
- Good attitude to work
- Good conduct/character in and out of work
- Good interpersonal relations
- Good personality
- Hard working/willingness to work
- Honesty
- Loyalty to employer
- Obedience
- Patience with customers
- Punctuality at work

- Respectful/courteous attitude towards customers
- Sharpness/smartness at work
- Trustworthiness/accountability/transparency

While many of these virtues or characteristics may be desirable in all business activities, the effects of the lack of these virtues amongst employees on individual business may vary considerably.

3.11 Knowledge of any vocational training institution/contact with institution

The survey shows a general lack of knowledge amongst employers of any vocational training institution in their locality. Only 22.2% of the employers know of any skills/vocational training institute in their neighbourhood. Amongst those employers who know of vocational/skills training institutes in their locality, only 14% have ever contacted such institutions for the supply of their workforce.

However, of those employers who have graduates of vocational training establishments in their workforce, 48.4% indicated their satisfaction with the level of mastery of skills by trainees/graduates of the vocational training institutions. When asked whether employers are willing to provide vocational institutions with feedback on how to improve training to meet workforce needs, 70.7% indicated their willingness to provide such feedback if requested. Only 29.3 of the employers or businesses would be unwilling or unable to provide any feedback.

3.12 Skills needed in the job market in the respondents' locality

The respondents indicated a vast array of skills they believe are needed in the job market in their locality for which there are no appropriate training facilities available. The most common of these skills are as listed in Table 3.12. It needs to be mentioned, however, that the degree of need for each of the skills listed in Table 3.11 may vary from one locality to another. Hence, it is

essential that local conditions be taken into consideration in any new programme designed to introduce vocational skill/training to meet local market demands.

Table 3.12: Skills needed in the job market in employers' locality

✓ Accounts management skills	✓ Air conditioning/refrigerator repair	✓ Aluminum works/fabrication/welding skills
✓ Art and design skills	✓ Auto mechanic/engineering skills	✓ Bakery/baking skills
✓ Barbing/ hairdressing skills	✓ Beauty therapy skills	✓ Block making/brick laying skills
✓ Buying/selling techniques skills	✓ Carpentry/wood work skills	✓ Catering & hotel management skills
✓ Communication skills	✓ Computer application software/engineering skills	✓ Computer literacy/training skills
✓ Customer management skills	✓ Driving skills	✓ Electrical installation/repair skills
✓ Embroidery/cap making skills	✓ Fashion design skills	✓ Gold/black smithing skills
✓ Good staff-customer relations skills	✓ Hair dressing/colouring skills	✓ Handbags/leather bags/shoes making skills
✓ Industrial machine fitting/repair	✓ Information technology skills	✓ Insurance brokerage skills
✓ Internet browsing skills	✓ Metal fabrication skills	✓ Modern car repairs skills
✓ Modern photography skills	✓ Nursing skill	✓ Panel beating skills
✓ Plumbing skills	✓ Printing/lithographic skills	✓ Product marketing skills
✓ Road construction/maintenance skills	✓ Sales management skills	✓ Secretarial skills
✓ Storekeeping skills	✓ Tailoring & cloth weaving skills	✓ Upholstery/furniture making skills
✓ Vulcanizing skills	✓ Desktop publishing	✓ Medical laboratory work skills
✓ Cosmetics production	✓ Computer integrated network skills	✓

Source: Author's field survey

3.13 Skills for which there is no immediate market demand

The survey shows that there are a number of skills for which the employers considered there is no immediate market demand and hence could be phased out in the training system of vocational training institutions. Notable amongst these skills are those shown in Table 3.13.

It is essential to mention that while many of the listed skills in Table 3.12 may be considered irrelevant to the current market-need or situation in all of the areas surveyed, there may be some skills featured in the list that could still be required in some locality. Hence, it is essential that any curriculum review of existing vocational training programme based on this finding should take into consideration differences in the local market condition.

Table 3.13: Skills for which there is no immediate market demand

✓ 'black and white' photography	✓ Agriculture & agricultural related training	✓ Barbing with razor blaces
✓ Basket weaving	✓ Bicycle repairs	✓ Black smithery
✓ Bricklaying	✓ Cap making	✓ Coal mining skills
✓ Glass cutting/glazing	✓ House painting skills	✓ Laundry
✓ Manual typewriters	✓ Pottery making	✓ Printing of jerseys and vests
✓ Repair of old transistor radio	✓ Secretarial studies	✓ Town planning
✓ Typing and shorthand	✓ Use of ancient/outdated barbing clipper	✓ Weaving & knitting skills
✓ Woodcarving		

3.14 Conclusions and policy implications

Six major conclusions could be drawn from the workforce-market need survey exercise. Some of these include recommendations made regarding the WDCSSI project, the role of government and the operations of OICI/NOIC in Nigeria in general.

First, the large proportion of employers/businesses who provide training for their employees suggests a general recognition of the importance of workforce training in a country such as Nigeria. Efficiency and productivity in the work place, to a very large extent, depends on the degree to which existing workforce are equipped, trained and prepared to cope with the ever changing market situation. Consequently, increasing both private and public investments in workforce training and skills acquisition is an essential step towards economic and social development in Nigeria.

Second, given the general low level of awareness of the existence and operations of vocational training institutes in their locality, there seems to be a great need to embark on publicity initiative by NOIC and other vocational training institutes with regards to their training courses. Such publicity programme should, as a matter of necessity, focus on employers of labour, particular both small and medium scale businesses, which may benefit from their training programme.

Third, the general areas of business employers are unhappy about, according to the survey, revolve primarily on three aspects of the Nigerian society. These are, (a) the negative attitude to work by employees, (b) the lack of resources for investment, especially amongst small-scale and medium-scale business owners, and (c) the generally poor business environment in terms of infrastructures such as the erratic electric power supply, poor transport facilities/road condition, non-reliable/non-existence of telephones and other modern tele-communication facilities.
Along this line, there is a need for government/private partnership to improve the business environment in Nigeria if the country's strive for development is to be achieved.

Fourth, in the light of the foregoing, the NOIC and other vocational training institutions operating in Nigeria should consider incorporating or strengthening the business/work ethics training component into their courses to combat some of the negative attitudinal problems identified by employers in this report.

Fifth, in relation to the specific market demand for some skills and vocational training identified in this study, NOIC and other vocational training institutions may need to review their training curriculum to reflect current market-needs in Nigeria. While many existing training courses may need slight modifications, there is a need for a complete overhaul of a number of other training courses to meet current market demands. In some cases, new courses may need to be designed to take account of modern and fast changing job-market in

... especially in those areas with opportunity for growing business as identified in the study (see Table 3.9).

Sixth, in the light of the general findings of this study, it needs to be mentioned that appropriate evaluation and assessment scheme needs to be put in place not only to assess/monitor the impacts of the WDCSSI project, but also to highlight the impact of NOIC activities in workforce development in Nigeria. Any project evaluation scheme should include an analysis of feedback from employers with respect to NOIC graduates/trainees. Such information should be used to review existing training programmes on a regular basis in line with the changing market situation in Nigeria.

SECTION FOUR

HIV/AIDS AWARENESS SURVEY – LAGOS, KANO AND THE DELTA STATES

4.1 Introduction

This section contains the results of the HIV/AIDS awareness survey conducted in Lagos, Kano and the Delta States (see Jegede, 2001). The Acquired Immune Deficiency Syndrome (AIDS) is a sexually transmitted disease or infection transmitted via body fluids that contain the Human Immuno-deficiency Virus (HIV). The HIV virus attacks the immune system and paralyses the defence mechanisms of the body that fight against infections and other diseases such as cancer (Red Cross 1996). Therefore, once exposed, the body loses its fight against normally curable diseases.

HIV/AIDS is one of the greatest threats to human resource development in human history. The growing number of people that are at risk from this currently incurable disease makes HIV/AIDS control and eradication one of the greatest challenges facing humankind. Estimates for 1995 suggest that between 7,500 and 8,500 people are being infected with the HIV virus every day around the world (UNAIDS 1996). Recent statistics show this figure has increased significantly to a worrying level. While the spread of HIV/AIDS is a cause for concern all over the world, Africa is considered to be the worst hit region in terms of infectivity[17]. According to Fitzgerald 1992, by the end of 1991, nearly seven million of the 500 million people living in Sub Saharan Africa were HIV positive[18].

[17] For further information on HIV/AIDS in Africa, see Barnett and Blakie (1992): *Aids in Africa – Its present and future impact*, Belhaven Press. For a more recent data on HIV/AIDS in Africa see the website of the United Nations on Aids at www.unaids.org

[18] Eighty percent of the HIV infections in Africa are considered to be sexually transmitted, therefore HIV/AIDS is having its greatest effect on people aged 15 to 50 years, which is the most economically active and productive group.

on that HIV/AIDS could have or is having serious effects on Nigeria's economic, social and political development, this survey was designed to establish the level of public awareness about the disease. The section covers essential issues involved in HIV/AIDS awareness, especially amongst the youths, and examines public attitudes towards HIV/AIDS sufferers in Nigeria. By analysing public awareness of, and attitudes towards HIV/AIDS sufferers, the section provides an understanding of the disease from social, economic, and cultural perspectives of the people in Nigeria. With specific reference to WDCSSI project, it is intended that this survey will provide essential data/ information that could HIV/AIDS Awareness Education programme as part of NOIC's activities in human resource/workforce development and training in Nigeria.

4.2 General characteristics of the respondents surveyed

(a) Distribution of respondents by regions

The questionnaire[19] survey exercise covers a total of 2,692 people selected from the three baseline survey areas of Lagos, Kano and the Delta States (Figure 2). These comprise of 1,134 people in Lagos (42.1% of total sampled), 11047 respondents in Kano (38.9%) and 511 people in the Delta state (19%). The number of questionnaires administered in each of the three regions corresponds fairly with the proportion of the total population for the three regions according to the 1991 population data[20] (see Table 4.1).

[19] For details of the questionnaire instruments used in this survey, see Appendices 3a, 4a and 5c of the Baseline Survey Report, Vol. 1 (Fieldwork Phase), presented to Opportunities Industrialisation Centres International (OICI) & United States Agency for International Development (USAID/NIGERIA), October 2001.

[20] Population data are known to generate controversies in Nigeria as a result of what some perceived as the gap between estimates and the real figures shown by the most recent census conducted in 1991. For the purpose of this study, the official population figures are used as provided by the Federal Office of Statistics, Abuja.

Table 4.1: Distribution of survey questionnaires in relation to population figures for Lagos, Kano and Delta states

Region/State	Population (1991)	% of total population	No. of respondents surveyed	% of total respondents surveyed
Delta	2.590.491	18.3	511	19.0
Kano	5. 810.470	41.1	1047	38.9
Lagos	5,725.116	40.5	1134	42.1
Total	**14,126,077**	**100**	**2.692**	**100**

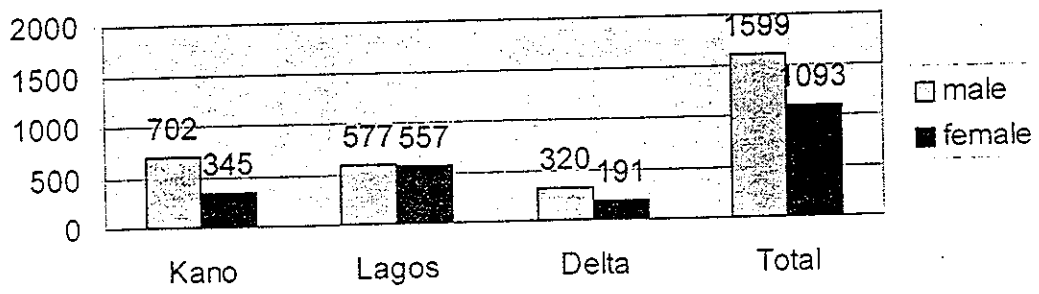
Source: Author's field survey & Federal Office of Statistics. Annual Abstract of Statistics. 1999 Edition. pp. 26.

Over 70% of the people surveyed have lived in the respective state or region of survey for more than 10 years. While, 8.1% have lived in these areas for period 1-4 years, only 3% have been in the area of survey for less than a year.

(b) Gender and ethnic composition & marital Status

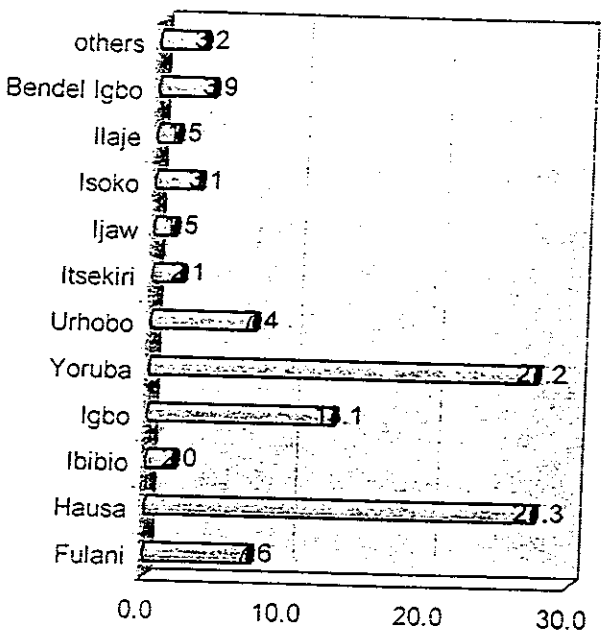
As far as the gender composition of the respondents is concerned, 58.3% are males and 41.7% are females (Figure 4.1.). The majority of the respondents belong to one of the three dominant tribal groups in Nigeria, namely, the Hausas, Yorubas and the Ibos. Figure 4.2 shows the respondents surveyed by ethnic composition.

Figure 4.1: Gender composition of respondents



While, 77% of the respondents in Kano who are married are in a monogamous marriage, significant proportions of the people surveyed (23%) are in a polygamous marriage[21]. About 70% of the respondents are single people[22] (i.e. not yet married), while 27% are married (Figure 4.3).

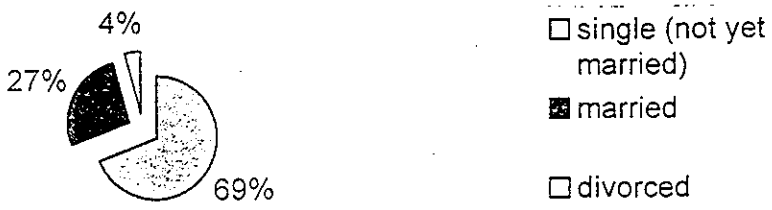
Table 4.2: Ethnic composition of respondents (%)



[21] Polygamous marriage is more widely practised in Kano State as a result of the Islamic influence in the area which officially allows a man to marry more than one wife. This practice is less widespread in the Christian dominated regions of Lagos and Kano where monogamous marriage tends to be the norm. Differences in marriage structure between the study areas may have significant impact on the type and nature of sex education that may be introduced in each of the areas covered in this survey.

[22] This figure may include a proportion of people who are below marriageable age.

Figure 4.3: Respondents' marital status



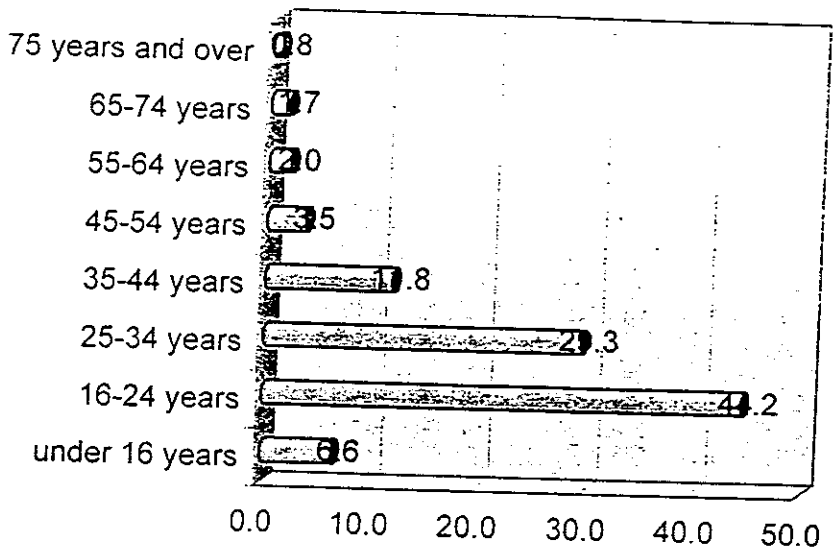
(c)Age structure and religious affiliation

The survey shows that majority of the responds (81.9 %) are Christians while 13.7% are Muslims. Three percent of the people surveyed claimed to belong to African traditional religion, while 1.4% claimed to be non-religious or affiliated to other unspecified religions.

Analysis of the age structure of the respondents shows that the majority (73.5%) are aged between 16 – 34 years. Over eighty percent of the people surveyed are within what could be considered the most economically active age group[23] 16-54 years (Figure 4.4).

[23] The general health condition of the economically active section of the population is crucial to any development policy and may impact on the WDCSSI project in terms of provision of education, training and employment opportunities.

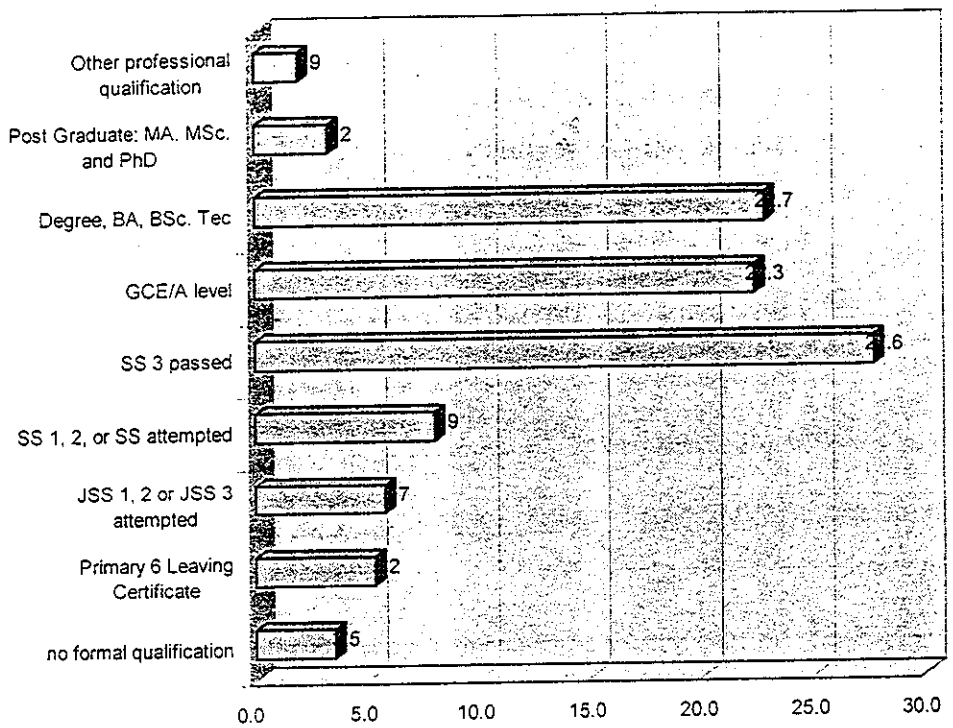
Figure 4.4: Age group structure of respondents (% of people surveyed)



(d) Qualifications and employment status

The survey shows that 3.5% of the respondents have no formal qualifications, while similar proportion (5.2%) have only 'Primary 6 Leaving Certificate'. Figure 4.5 shows the highest qualifications possessed by the respondents in relation to the percentage of people surveyed.

Figure 4.5: Respondents' highest qualifications (%)



Although many respondents (17%) did not declare their employment status, the survey shows that about a quarter of those who did indicated they are on either full time or part time/casual employment. While 34.8% are on full time studies, about 10% are currently unemployed. When asked about access to other source of income apart from main employment or occupation, only 20.7% responded 'yes'.

Although this may not necessarily relate directly to HIV/AIDS, the respondents' physical disability and use of health aids were examined in the survey. The result shows that only 3.7% of the respondents claimed their daily activity is limited by one form of physical handicap or disability or another. Amongst the common illnesses or health problems suffered by the respondents are; malaria fever, abdominal pains, typhoid, headaches, rheumatism, chest pain and eye problems. Only a small percentage of people surveyed use any form of health/mobility aids (Table 4.2).

Table 4.2: Use of health/mobility aids by respondents

Health/mobility aid	% of respondents using aid	
	Yes	No
Walking stick/frame	2.1	97.7
Wheelchair	1.4	98.6
Visual aids	5.7	94.3
Guide aids	1.5	98.5
Other aids	1.9	98.1

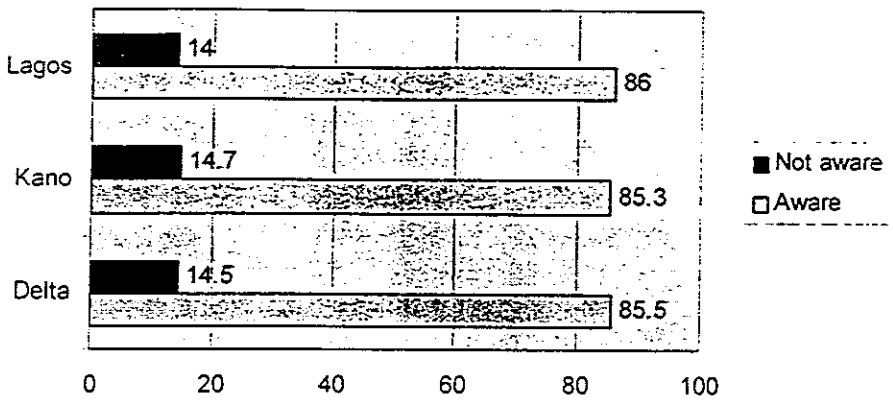
Source: Author's field survey

4.3 Awareness of the existence of HIV/AIDS and what HIV/AIDS means

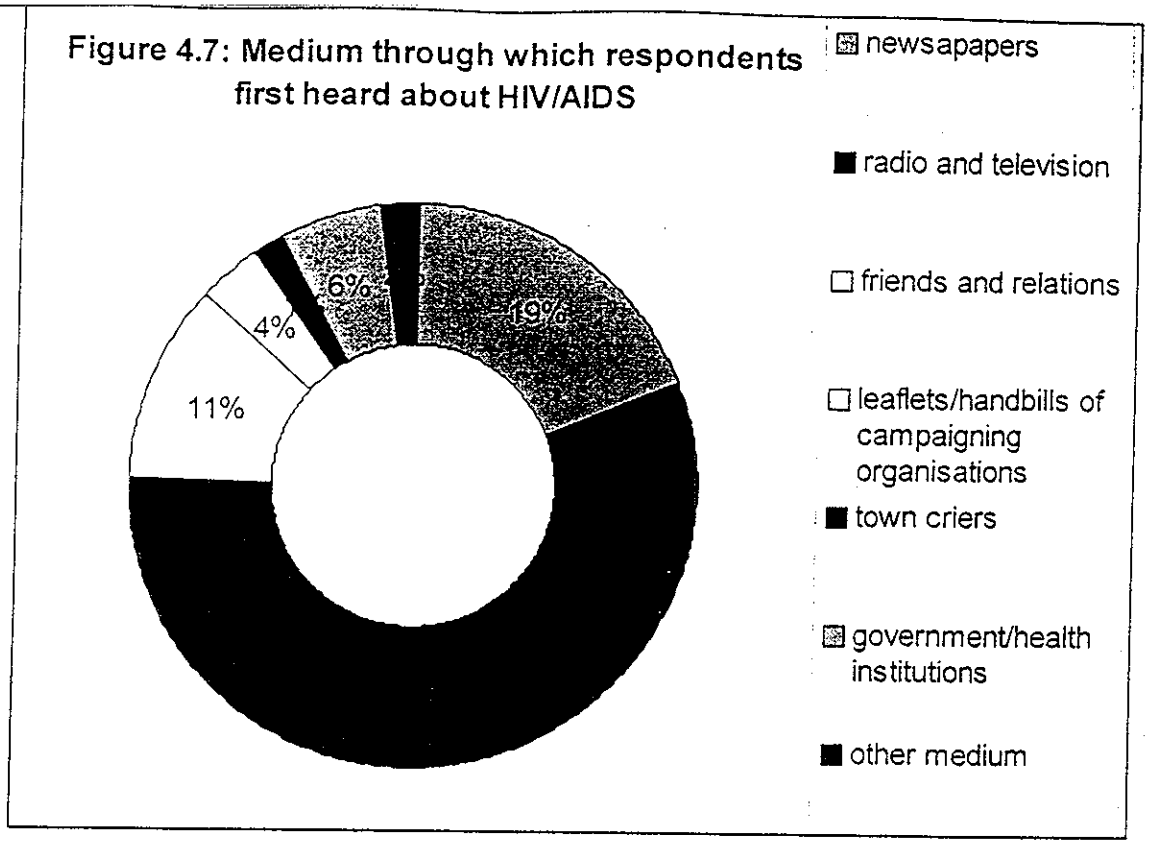
Overall, a substantial proportion of the respondents surveyed (85.6%) are aware of the existence of HIV/AIDS. The extent of public awareness of this disease based on the percentage of people sampled in each location is very similar in the three areas surveyed (Figure 4.6). However, given the rate at which HIV/AIDS is spreading in Africa, as existing data suggests, it is worth mentioning that the 15% of the population who claims ignorance of HIV/AIDS as revealed in this survey is uncomfortably high. If possible, public awareness

of HIV/AIDS needs to target this group if any policy aimed at controlling or eradicating this disease were to be effective.

Figure 4.6: Awareness of the existence of HIV/AIDS (% of people surveyed)



The majority (57%) of those who are aware of HIV/AIDS first heard about the disease through the radio and/or television. Newspapers featured as the next common medium of information (19%) and this is followed by words of mouth (11%) through contacts with friends and relations (Figure 4.7).



Apart from the general media shown in Figure 4.7, other avenues through which the respondents first received information regarding HIV/AIDS are:

- Academic Journals/magazines
- Bill boards
- Religious centres/organisations
- Conferences/seminars
- Health and life planning centres
- Schools/universities (class teachers/school debate)
- Village meetings

When asked what HIV/AIDS means, a number of views, meanings and interpretations were expressed by the respondents, which underlie a varying degree of understanding and misconception of the disease. While many of the respondents have a general understanding of what HIV/AIDS means, the perceptions of others of this disease is rather astonishing. Generally, the survey shows a worrying level of ignorance and lack of education about HIV/AIDS.

While some respondents hold an apocalyptic/spiritual view of HIV/AIDS as the beginning of the end of human existence or as a consequence of or divine retribution for 'immorality and breaking of God's laws', others have a more pragmatic and scientific understanding of the disease. A summary of the most common understandings or meanings of HIV as revealed by the survey is shown in Table 4.3. Similarly, Table 4.4 shows the respondents understanding of AIDS.

Table 4.3: What HIV means to the respondents

✓ 1st stage of AIDS virus	✓ '8 years disease' in the body	✓ A bad and terrible disease
✓ A bad virus	✓ A big disease	✓ A common disease
✓ A communicable disease	✓ A dangerous virus/disease	✓ A deadly virus/disease
✓ A disease contracted from dog	✓ A disease leading to AIDS	✓ A disease that can be suppressed but not cured
✓ A disease that can't be cured	✓ A disease that destroys human body	✓ A disease that kills
✓ 'A journey of no return'	✓ A killer disease	✓ A person that is an AIDS carrier
✓ 'A plot by western pharmaceutical companies to colonise Africa'	✓ A rectro virus	✓ A sexually transmitted disease
✓ A symptom that affects humans	✓ A viral disease	✓ A virus that invades/destroys immune system
✓ Acquired immune deficiency syndrome	✓ AIDS causing virus	✓ An enemy of human beings
✓ An imminent doom	✓ An STD killer disease	✓ Acquired Instant Death
✓ Blood transmitted disease	✓ Breakdown of Body System	✓ Bubonic plague
✓ Common deadly disease	✓ Contagious Disease	✓ Contamination of blood system
✓ Disease affecting people in the future	✓ Disease caught through unprotected sex	✓ Disease for young people
✓ Disease from animal	✓ Disease that can attack anybody	✓ Disease that kills blood cells
✓ Dreaded disease that kills	✓ Fearful disease	✓ Foreign disease that kills
✓ Germs that kill antibodies	✓ God's punishment	✓ Hidden disease
✓ High infection virus	✓ Human immune virus	✓ Human Immuno-deficiency virus
✓ Illness that affects child bearing	✓ Incubation stage of AIDS	✓ Infection of the Europeans
✓ Infection resulting from sharp objects	✓ Infection that doesn't bother the person	✓ Keep away from any sharp object
✓ Killer disease for young people	✓ Life wasting disease	✓ Physical depreciation of the body
✓ Poison	✓ Symptoms of cold	✓ Symptoms of deadly disease
✓ Terminal disease	✓ Virus carrying/causing	✓ Virus caused by using

sickness/illness	unknown	to health
✓ 'White man's disease'	✓ Wicked disease	✓ Younger brother to AIDS

Source: Author's field survey

Table 4.4: What AIDS means to the respondents

✓ 'America's invention to discourage sex'	✓ 'don't indulge in sex'	✓ 'Meeting women carelessly'
✓ A bad and terrible disease	✓ A bad disease that kills	✓ A carrier of HIV
✓ A condition that breaks down human system	✓ A dangerous disease	✓ A deadly infectious disease
✓ A deadly killer disease with no cure	✓ A deadly killer disease with no cure and many symptoms	✓ A disease caused by HIV
✓ A disease contracted through fornication	✓ A disease that breakdown immune system	✓ A disease without cure
✓ A disease without cure	✓ A dreadful killer disease	✓ A killer disease contracted from dog
✓ A killer sexually transmitted disease	✓ A Living corpse	✓ A nightmare leading to death
✓ A stage where the body immune system is destroyed	✓ A virus from HIV destroying the immune system	✓ Acquired immune deficiency syndrome
✓ Advanced stage of HIV	✓ Africa to suffer	✓ AIDS is outcome of HIV
✓ AIDS means affliction	✓ Aids Means HIV	✓ America in disease
✓ American institute of destroy sex	✓ An acronym for AIDS	✓ An ailment that can lead to suicide
✓ An everlasting disease	✓ Aquired Immune Defficiency Syndrome	✓ 'Bad omen'
✓ 'Between life and death'	✓ Blood transffusion	✓ Breakdown of the hormones
✓ Breakdown of the immune system	✓ Communicable disease	✓ Complete breakdown of immune system
✓ Concentrated level of HIV	✓ Deadly disease kills in 10 years	✓ Destroys the youths
✓ Disease affects someone else	✓ Disease caught through unprotected sex	✓ Disease caused by dangerous virus
✓ Disease from blood contact	✓ Disease one should fear	✓ Disease that has no cure
✓ Disease through contaminated objects and sex	✓ 'End of life'	✓ Enemy of humanity
✓ Fatal Disease	✓ Father of all disease	✓ Final phase of HIV
✓ Full-blown HIV	✓ Gateway To Hell	✓ God 's way of stopping prostitution
✓ Human immune deficiency syndrome	✓ Imminent doom	✓ It is a deadly disease
✓ Journey of no return	✓ Just a disease	✓ Keep away from any sexual intercourse
✓ Kills all antibodies present in the body	✓ Kills and destroys youth	✓ Kills prematurely
✓ Makes people thin	✓ Result of HIV	✓ Sex before marriage
✓ Sex with infected person	✓ Sex with infected person	✓ Sex with multiple partners
✓ Sex with too many women	✓ Sickness caused by HIV	✓ Sickness from blood transfusion.
✓ Total breakdown of health		

Source: Author's field survey

One common feature of the respondents' views on the meaning of HIV/AIDS that is worthy of note in this report is that which considers HIV/AIDS as a 'white man's disease'. Although no conclusive evidence has been put forward to back up the claim, it a widely held view amongst some Western scholars that HIV/AIDS virus originated from Africa. In general terms, while the Eurocentric views of HIV/AIDS tends to suggest that HIV/AIDS is an 'African problem', the fact that many of the respondents in this study believe that HIV/AIDS is a 'white man's disease' raises some interesting issues, not least is that which relates to the global attempt to control or eradicate this disease[24].

4.4 Perceptions on the causes of HIV/AIDS

Table 4.5 shows a summary of the main causes of HIV/AIDS as perceived by the respondents. The majority of the respondents believe sexual promiscuity, blood transfusion, use of infected sharp objects such as needles/syringes, and homosexuality are the main causes of HIV/AIDS.

While some of the factors listed as responsible for HIV/AIDS by some of the respondents may be considered appropriate based on existing scientific knowledge of the disease, the survey shows some rather less well informed understanding of the causes of HIV/AIDS as perceived by some respondents. Some of the rather unusual causes of HIV/AIDS shown in the survey are;

- Breast feeding
- Exposure to mosquito bites
- Food poisoning
- Genital mutilation associated with the traditional practice of circumcision.
- Having sex with animals
- Kissing an HIV/AIDS infected person
- Sharing shaving/razor blades or clippers in barbing saloons
- Sharing toothbrushes with HIV/AIDS virus carrier
- Use of public toilets/dirty bathrooms

[24] Cultural denials of HIV/AIDS and flippant 'buck passing' analysis of HIV/AIDS as someone else's disease can seriously affect any national, regional or global attempt to control this disease.

HIV/AIDS as God's affliction or punishment for fornication, adultery, immorality and general 'disobedience to God's word', others have a more superstitious believe of HIV/AIDS a spell cast on victims through the use of 'juju' or 'black magic'[25].

Table 4.5: Respondents' perceptions on the causes of HIV/AIDS

✓ 'Bad' environment	✓ 'Black magic/juju'	✓ Punishment for 'sins against God and mankind'
✓ Absence of condom	✓ Adultery and fornication	✓ Anal sex with street boys
✓ Barbing clippers/shaving blades used by HIV/AIDS suffer	✓ Blood transfusion/contamination	✓ Breast-feeding
✓ Casual Sex	✓ Circumcision/genital mutilation/tribal marks	✓ Contaminated clipper/needle/syringe/sharp objects e.g. Razor
✓ Crossbreeding of animal and human	✓ Dirty Toilets	✓ Disobedience to God's Word
✓ Early sex	✓ Exchange of body fluids	✓ Extra marital sex
✓ From hair/barbing saloon	✓ From hospital	✓ God's punishment for immorality
✓ Homosexuality/ lesbianism	✓ Ignorance	✓ Imported from overseas
✓ Indiscriminate sex	✓ Indiscriminate/ uncontrolled sex	✓ Infected toothbrush
✓ Infidelity	✓ Making love to dogs	✓ Making love without condom
✓ Malnutrition	✓ More than one sexual partner	✓ Mosquito bites
✓ Mouth to mouth kissing	✓ Nail cutting/clipping	✓ Oral sex
✓ Poverty	✓ Premarital Sex	✓ Prostitution
✓ Public toilet	✓ Sexual immorality	✓ Sexual intercourse with 'street women'
✓ Sexually Transmitted Disease/gonorrhea	✓ Sharing barbing clippers/shaving blades/infected needles/syringes	✓ Sharing clothes and towels
✓ Sharing contaminated toilet	✓ Sin of the flesh	✓ Sleeping with dog/animals
✓ Sleeping with dogs	✓ Smoking	✓ Spiritual Affliction
✓ Squalor/untidiness/poor hygiene	✓ Through birth/child bearing –mother to child	✓ Through pregnancy
✓ Too much sex	✓ Unholy sexual act	✓ Unprotected Sex
✓ Untreated cuts/open wounds	✓ Untreated venereal disease	✓ Use of public toilet
✓ Use of unsterilised medical equipment	✓ Virus transmission by animals (monkeys)	✓ Weak white blood cells
✓ Western/American invention	✓ White man's disease	✓ Youth infidelity

Source: Author's field survey

[25] It is essential to note that in spite of the development of western medicine and the scientific knowledge of disease epidemiology, many people in Nigeria still use or believe in the traditional (complimentary) medicine which is often associated with the use of 'juju', 'black magic', witchcraft or other supernatural powers.

4.5 Knowledge of any HIV/AIDS sufferers and symptoms of HIV/AIDS

Almost a quarter of the respondents surveyed (22.5%) know someone who has HIV/AIDS (Figure 4.8). Although there is no statistical data to show the number of people infected with HIV/AIDS in the study area, the relatively large proportion of people who claimed to know someone suffering from this disease might imply a high degree of prevalence. However, it is difficult to prove whether this is in fact the case. Nevertheless, it is important to note that Kano State has the greatest proportion of the respondents who know an HIV/AIDS sufferer. With reference to Figure 4.8, it can be seen that Kano has twice the proportion of people who know someone with HIV/AIDS than either Lagos or the Delta states.

When asked to list the symptoms of HIV/AIDS known to them, the majority of the respondents indicated regular sickness/illness, chronic fever, severe loss of body weight, cough and other chest infections, and skin disease/discoloration as the main signs of HIV/AIDS infection. Other symptoms listed by most of the respondents are as shown in Table 4.6.

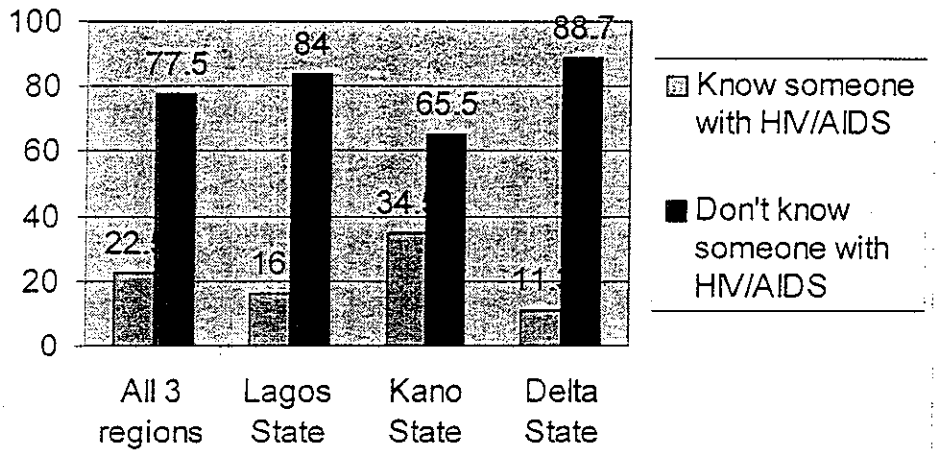
Table 4.6: Symptoms of HIV/AIDS

✓ Abnormal body system function	✓ Acute headache	✓ Acute leanness
✓ Always falling sick/ill	✓ Bad breath	✓ Baldness/ scanty hair
✓ Big boils all over the body	✓ Blister on the lips	✓ Blisters on sex organs
✓ Body weakness	✓ Carrier looks like living dead	✓ Change in skin colour
✓ Chronic cough	✓ Chronic fever	✓ Confusion
✓ Constant fever	✓ Damaged skin	✓ Decaying private parts
✓ Depreciated body	✓ Diarrhea	✓ Dry Cough
✓ Dry skin	✓ Early morning fever	✓ Excessive tiredness
✓ Faces turning white	✓ Frequent illness	✓ General body weakness
✓ General fatigue/tiredness	✓ Itching of the private parts	✓ Regular health failure
✓ High body temperature	✓ Looking pale/ugly	✓ Itching/body scratching
✓ Looking older than your age	✓ Loss of body weight	✓ Loss of appetite
✓ Loss of blood	✓ Persistent cough	✓ Loss of hairs
✓ Multiple infections	✓ Protracted illness	✓ Pimples/rashes on the skin

		disease/discoloration
✓ Spots/blemish on the skin	✓ Stomach aches/disorders	✓ Soreness of the tongue
✓ Swollen belly	✓ Swollen glands	✓ Sudden/drastic weight loss
✓ Vomiting	✓ Weakness of the muscles	✓ Unhealed wounds
✓ Yellow eyes	✓	✓ Wrinkles on the body

Source: Author's field survey

Figure 4.8: Knowledge of any HIV/AIDS sufferer (% of respondents)

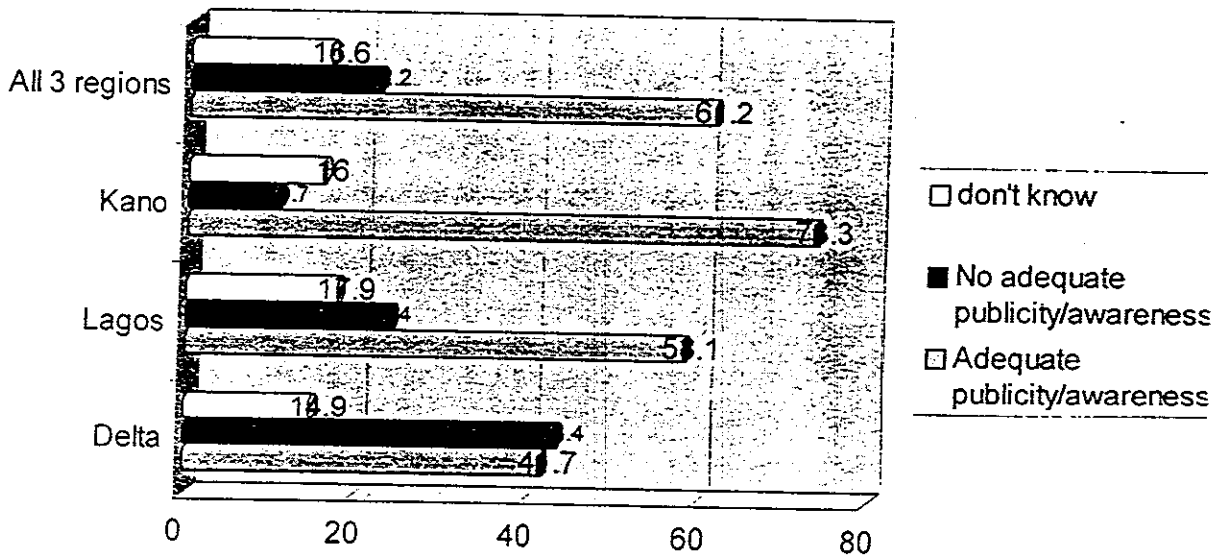


4.6 Publicity/Awareness of Issues Around HIV/AIDS

Almost a quarter of the people surveyed, believed there is no adequate publicity or awareness of issues around HIV/AIDS in Nigeria (Figure 4.9). This finding underlies the need to step up current efforts to make issues of HIV/AIDS a priority agenda in public education. New initiative should be launched that could ensure adequate and more effective publicity of the problems of HIV/AIDS, especially in the Delta States where the level of public awareness is relatively lower that the two other study areas of Lagos and Kano.

For all the three regions studied, the survey shows that most of the people sampled (88%) will be willing to receive information/counselling about HIV/AIDS if given the opportunity. However, it is important to state that if HIV/AIDS awareness education is to succeed in Nigeria, the other (12%) of the people who for one reason or another are not willing to receive such information as the survey shows, need to be targeted and brought onboard. In this case, community and religious leaders can play significant roles in breaking down any social or cultural obstacles that may be hindering them from confronting HIV/AIDS issues.

Figure 4.9: Adequate publicity or awareness of issues around HIV/AIDS in Nigeria (%)



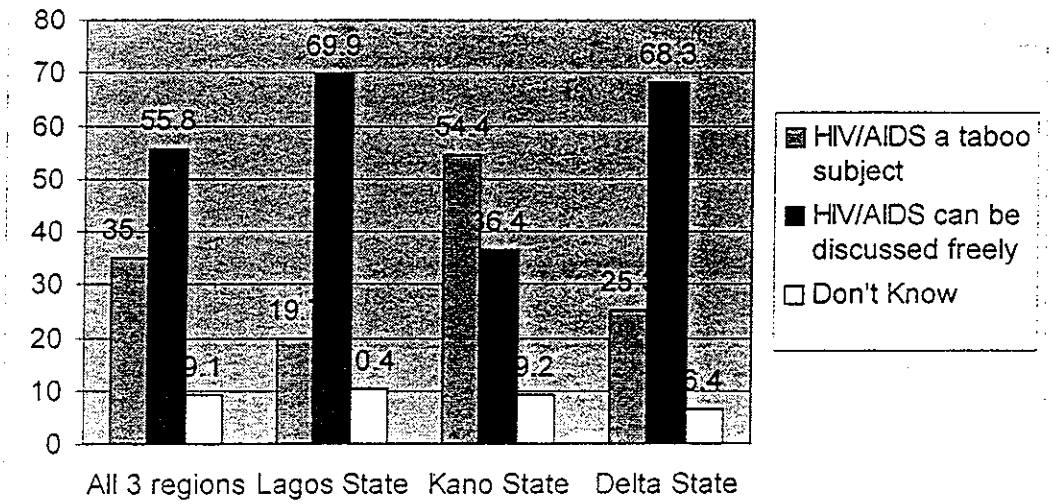
4.7 General attitudes towards HIV/AIDS and their sufferers

To assess their degree of receptivity and openness to discuss issues relating to HIV/AIDS, the respondents were asked a number of questions about the general attitudes to HIV/AIDS and their sufferers. The analysis of the responses received shows some interesting and somehow surprising results as summarised below.

(a) HIV/AIDS - a taboo subject not to be discussed?

Thirty five percent of the people surveyed considered HIV/AIDS a taboo subject and do not feel comfortable discussing it with any one (Figure 4.10). Only 55% of the respondents indicated a complete open-mindedness towards HIV/AIDS and could discuss it with any one if need be. The survey also shows that the people in Lagos, and the Delta States are more open about discussing HIV/AIDS with anyone than the respondents in Kano State[26].

Figure 4.10: HIV/AIDS a taboo subject not to be discussed (%)

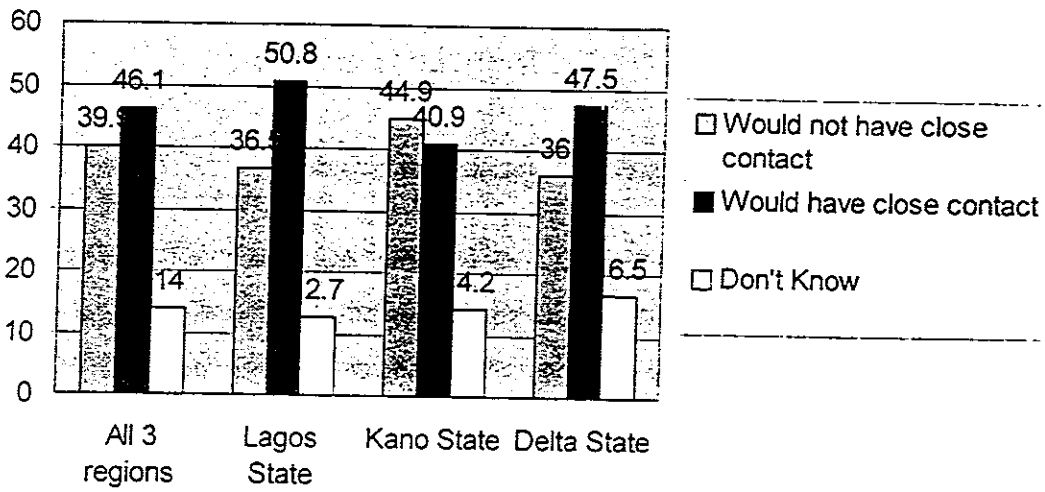


[26] The relatively low level of receptivity to discussions on issues of HIV/AIDS in Kano may be linked to the fact that this area is made up of predominantly Muslims whose religious/cultural belief may not permit open discussion of such a sensitive issue, especially with members of the opposite sex. However, the author does not have any conclusive evidence to prove this is the case, and this may well be a subject of another research.

(b) Willingness to have close contact with HIV/AIDS sufferer

The survey shows a surprisingly high proportion of respondents (39.9%) who will not want to come close to anyone suffering from HIV/AIDS for fear of catching the disease (Figure 4.11). Again, a relatively higher proportion of the respondents in Kano are unwilling to have close contacts with HIV/AIDS victims than those in Lagos and the Delta states.

Figure 4.11: Close contact with HIV/AIDS sufferer (%)



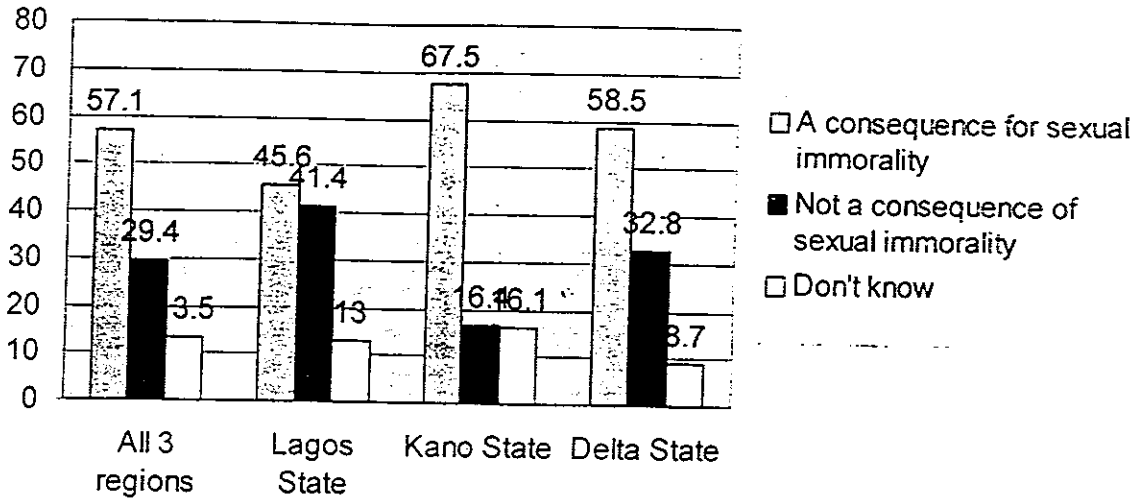
This finding raises a number of issues, especially, given the current scientific knowledge that HIV/AIDS is not communicable through touch or contact with sufferers. First, is that which relates to the apparent public misconception of the disease in the three areas surveyed and the consequent stigma attached to its victims. Second, is the issue relating to how a society such as Nigeria can effectively deliver and manage health care for its members who are HIV/AIDS sufferers if a significant proportion of the people are unwilling to come close to anyone with HIV/AIDS. Third, is the implications this could have for social and economic relations between HIV/AIDS sufferers and their families on the one hand and the rest of the community in which they live on the other hand.

(c) HIV/AIDS - a punishment for sexual immorality?

A significantly high proportion of the people surveyed (57.1%) regard HIV/AIDS as a punishment for sexual immorality or promiscuity (Figure 4.12). This finding is particularly worrying, given the fact that HIV/AIDS infection can be contracted through only one single sexual contact and through other non-sexual activity such as the use of intravenous injection associated with drug abuse. Invariably, there is no necessary connection or association between HIV infection and promiscuous sexual behaviour[27]. This result again underlies the degree of misconception amongst the general public in Nigeria as to the real causes of HIV/AIDS and the nature of transmission or diffusion of this disease.

[27] However, although the author has no concrete data to prove it, anecdotal evidence suggests that a vast majority of HIV/AIDS transmission in Africa is through standard heterosexual activity unlike in Western Europe where HIV/AIDS transmission is generally regarded as spreading through homosexual activity of gay people and lesbians.

Figure 4.12: HIV/AIDS as a punishment for sexual immorality (%)



4.8 Position of dominant religions on HIV/AIDS and suffers

According to the survey the position of the dominant religions in Nigeria (Christianity and Islam) to HIV/AIDS is pretty damning and uncompromisingly negative. While some respondents claimed their religion sees HIV/AIDS as a disease for the 'unbelievers' in their faith, others consider HIV/AIDS as a punishment for infidelity, sexual immorality, disobedience against God and consequently a curse from God. However, it is useful to note that some respondents also support the idea of helping or assisting victims of this disease.

Table 4.7 summarises the position of the dominant religions in Nigeria with regards to HIV/AIDS.

✓ 'Watch and pray'	✓ 'White man's disease'	✓ Avoid HIV/AIDS
✓ A curse from God	✓ A disease caused by abominable sexual acts	✓ A disease for the 'unbeliever'
✓ A sign of the end of the world	✓ A warning to abstain from adultery/casual sex/fornication	✓ Allah is against it
✓ Assist people with HIV/AIDS	✓ Atonement for people's sins	✓ Avoid casual sex
✓ Avoid premarital sex	✓ Avoid sex	✓ Be faithful to your partner
✓ Be prayerful	✓ Beware of HIV/AIDS	✓ Bible is against committing adultery
✓ Campaign against HIV/AIDS	✓ Campaign and create better awareness of the disease	✓ Condemnation for HIV/AIDS sufferers
✓ Counseling for sufferers	✓ Doesn't believe HIV/AIDS exists	✓ Educate children/ young people on how to avoid HIV/AIDS
✓ God's anger against human race	✓ HIV/AIDS a demonic attack	✓ HIV/AIDS as the devil's work
✓ HIV/AIDS curable with prayers	✓ HIV/AIDS is 'the wage of sin'	✓ HIV/AIDS is a curse
✓ HIV/AIDS is a judgment from God for been disobedient	✓ HIV/AIDS is a scourge	✓ HIV/AIDS is a wrath of God
✓ HIV/AIDS is an affliction	✓ HIV/AIDS is incurable	✓ HIV/AIDS is not from God
✓ HIV/AIDS sufferers can be healed/cured by God	✓ Need to care for HIV/AIDS victims	✓ Need to obey God's laws – "one man to one woman"
✓ Need to practice total abstinence	✓ No sex before marriage	✓ Not recorded in bible
✓ Not to have sex	✓ Only God can cure HIV/AIDS	✓ Only God knows about HIV/AIDS
✓ Pray against HIV/AIDS	✓ Pray for HIV/AIDS sufferers	✓ Preach against sexual immorality
✓ Punishment for promiscuity	✓ Punishment for prostitution	✓ Punishment for sex
✓ Refrain from women	✓ Satanic arrow	✓ Seriously condemns HIV/AIDS
✓ Sign of end time/perilous time	✓ Stay single and avoid sex	✓ Supports fight against HIV/AIDS
✓ Supports public awareness education	✓ Think more about solution than the problem of HIV/AIDS	✓ Trust in God
✓ Use condoms always when having sex	✓ Very concerned about HIV/AIDS	✓ Warn people to avoid sex

Source: Author's field survey

4.9 General attitudes towards the use of condoms

The respondents in both Lagos and the Delta states were asked questions relating to the use of condoms in the survey. As a result of the religious sensitivity of this question especially as it relates to the Islamic faith, this question was omitted from the Kano Survey questionnaire as a mark of

respect for the culture and religion of the respondents who may find this question offensive.

The results show that 22% of the respondents do not use condoms at all when engaging in sex (Figure 4.13). While some respondents indicated they sometimes use condoms during sexual intercourse, only 52% of the people surveyed use condoms all of the time (Figure 4.14).

It needs to be mentioned that if the rate of HIV/AIDS infectivity in Nigeria is to be reduced, there is a need to encourage more people to use condoms during sexual intercourse. The 22% of the respondents, who do not use condoms at all when having sex with anyone, not only run the risk of being infected with HIV/AIDS themselves, but also pose great dangers to others who may have sexual relations with them.

Figure 4.13: Respondents NOT using condoms at all when engaging in sex (%)

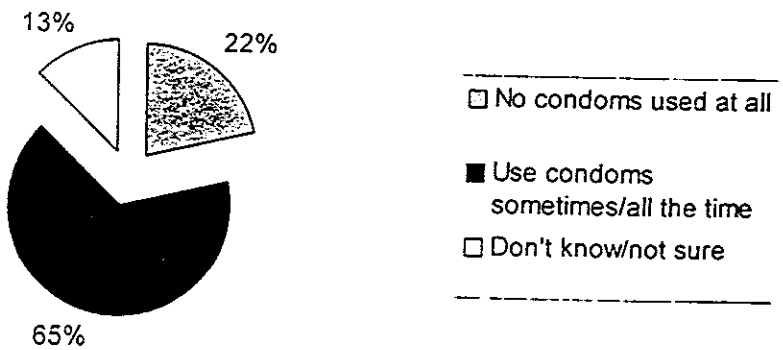
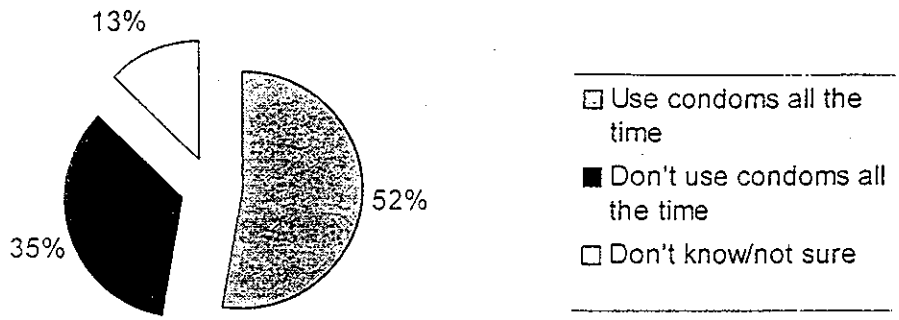


Figure 4.14: Respondents using condoms at all time when engaging in sex (%)



Although the respondents who are not using condoms at all or those who rarely use it may have other reasons for not using this protective means, it is essential to point out that a general lack of access to condoms, especially by economically poor people with little or no income, may pose serious problems to preventing the spread of HIV/AIDS in Nigeria. The survey shows that 16% of the respondents surveyed claimed it is not easy for them to get hold of condoms when needed[28].

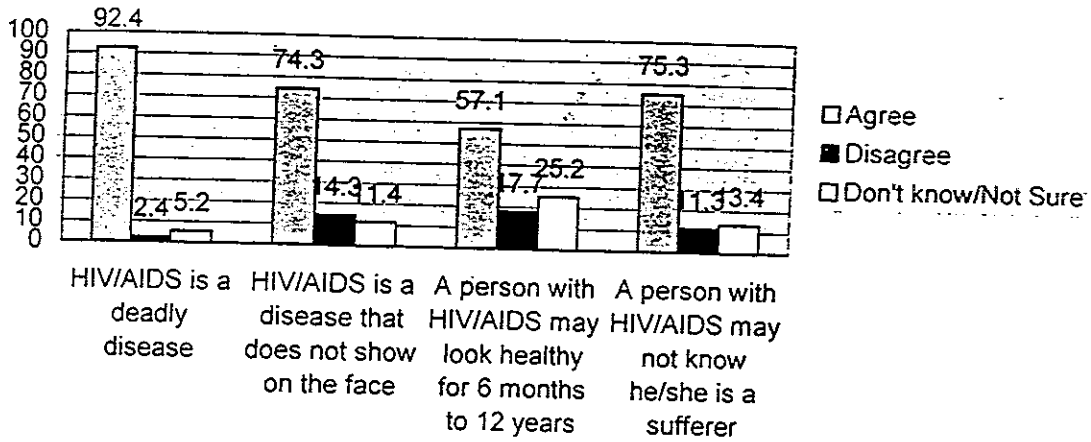
4.10 Personal views on HIV/AIDS & concern about the possibility of having HIV/AIDS

In relation to the respondents' general views on HIV/AIDS, the survey shows, for the three regions, that an overwhelming majority (92.4%) agreed HIV/AIDS is a deadly disease. Similarly, a very high proportion of the respondents believed that HIV/AIDS is a disease that does not show on the face. However, a smaller proportion of the people surveyed (57.1%) know that a person with

[28] Government/Non-governmental organisations involved in HIV/AIDS awareness programme or development assistance may which to take this point further by exploring issues of access to condoms and other preventive measures in Nigeria. Necessary steps should be taken to assist the economically vulnerable groups to gain access to HIV/AIDS protection/prevention facilities.

HIV/AIDS may look healthy for 6 months to 12 years before showing the symptoms of the disease (Figure 4.15).

Figure 4.15: Respondents' views on HIV/AIDS- Kano, Lagos and Delta States (%)

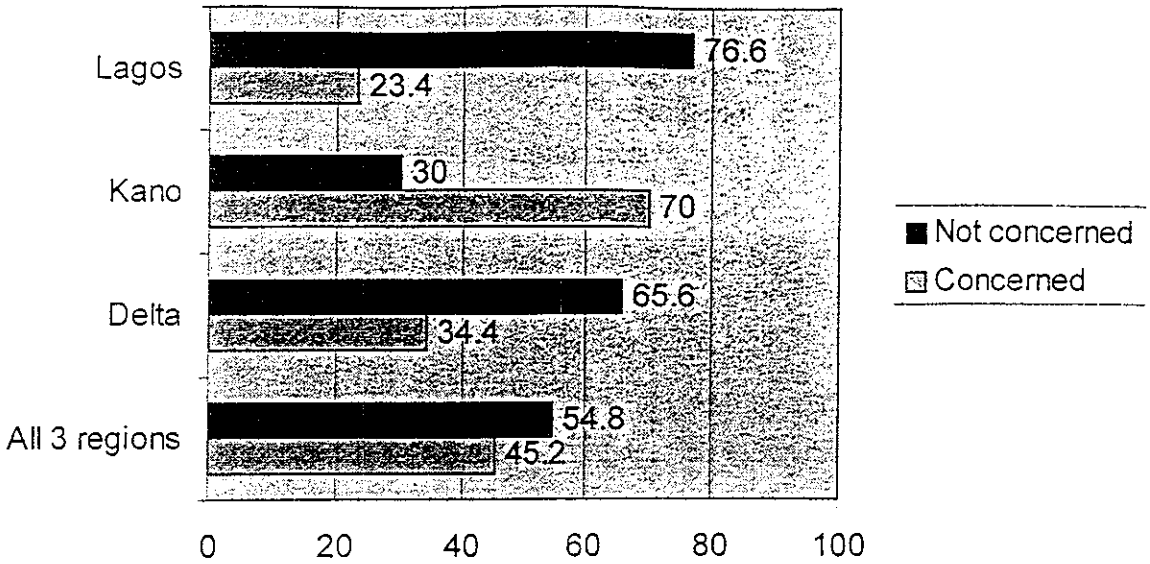


The survey shows a significantly high percentage of the respondents (45%) who are concerned about the possibility of having HIV/AIDS (Figure 4.16). The fact that almost a quarter of the people surveyed are worried about the possibility of having HIV/AIDS suggest the extent of the problem and the need for urgent actions aimed at reducing the spread of this disease. It may be that the government of Nigeria requires a much more coordinated policy backed up with necessary resources to combat the effects of this disease.

It is essentially to note the geographic variations in the proportion of people who are concerned about the possibility of having HIV/AIDS. Kano State recorded the highest proportion of the respondents surveyed who are concerned about the possibility of having contracted HIV/AIDS[29].

[29] Given the sensitivity of conducting scientific study into sexual habits in this region of Nigeria, there seems to be a need for finding other ways of assessing the degree of HIV/AIDS infection in this region and to design necessary strategy, with the support of religious/community leaders, that can help alleviate any HIV/AIDS related problem the area may be facing.

about the possibility of having HIV/AIDS (%)



There are several reasons provided by the respondents why they are concerned about the possibility of having HIV/AIDS/ These factors vary enormously from one individual to another. Many of these worries relate to the respondents' past sexual behaviour, lack of trust in partner/spouses to refrain from extra-marital sexual relations, use of public barbing salon, instances of condom failure, to mention just a few. A summary of the main causes of concern, as revealed by the survey in all the three regions studied, is as provided in Table 4.8.

Table 4.8: Reasons why concerned about the possibility of having HIV/AIDS

✓ 'Done it without a condom'	✓ Afraid to die of HIV/AIDS	✓ Anything can happen
✓ Can contract HIV/AIDS from anywhere	✓ Can't go for HIV/AIDS test	✓ Condoms torn off while engaging in sex
✓ Depend on husband to stay free from HIV/AIDS	✓ Don't trust boyfriend	✓ Don't trust government to screen blood bank properly
✓ Don't want to die young	✓ Don't trust girlfriend	✓ Don't trust husband
✓ Ease of contracting HIV/AIDS	✓ Even a healthy person is not safe	✓ Expect the unexpected
✓ Failures of condoms	✓ Fear of untimely death	✓ Handle a lot of blood sample at work
✓ Have an unhealthy child	✓ Have had careless Sex	✓ Have had casual sex
✓ Have had hair cut in a salon	✓ Have had sex & used sharp objects	✓ Have had unprotected sex

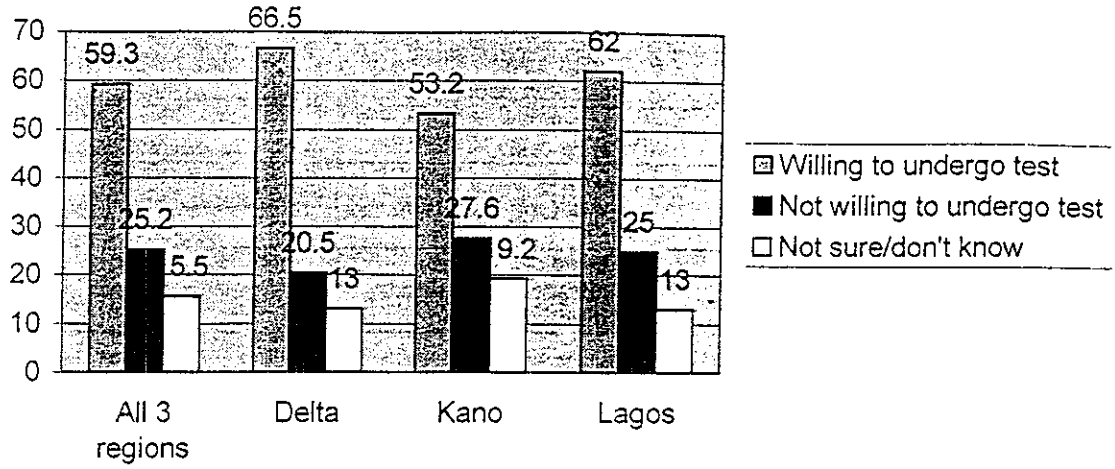
✓ Have multiple partners	✓ Have received blood transfusion in the past	✓ Have seen people suffering from HIV/AIDS
✓ Have shared shaving razor blade	✓ Have used an unsterilised needle	✓ Have used barbers blades
✓ Have used sharp unsterilised material	✓ Hearing about HIV/AIDS makes it real	✓ High Incidence of HIV/AIDS
✓ High spread rate of HIV/AIDS	✓ HIV/AIDS – a deadly and shameful disease	✓ HIV/AIDS could infect anyone
✓ HIV/AIDS is spreading fast	✓ Job hazard – involving sex with people	✓ Lead a carefree life
✓ Live in a high-risk area/environment	✓ Loose sexual behaviour in the past	✓ Many occasions of condom bursting
✓ No good hospitals around	✓ One can be HIV/AIDS victim without knowing	✓ Possibility of HIV/AIDS transmitted from mother to child
✓ Sexually active	✓ Used clippers at a public barbing saloon for haircut	✓ Used to have indiscriminate sex

Source: Author's field survey

4.11 Willingness to undergo HIV/AIDS test

In spite of the concern shown by the respondents about the possibility of being HIV/AIDS positive, not all of them are willing to offer themselves for HIV/AIDS test. In fact, only 59.3% of the people surveyed indicated their readiness to have HIV/AIDS test if given the opportunity (Figure 4.17). It is important to note that Kano State has the smallest proportion of people who are ready to offer themselves for HIV/AIDS test, and this again may have significant implication for any HIV/AIDS prevention strategy designed for the area.

Figure 4.17: Respondents' willingness to undergo HIV/AIDS test (%)



4.12 Conclusions and policy implications

There are seven major conclusions that could be drawn from the HIV/AIDS awareness study. Some of these have significant implications for government policy on health education in Nigeria, and others have direct impact on the general economic and social well-being of the people in the country.

First, given the general misconceptions amongst the respondents regarding the meaning, origin, symptoms, spread and control of HIV/AIDS, there is a need for a proper public awareness campaign to educate the Nigerian public on the issues relating to HIV/AIDS based on scientific facts. Such public education should, as a matter necessity, target all sections of the Nigerian community, especially the youth and other sexually active members of the population. Along this line, the government should consider introducing HIV/AIDS awareness education right across all educational and social institutions, starting from Primary schools, right through to the University level.

Second, although there is no reliable statistical data to show the number of people who are HIV-positive in the study area, the relatively high proportion of

the respondents who claimed to know someone suffering from HIV/AIDS tend to suggest a high degree of prevalence of this disease. If that is the case, the problem of HIV/AIDS may be more serious than the official figures show.

Third, the survey shows a generally negative attitude towards HIV/AIDS and the people suffering from this disease. The generally low level of receptivity to discussions on HIV/AIDS, and the damning stigma and contempt in which the victims of this disease are held may pose serious problems for any strategy aimed at eradicating or reducing the spread of HIV/AIDS in Nigeria. Superstitious belief of the causes, symptoms and effects of HIV/AIDS amongst the people should be discouraged and replaced with proper education based on scientific evidence.

Fourth, since religion seems to play a dominant role in the socio-cultural structure of the Nigerian society, it is reasonable to suggest that any attempt to change the current attitude about HIV/AIDS and its victims should start from places of worship and other relevant social institutions. Similarly, community leaders can play an important role in a properly co-ordinated and well-resourced programme designed to address the problem of HIV/AIDS.

Fifth, as a matter of routine, more people should be encouraged to undergo HIV/AIDS test in Nigeria. Necessary facility should be provided at the community level to ensure that people can have HIV/AIDS test as and when required and necessary safeguards should be put in place to protect the anonymity and privacy of those who offer themselves for HIV/AIDS test.

Sixth , if the current efforts at developing the nation's workforce for increased economic productivity are to bear any fruit, there is a need to place the health of the people at the top of the government's development policy. More research needs to be conducted to uncover the full ramifications of HIV/AIDS in Nigeria. Such study should not only focus on the degree or extent of HIV/AIDS prevalence, but also on the effects of this disease on individuals, households, local communities and the nation at large.

productivity and social progress are all contingent upon the state of health of the people. If the current trends and predictions of HIV/AIDS infection in Africa are true, then it is reasonable to state that the greatest challenge facing Nigeria (the most populous nation in Africa) this period in time, is how to control, eradicate and manage the effects of HIV/AIDS.

SECTION FIVE

CONFLICT RESOLUTION/PEACE BUILDING AWARENESS STUDY – LAGOS AND THE DELTA STATES

5.1 Introduction

This section contains the results of a study conducted in Lagos and the Delta States in connection with public awareness of issues involved in community conflicts and the need to build peace and improve inter-personal and community relations amongst constituent sections of the Nigerian community (see Jegede, 2001). The study is part of the OICI/NOIC initiative to promote the development of civil society in Nigeria through inter-personal and community peace education.

It is a generally known fact that peace is an essential ingredient for building an economically vibrant, culturally rich and socially functional and stable society. In recent times, there has been a spate of community conflicts and violent clashes in many parts of Nigeria. Some of these conflicts have claimed many lives and resulted in destruction of property and resources, which the country can ill-afford. While the factors underlying these conflicts are complex and dates back to the pre-independence period[30] right through the early post independence era, the current escalation of violent conflicts amongst sections of the Nigerian community poses a great danger to the economic development and social well-being of the country.

It is against this background that this questionnaire survey was conducted in the study areas to understand public opinion on the social, economic and

[30] The author does not intend to narrate the political events and development in Nigeria since inception as a nation state, as this is far beyond the scope of this study. Hence, readers are advised to consult relevant reference material for full information on the geo-political and historical context of contemporary events in Nigeria.

OICI/NOIC through its WDCSSI project can help build peace and improve community relations that are essential for economic development of the nation. For practical and operational reasons, a different research method was used in Kano State to cover similar issues relating to community peace and conflicts as shown in the Focus Group study in Section one of this report[31]. Hence, this section only reports the questionnaire survey conducted in Lagos and the Delta states.

The section covers issues such as people's understanding of conflicts and what they perceived to be the causes of conflicts in their community. Personal experiences or involvements in conflicts are examined within the context of the respondents' socio-economic status and standards of living with a view of establishing any link between economic alienation and community conflicts. With specific reference to the WDCSSI project, the section provides essential data/ information that could be use to develop an effective Peace Education as part of NOIC Life Skills programme.

5.2 General characteristics of the respondents surveyed

The questionnaire[32] survey exercise covers a total of 1,947 people selected from the two survey areas of Lagos and the Delta States (Figure 2.1). These comprise of 1,441 people in Lagos (74% of total), and 506 people in the Delta state (26%). The number of questionnaires administered in each of the three regions corresponds fairly with the proportion of the total population for the two regions according to the 1991 population data (see Table 5.1). The socio-economic characteristics of the respondents are as detailed below.

[31] Note that the Kano Focus Group Survey, reported in Section One, covers essential issues relating to community peace, conflict and youth participation in political activities for that region (see Section 1.9).

[32] For details of the questionnaire instruments used in this survey, see Appendices 3d and 4d of the Baseline Survey Report, Vol. 1 (Fieldwork Phase), presented to Opportunities Industrialisation Centres International (OICI) & United States Agency for International Development (USAID/NIGERIA), October 2001.

Table 5.1: Distribution of survey questionnaires in relation to population figures for Lagos, and Delta States

Region/State	Population (1991)	% of total population	No. of respondents surveyed	% of total respondents surveyed
Delta	2,590,491	31.15	506	26
Lagos	5,725,116	68.85	1,441	74
Total	8,315,607	100	1,947	100

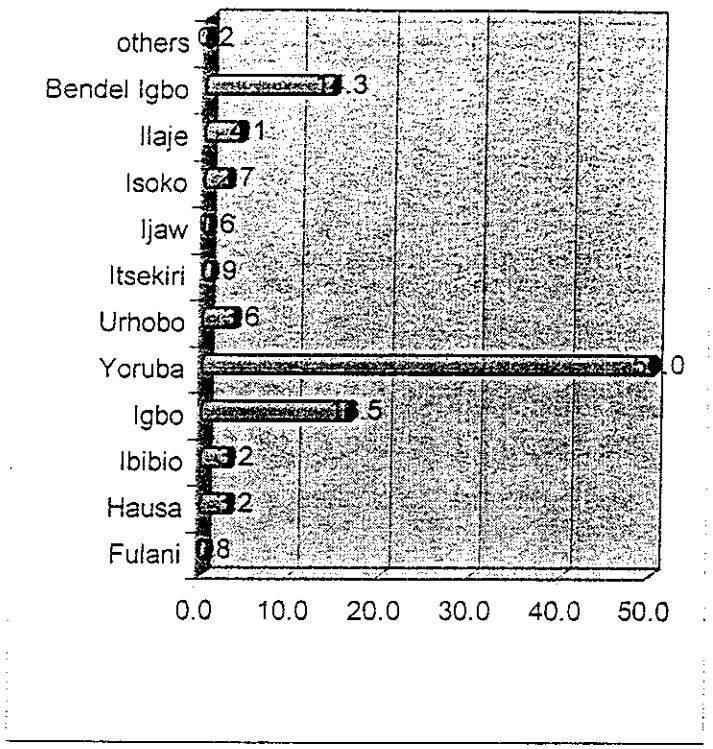
Source: Author's field survey & Federal Office of Statistics, Annual Abstract of Statistics, 1999 Edition, pp. 26.

(a) Gender, marital status and ethnic/religious composition of respondents

Fifty eight percent of the respondents surveyed are males and 42% are females. The majority (62.2%) of the respondents are single people (not yet married), while 31.2% are married and 5.8% are divorcees or widowed.

In terms of religious affiliation, most of the respondents belong to one of the two dominant religions in Nigeria – Christianity (77%) and Islam (20%). Others are of African traditional religion's persuasion or no religious affiliation at all. The ethnic/tribal groups to which the respondents belong are as shown in Figure 5.1

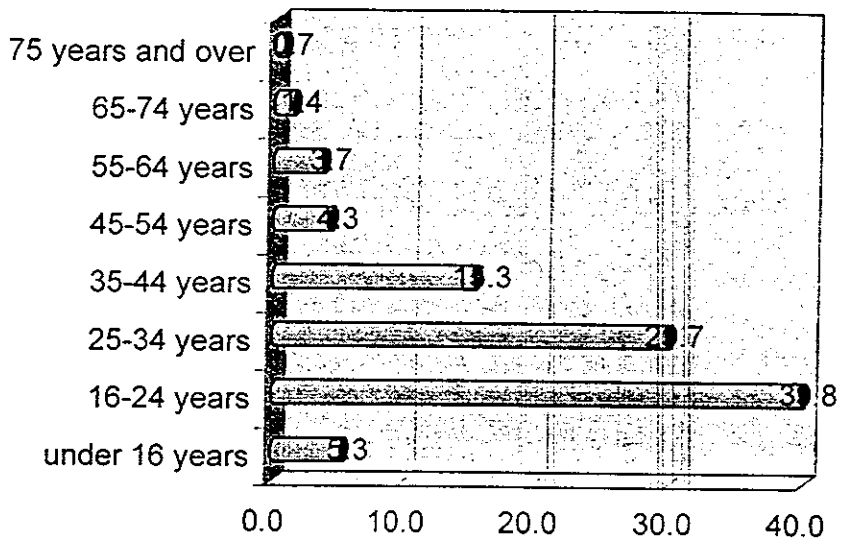
Figure 5.1: Ethnic/tribal groups of the respondents (%) (Lagos & Delta States)



(b)Age structure

The age structure of the respondents shows that the majority (69.5%) are aged between 16 – 34 years. Over eighty nine percent of the people surveyed are within the age bracket 16-54 years (Figure 5.2).

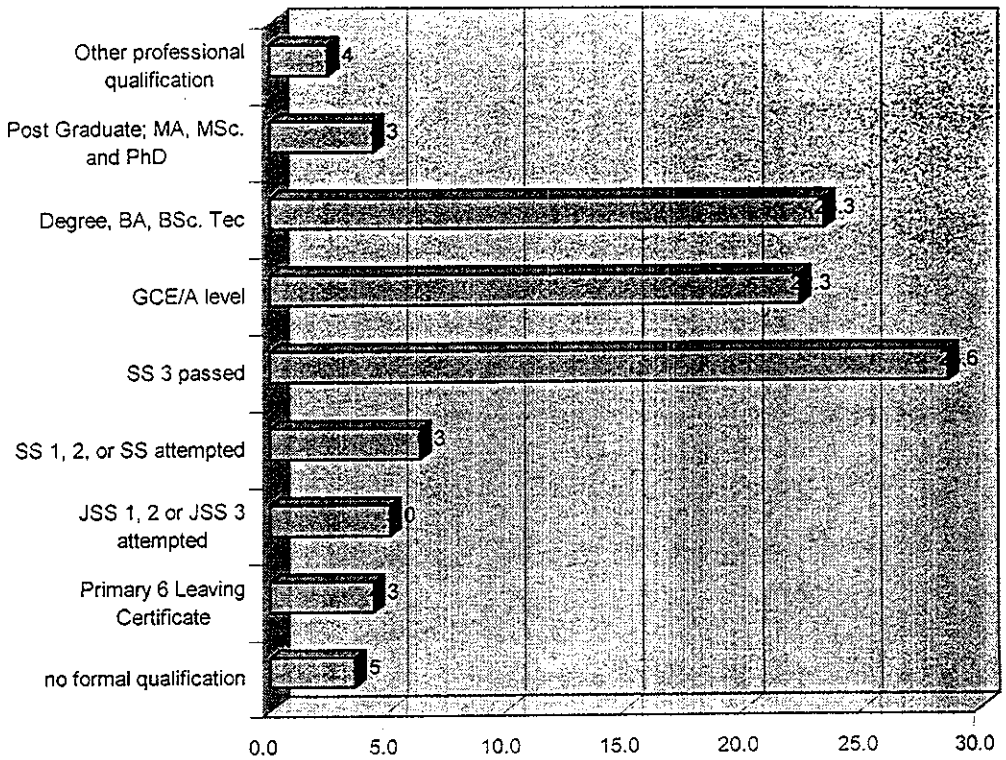
Figure 5.2: Age group structure of respondents (% of people surveyed)



(c) Qualifications and employment status

The survey shows that 3.5% of the respondents have no formal qualifications, while 4.3 % have only 'Primary 6 Leaving Certificate'. Figure 5.3 shows the highest qualifications possessed by the respondents in relation to the percentage of people surveyed.

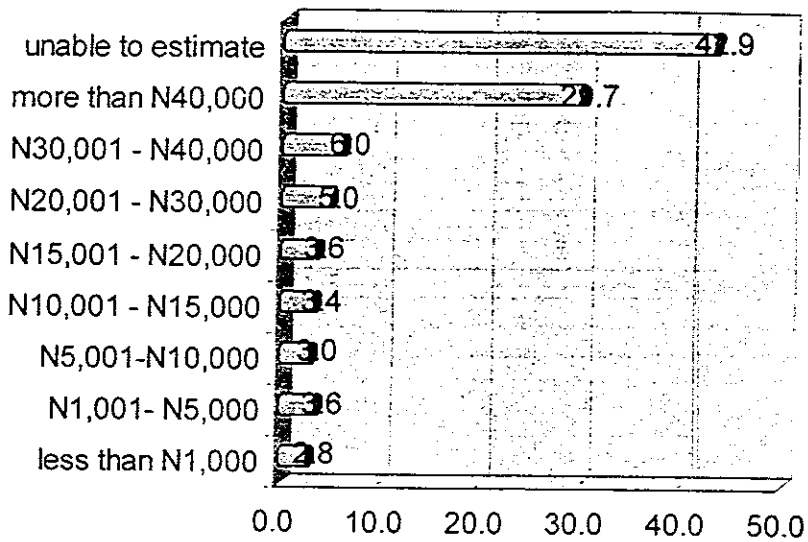
Figure 5.3: Respondents' highest qualifications (%)



Only 35.3% of the respondents surveyed are in full time employment, while 10.8% claimed to have part time/casual jobs. Although a high proportion (42.9%) of the respondents are not able to estimate their income[33], only 29.7% of the respondents earn more than forty thousands Naira (N40,000.00) a year (Figure 5.4). Based on the exchange rate at the time of writing, this translates to $286 or £205.00 per annum. The survey shows that only 14.8% have access to any other sources of income apart from their main occupation.

[33] The high proportion of respondents who are unable to estimate their income may reflect the fact that many people in Nigeria as in many developing countries are engaged in the informal sector where income tends to be irregular which makes any accounting rather difficult.

Figure 5.4: Annual income group (%)



5.3 Respondents' understanding of a conflict

When asked to rank a number of criteria based on their understanding of a conflict, the majority of the respondents ranked "civil unrest, riots, disturbance of public peace" as the most close fit to their views of a conflict[34] (Figures 5.5 to 5.9). "Violent attack on lives and property" is ranked the next most closely reflective of a conflict according to the survey. Fewer people regard severance of communication between people or community as a situation of a conflict.

However, some respondents suggested they regard a conflict situation as involving other incidences or situations, such as arson, fighting, religious intolerance, student unrest and armed robbery (Table 5.2).

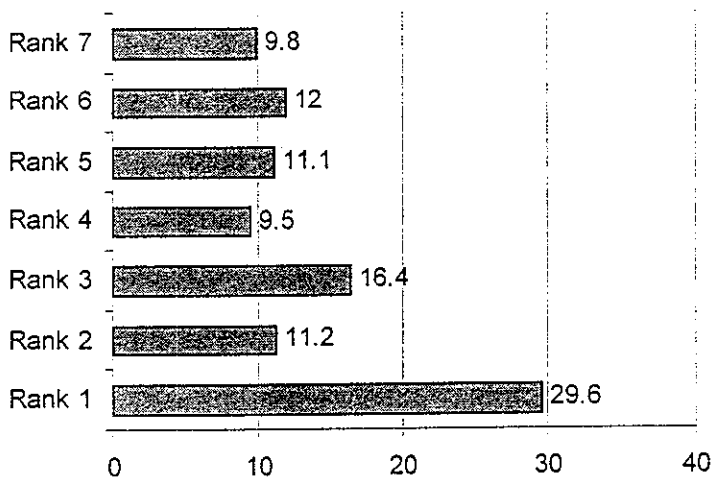
[34] Note that respondents' ranking ranges from 1 to 7 with 1 being the best fit.

Table 5.2: Other incidence or situation associated with conflicts in society[35]

✓ Armed robbery	✓ Arson
✓ Cultural differences	✓ Ethnic favouritism/tribalism
✓ Fighting	✓ General disagreement
✓ Injustice	✓ Intolerance
✓ Misunderstanding	✓ Physical abuse
✓ Poverty/struggle for existence	✓ Religious intolerance
✓ Religious riots	✓ Sexual harassment
✓ Students unrest	✓ War

Source: Author's field survey

Figure 5.5: Perception of a conflict as - 'a major disagreement that cannot be resolved'



[35] No classification is intended in this Table.

Figure 5.6: Perception of a conflict as a- "verbal assault on people"

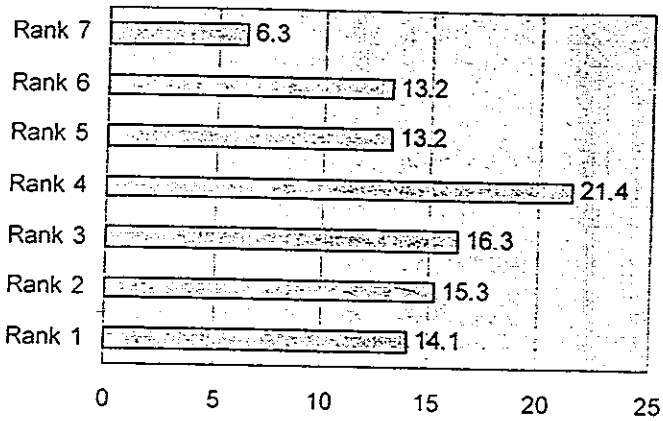


Figure 5.7: Perception of a conflict as a- "civil unrest, riot, disturbance of public peace"

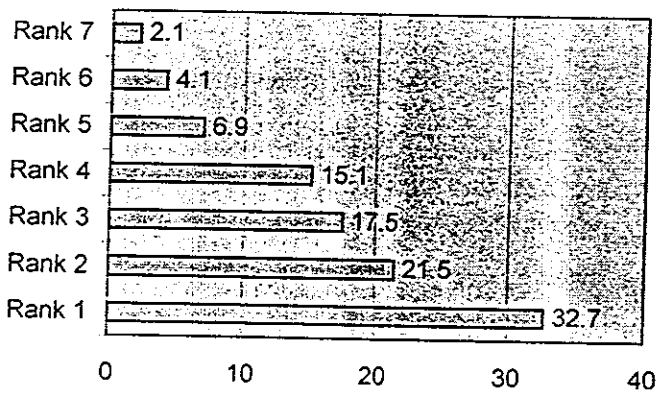


Figure 5.8: Perception of a conflict as a- "violent attack on lives and property"

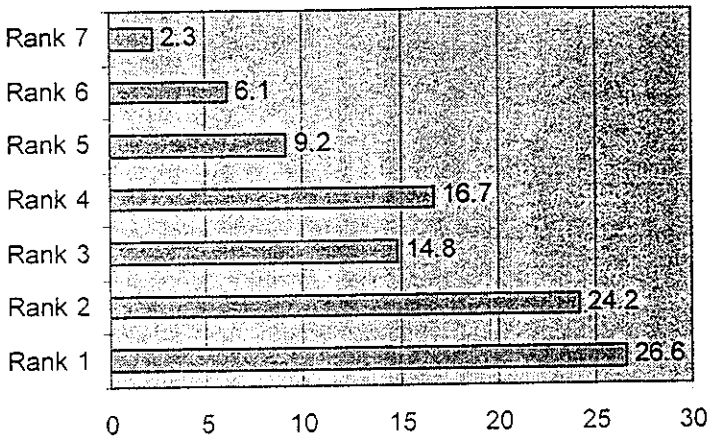
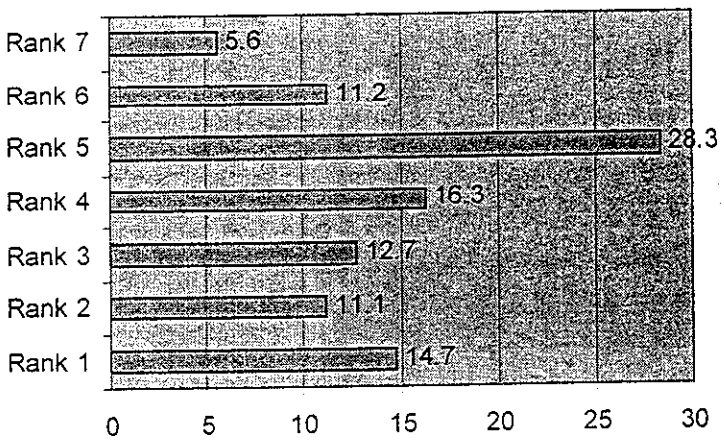
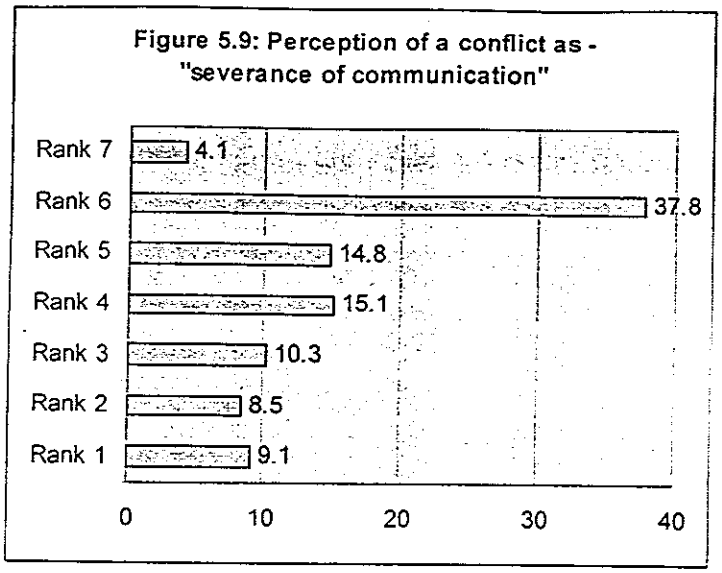


Figure 5.9: Perception of a conflict as an- "incitement to hatred"

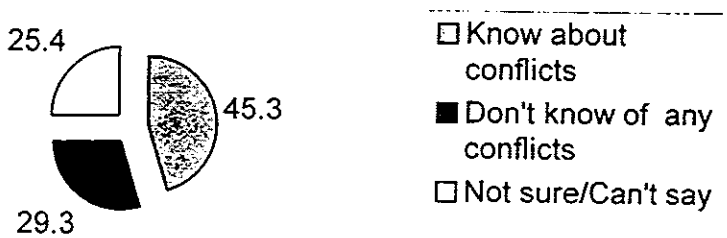




5.4 Knowledge of and causes of conflicts in the locality

Almost fifty percent of the respondents surveyed know of some conflicts involving different ethnic/tribal or interest groups in their locality (Figure 5.11). Although there is no official record of the number and severity of community conflicts and clashes in the two areas surveyed in recent times, the high proportion of the respondents who are aware of conflicts in their locality probably indicates the extent of the problem in the two regions. There is no significant difference in the proportion of respondents who are aware of conflicts in their locality between Lagos (45.4%) and the Delta states (45.2%).

Figure 5.11: Respondents' knowledge of conflicts in their locality (Lagos & Delta States)



While 35.8% of the people surveyed blame economic injustice for the conflicts in their community, about 26.1% associate conflicts in their locality with the inherent social/ cultural differences between the constituent members of their community. Other important factors considered responsible for conflicts in the study areas are political differences (20.2%) and religious intolerance (14.4%) (see Figure 5.12).

Figure: 5.12: Main causes of conflicts in respondents' locality (%) Lagos & Delta States

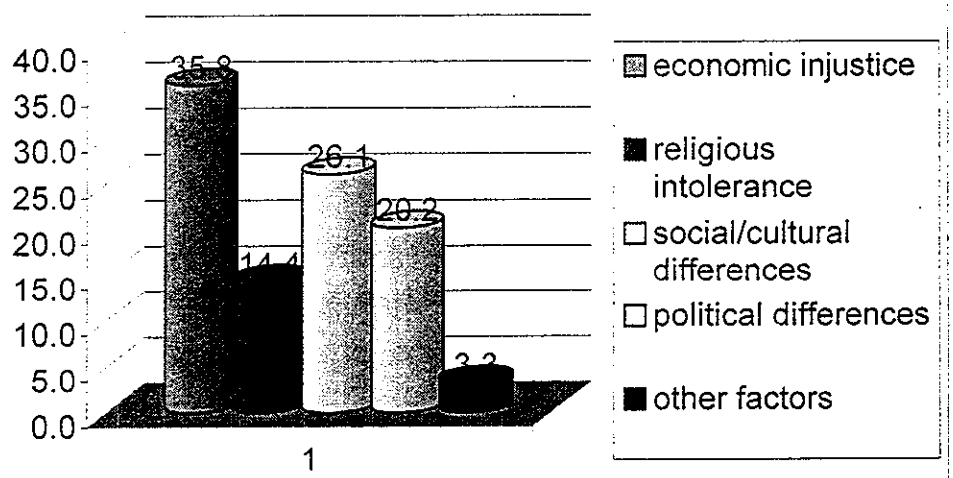
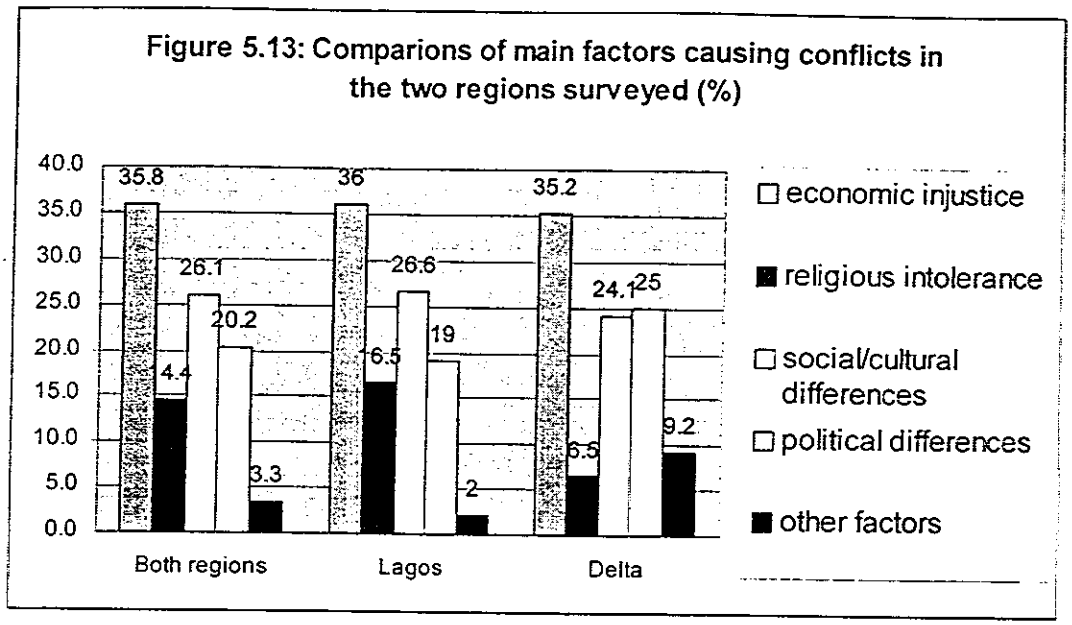


Figure 5.13 shows a regional comparison of the main factors causing conflicts in the study areas according to the respondents. While economic injustice is equally perceived as a factor causing community conflicts in the two regions, a slightly greater proportion of respondents in Lagos (26.6%) associate conflicts in the area with social/cultural differences, compared with the Delta states (24.1%). Similarly, political differences are more likely to cause conflicts in the Delta regions (25%) than in Lagos (19%). In the same vein, religious intolerance seems to be more of an issue in Lagos State (16.5%) than in the Delta States (6.5%).



Beside those listed in Figure 5.12, other factors responsible for community conflicts in the study areas according to the survey are as summarised in Table 5.3. While 51.8% of the people surveyed agreed that conflicts in society could be avoided, significant proportions of the respondents (32.7%) have a rather pessimistic view of their community as far as avoidance of conflicts is concerned.

Table 5.3: Other causes of conflicts in the study areas[36]

✓ "Bad government"	✓ "Cheat by Federal Government on oil"	✓ "Snatching of other people's wives"
✓ "Youths and illegal money"	✓ Aggressive political campaign	✓ "Area boys"
✓ Armed robbery attacks	✓ Boundary adjustment	✓ Boundary disputes
✓ Breakdown in communication	✓ Bribery & corruption	✓ Cheating & exploitation
✓ Chieftancy/rulership disputes	✓ Clashes following football match	✓ Class struggle/ Battle for supremacy
✓ Communal land problems	✓ Concentration of ethnic groups	✓ Conflicts between rival touts
✓ Cult membership rivalry & superiority	✓ Cultural diversity/differences	✓ Depriving people of their rights
✓ Differences in political beliefs	✓ Differences in values	✓ Disagreement between individuals
✓ Dishonesty	✓ Disputes between youths	✓ Drug/alcohol abuse
✓ Economic	✓ Economic	✓ Economic injustice

[36] No classification is intended in this Table.

✓ Economic mismanagement	✓ Ethnic intolerance/competition	✓ Fighting over land ownership
✓ Fuel scarcity/problem	✓ Government neglect/abuse of power	✓ Government policies e.g. tax too high
✓ Greed & selfishness	✓ Harassment	✓ High level of illiteracy in the country
✓ Idleness	✓ Ignorance	✓ Impatience
✓ Inadequate resources	✓ Inequality of wealth	✓ Injustice in society
✓ Inter-communal marriage	✓ Joblessness	✓ Joblessness
✓ Killing of innocent people	✓ Lack of effective policing	✓ Lack of fear of God
✓ Lack of information	✓ Lack understanding	✓ Language barrier/differences
✓ Non payment of salary	✓ Occultism & hooliganism	✓ Oil company exploitation
✓ Oil money/revenue sharing	✓ Oil spillage	✓ Oppression of the poor by the rich
✓ Police brutality	✓ Political differences/instability	✓ Political oppression
✓ Political Parties	✓ Poverty and quest for survival	✓ Problems of area boys
✓ Religious intolerance	✓ Social injustice	✓ Socio-cultural/religious differences
✓ Student riots/unrest	✓ Too many different ethnic groups	✓ Tribal hatred
✓ Tribalism and nepotism	✓ Tribalism/ tribal sentiment	✓ Unfair distribution of oil
✓ Unlawful arrest of people by the police	✓ Variation in living standards	✓ Voting/electoral process
✓ Youth unemployment/marginalisation		

Source: Author's field survey

5.5 Personal involvement in conflicts with people within social, domestic and work circle

Respondents were asked questions about personal involvement in conflicts with people within their social, domestic and work circle. Although the survey shows that most of them never or rarely engaged in conflicts personally, a proportion of the respondents almost always engaged in conflicts with their colleagues at work/school (4.9%) and with members of their households (3.8%).

Table 5.4: Respondents' personal involvement in conflicts with members of social, domestic and work circle (Lagos & Delta States)

	Rarely or never (%)	Sometimes (%)	Almost always (%)
Conflict with members of households	45.2	51	3.8
Conflict with colleagues at work	58.4	38.5	3.1
Conflict with colleagues at school	52.3	42.7	4.9
Conflict with neighbours	58.9	37.3	3.7
Conflict with members of social/religious club	68.4	28.1	3.5
Conflict with boss at work	71.9	24.2	3.8
Conflict with employees ate work	65.9	29.2	4.9

Source: Author's field survey

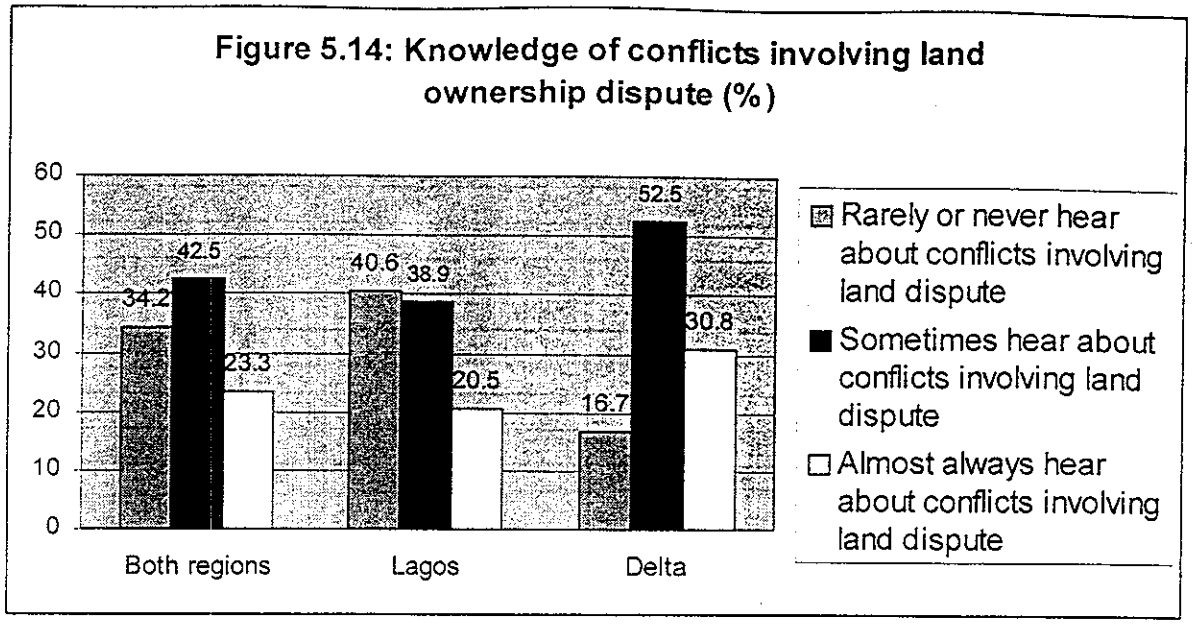
5.6 Knowledge of, and involvement in conflicts relating to specific issues in locality or community

In order to have a general idea about the frequency or regularity of community clashes/conflicts, respondents were asked how often they hear[37] about conflicts relating to specific issues in their locality or community. The data show interesting findings relating to conflicts involving land ownership dispute, religious riots, chieftancy title/rulership dispute, protest against perceive economic/social injustice, and other politically motivated protests.

(a) Conflict involving land ownership dispute

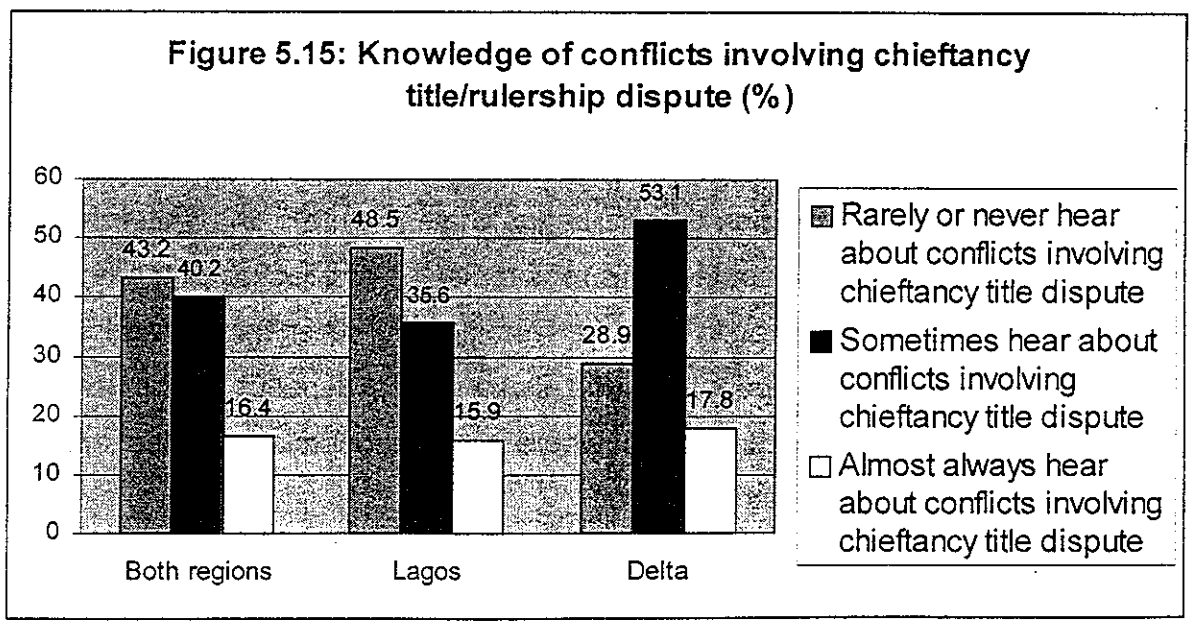
The survey shows that conflicts involving land ownership dispute are more common in the Delta region than in Lagos State (Figure 5.14). The relatively high incidence of land dispute in this region may be a reflection of the fact that there is a great pressure on land for farming and other related agricultural activities. Hence more people in the Delta states depend on the land for economic survival than in Lagos where most economic activities are not necessarily connected with the land.

[37] While the frequency of times the respondents hear about conflicts in their community may not be an accurate indication of the actual number/severity of incidences, it does reflect the degree of seriousness of the problem and shows regional differences in issues most likely to generate conflicts.



(b) Conflict involving chieftancy title/rulership dispute

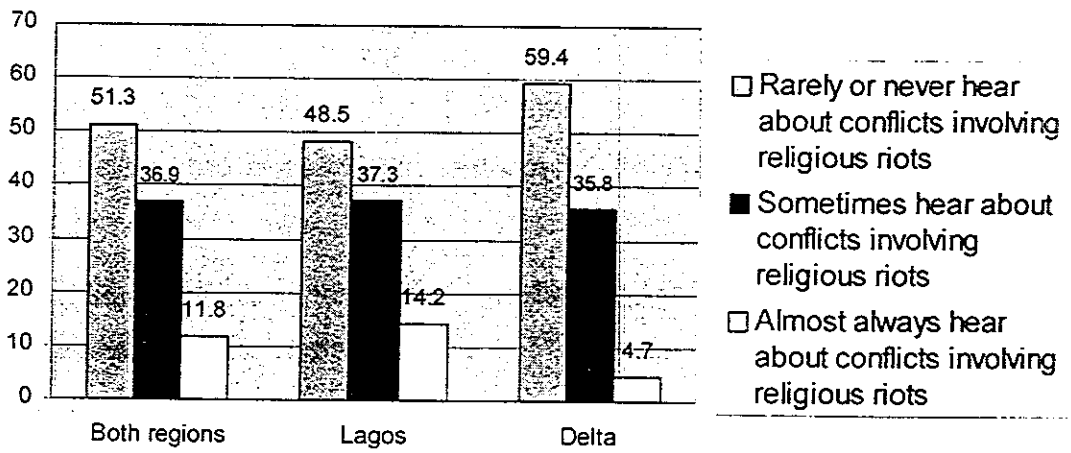
Regarding conflicts relating to chieftancy/rulership dispute, the survey shows that the Delta region again has a higher proportion of people who know or hear about such conflicts (Figure 5.15).



(c) Conflict involving religious riots

The survey shows that incidence of conflicts relation to religious dispute is more likely in Lagos where a relatively higher proportion of people (14.2%) surveyed claimed knowledge of community clashes linked to religious differences than in the Delta State (4.7%). (See Figure 5.16).

Figure 5.16: Knowledge of conflicts involving religious riots (%)

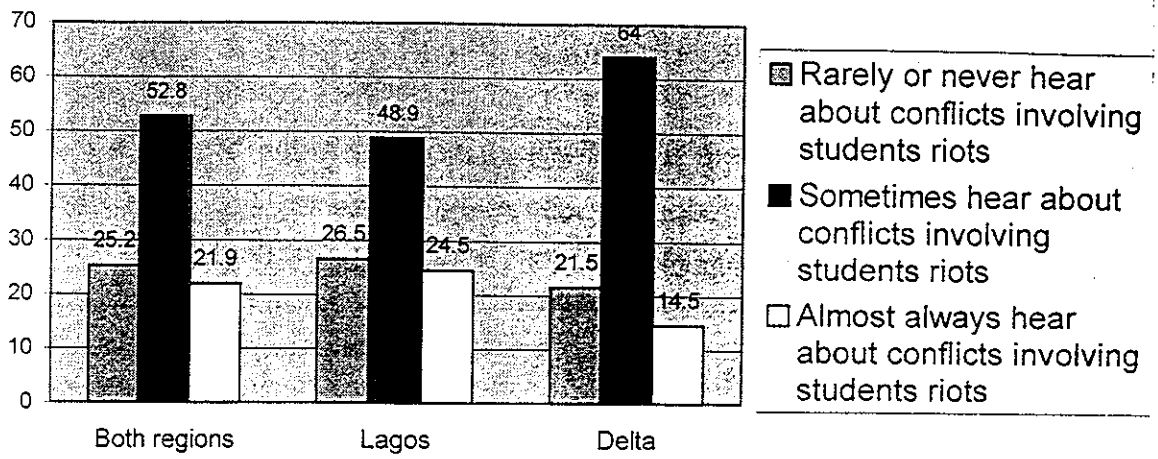


(d) Conflict involving student riots

The survey shows that Lagos State has a higher proportion of people who always hear or know about conflicts in their community involving students' riots. While 24.5% of the respondents are aware of community disturbances involving students riots, a slightly smaller proportion of the people surveyed in the Delta region (14.5%) claimed to know of or hear about community conflicts involving students (Figure 5.17).

Although, the higher proportion of conflicts awareness involving students may be partly due to the fact that the state has a significantly higher concentration of students than in the Delta States, nevertheless the result shoes that Lagos State is more prone to public clashes/disturbance involving student riots.

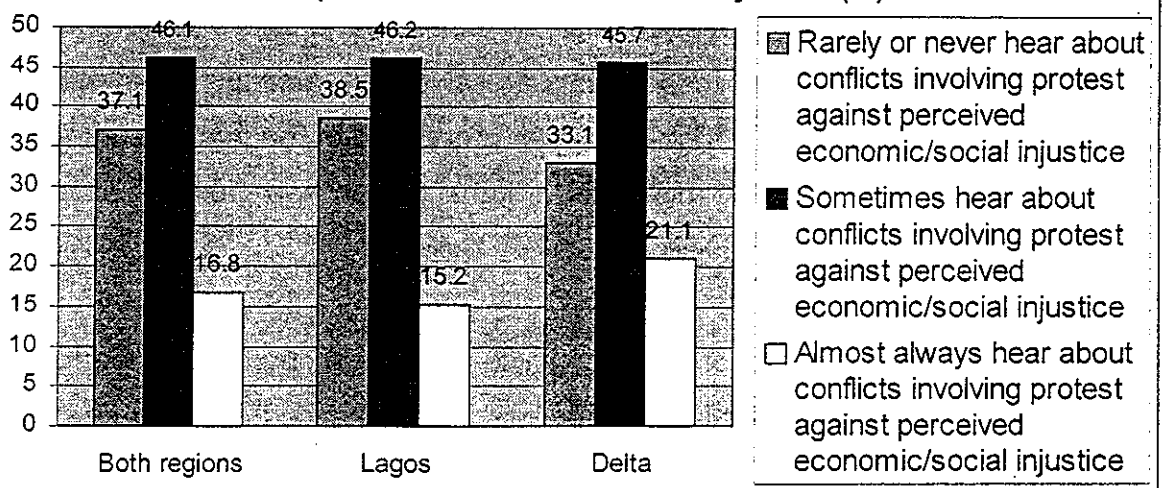
Figure 5.17: Knowledge of conflicts involving student riots (%)



(e) Conflict involving protest against perceived economic/social injustice

The survey shows that community clashes/conflicts in the Delta States are more likely occur as a result of the perceived economic/social injustice suffered by the people. Twenty one percent of the people surveyed always hear or know about conflicts in their community associated with this factor. This is figure is higher than 15.2% recorded for Lagos according to the study.

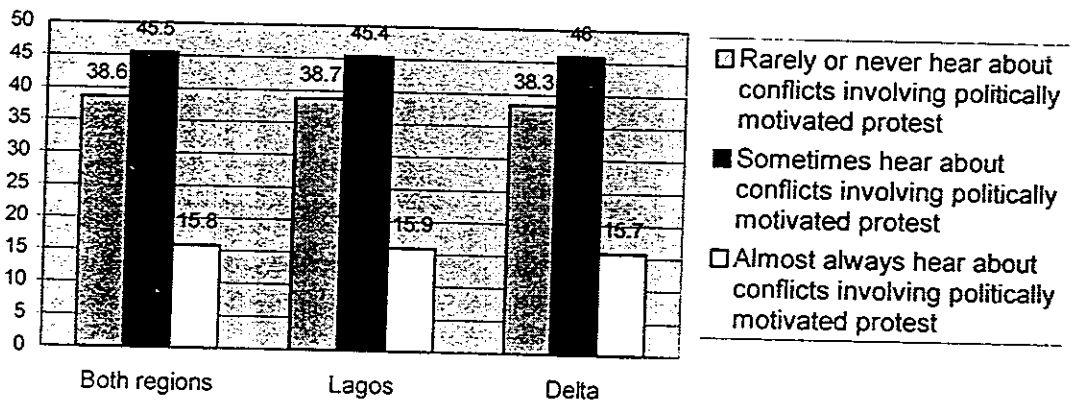
Figure 5.18: Knowledge of conflicts involving protest against perceived economic/social injustice (%)



(f) Conflict involving politically motivated protest

The survey shows that conflicts resulting from politically motivated protest are equally likely to occur in the two regions surveyed (Figure 5.19). The similarity in the proportion of people who almost always hear about politically motivated clashes in Lagos (15.9%) and the Delta States (15.7%) probably suggests that this form of conflicts may occur anywhere in Nigeria irrespective of geographic or regional location.

Figure 5.19: Knowledge of conflicts involving politically motivated protest (%)

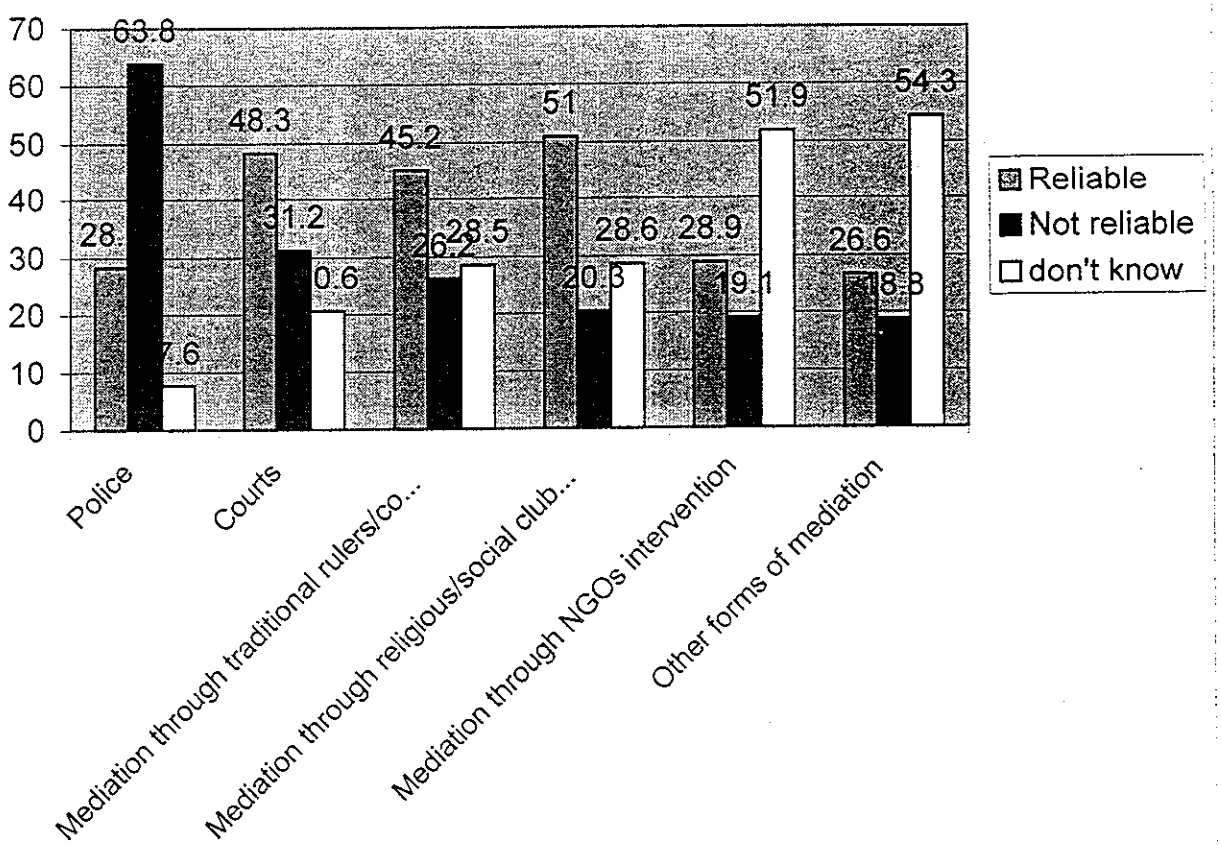


5.7 Availability of conflict resolution facilities and the community's confidence in them

Most of the respondents indicated the availability of conflict resolution facilities such as the Police, Courts, mediation through traditional rulers and other forms of mediation for settling disputes in their community. However, only 49.2% of the people surveyed have any confidence in the ability of these facilities to resolve conflicts in their community.

The degree of confidence in each of the available conflict resolution mechanisms/facilities varies significantly. A significant proportion of the respondents (63.8%) considered the Police as unreliable in solving the problem of conflicts in their community (Figure 5.20). Similarly, 31.2% indicated a general lack of confidence in the legal process through the courts in settling or resolving conflicts in their locality. The most favoured conflict resolution facility, according to the survey, is mediation through religious/social clubs or association.

Figure 5.20: Respondents' ratings of confidence in conflict resolution mechanisms/facilities



Given the fact that the majority of the respondents favoured mediation through religious/social clubs or associations, it is important that the Government should find effective ways of using these avenues in promoting community peace and in resolving conflicts in the study areas.

5.8 Respondents' understanding of peace & reasons for lack of peace in community

In relation to their community, the majority of the people surveyed considered peace as absence of conflict and riots and as being very nice and friendly towards other people (Table 5.5). Similarly, peace is regarded by many others as a condition of contentment with one's situation.

Table 5.5: Respondents' understanding of peace

	Percentage of Respondents		
	Agree	Disagree	Not sure/Don't know
Absence of conflict and riots	78.2	15.2	6.5
Being nice and friendly to others	77	14.4	8.5
Fighting for your rights, using any means possible	26.4	58.8	14.7
Being contented	69.2	13.9	16.7

Source: Author's field survey

When asked about factors they considered most responsible for lack of peace in their community, the respondents provided a wide range of reasons why their community suffers from conflicts and incessant breach of peace. These factors are as summarised in Table 5.6.

In relation to Table 5.6, it is obvious that while many respondents associate lack of peace in their community to economic marginalisation and social deprivation suffered by their community, others blamed the government for neglecting their community and alleged corruption by the political leaders which they claimed results in misuse of the resources needed for community development. Some of the respondents however link lack of peace in their community to ethnic/tribal hatred and the general mistrust amongst the people. Other factors cited as reasons for lack of peace include high rate of

youth unemployment, religious fundamentalism, brutality from Police and other law enforcement agency resulting in killing of innocent people, politically motivated riots and exploitation of community by oil companies (see Table 5.6).

Although it is difficult to establish the relative contribution of each of these factors to the creation of conflicts in each of the communities studied, it is however apparent that that economic deprivation seems to play an important role in undermining the peace and social well-being of the community in Lagos and the Delta states. In terms of their standard of living, 21.4% considered themselves as very poor or poor, while 54.7 considered their standard of living as average. This finding seems to suggest that some community conflicts in Nigeria could be linked directly to underlying economic conditions in which people live in the community. Hence, it is essential that any policy aimed at solving the incessant community clashes and conflicts in Nigeria should also consider ways in which the underlying economic problem of deprivation and poor standard of living could be addressed.

Table 5.6: Reasons for lack of peace in community[38]

✓ 'Government clashes with people'	✓ 'Area boys'	✓ 'Bad government'
✓ 'Not having Christ as their savior'	✓ 'Influence of devil'	✓ 'Neglect of Delta by the Federal Government'
✓ Abuse of power by political leaders	✓ 'Opc & Nigerian Police'	✓ 'Unification of tribes'
✓ Boundary dispute	✓ Armed robbers	✓ Assault on people/attack on lives
✓ Cheating on others	✓ Change L.G.A council	✓ Change of government
✓ Corruption of government	✓ Chieftancy/rulership dispute	✓ Closing of educational institutions
✓ Cultural/ethnic clashes	✓ Cults & Occultism	✓ Cultural differences
✓ Discrimination against other ethnic/tribal groups	✓ Discontentment	✓ Discrimination
✓ Disrespect for the law	✓ Dishonesty	✓ Disobedient youths
✓ Economic marginalisation of community	✓ Drug addiction	✓ Economic injustice
✓ Embezzlement	✓ Economic oppression	✓ Economic problem/inequality
✓ Federal Government's neglect of community	✓ Ethnic hatred	✓ Exploitation
✓ Graduate	✓ Gossiping among	✓ Government instability

[38] No classification is intended in this Table.

unemployment	housewives	
✓ High level of poverty	✓ Greediness	✓ High cost of living
✓ Human nature	✓ High rate of unemployment	✓ Hooliganisms
✓ Idleness	✓ Human right abuses/violation	✓ Hunger/poverty
✓ Inadequate/poor infrastructure	✓ Ignorance/illiteracy	✓ Inadequate Policing
✓ Irregular payment of salary	✓ Insecurity	✓ Intolerance
✓ Lack of amenities	✓ Lack communication	✓ Lack of adequate food
✓ Lack of communication & understanding	✓ Lack of awareness	✓ Lack of Biblical love
✓ Lack of job opportunities	✓ Lack of divine love for others	✓ Lack of good leadership
✓ Lack of respect for others	✓ Lack of love	✓ Lack of money/capital
✓ Lack of unity	✓ Lack of social amenities	✓ Lack of trust
✓ Land fragmentation	✓ Lack of unity	✓ Lacking of leadership
✓ Low level of education	✓ Land ownership dispute	✓ Language barrier/differences
✓ Mismanagement of resources	✓ Low standard of living	✓ Materialism & greed
✓ Neglect of some areas by the government	✓ Mistrust amongst community constituents	✓ Money problem
✓ Oil company neglect	✓ No cooperation	✓ No work for youths
✓ Oppression	✓ Oil drilling	✓ Oil exploitation
✓ Police brutality/insensitivity	✓ Overcrowding	✓ Overpopulation
✓ Political differences	✓ Police oppression	✓ Police unreliability
✓ Politically motivated protest	✓ Political instability/unrest	✓ Political parties disagreement
✓ Religious differences	✓ Poor community development programme	✓ Poor living standards
✓ Religious problems/conflict	✓ Religious factor	✓ Religious intolerance
✓ Rising cost of living/high prices of goods and services	✓ Religious riots	✓ Rising cost of fuel
✓ Students riot	✓ Rival touts fighting	✓ Shooting/killing of innocent people by the Police
✓ Traditional title dispute	✓ The presence of oil companies	✓ Too many laws
✓ Tribalism	✓ Tribal clashes	✓ Tribal sentiments
✓ Uneven distribution of resources	✓ Uncompromising ideological position	✓ Underdevelopment
✓ Youth unemployment	✓ Unnecessary arrest by Police	✓ Unreliable police/security system

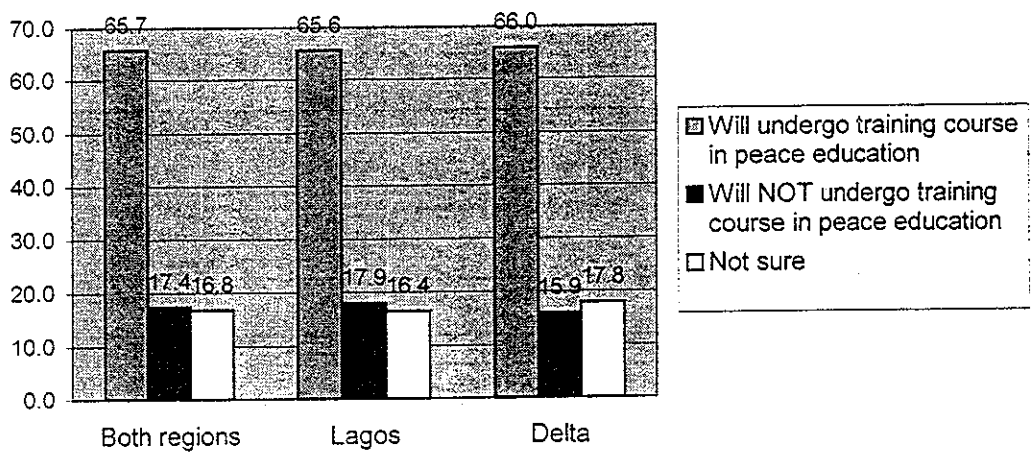
Source: Author's field survey

5.9 Need for peace education in the School Curriculum and willingness to undergo vocational training on peace education

The survey shows a strong support by the people for introducing peace education in the School Curriculum in Nigeria. Eighty three percent of the total number of people surveyed believe there is a need for teaching peace education in Schools. This figure is consistent for the two areas studied with Lagos (83.2%) and Delta (83.7) both showing strong levels of support for such initiative.

Similarly, significant proportions of people sampled (65.7%) are willing to undergo vocational training course on peace education, if given the opportunity (Figure 5.21).

Figure 5.21: Respondents' willingness to undergo vocational training course in Peace Education



The reasons provided by the respondents for willing to undertake vocational training course in Peace Education varies from one individual to another. However, some of the most common reasons given are as summarised in Table 5.7.

Table 5.7: Reasons for willing to undergo a vocational training course in Peace Education[39]

✓ Acquire enough knowledge about conflict resolution	✓ Acquire experience to keep community in good order	✓ Appreciate a peaceful environment
✓ Conflict will be reduced through training in peace education	✓ Create an atmosphere for progress	✓ Desire to promote peace in community
✓ Development of skills and knowledge will increase standard of production of economy	✓ Enhances understanding and co-operation amongst people	✓ Every individual should personally ensure peace in community
✓ General awareness of conflict resolution	✓ Good community relations is very important	✓ Help people to be more tolerant
✓ I am a peaceful person	✓ Learn about human behaviour	✓ Learn more about conflict management and everything about peace
✓ Learn more on how to live peacefully with others	✓ Learn more on how to relate with people	✓ Learn to understand and relate with people around me
✓ Like to know how conflict can be settled	✓ Living in peace in my society and community	✓ Love settling disputes
✓ Opportunity to further studies	✓ Peace education seen as a foundation for growth and development	✓ Peace education will help the economy of the country
✓ Peace is essential in society	✓ Peace is essential to development	✓ Peaceful environment brings unity among people
✓ Strongly believe people can live together in peace without serious conflict	✓ The only educated person in family	✓ Through education peace can be achieved
✓ To be a good example to other people	✓ To enlighten people on the harm conflicts do to society	✓ To equip me with knowledge on keeping peace
✓ To gain knowledge on how to get people dialogue for peace	✓ To help community understand that peace is essential for development	✓ To help contribute to community peace and success
✓ To help create more awareness about the need for peace	✓ To help develop cordial relationship among different ethnic groups	✓ To help ensure better future for the community
✓ To help maintain law and order	✓ To help prevent armed robbers and establish justice	✓ To help reduce occurrence of conflict
✓ To help resolve conflicts in locality	✓ To help spread peace education	✓ To help teach/educate the youths about the need for peace
✓ To help unprivileged people	✓ To learn about love, peace and self discipline	✓ To promote peaceful co-existence with every tribe
✓ To solve complex ethnic/tribal problem/clashes	✓ Want peace for Nigeria/country	✓ Want to be a peacemaker
✓ Want to be an instrument of peace	✓ Want to help build a good and sound environment and to promote peace and friendship	✓ Want to learn approaches to conflict resolution and peace building

[39] No classification is intended in this Table.

	peace	

Source: Author's field survey

5.10 Conclusions and policy implications

In relation to the conflict resolution/peace building awareness study, there are five major conclusions that could be drawn. Some of these have implications not only for the WDCSSI project but also for the political and economic stability of the country. They also provide the social and economic context for understanding recent community clashes/conflicts reported in the country.

First, many people recognised conflicts in their community as characterised by civil unrest, riots and other violent protests, often resulting in destruction of lives and property. The main factors responsible for these clashes/conflicts, according to the survey, are: real or perceived economic injustice, religious intolerance, socio-cultural differences resulting in ethnic favouritism/tribalism and politically motivated protests or riots. It is reasonable to suggest therefore that any attempt at tackling community conflict in Nigeria should begin with a proper analysis and understanding of these factors and the degree to which each of these factor contribute to or exacerbate community conflicts in Nigeria.

Second, the study shows a regional variations in the proportion of people who know or hear about conflicts in their community involving specific issues such as land ownership dispute, religious riots, chieftancy/rulership title disputes. Consequently, it is reasonable to suggest that, there is a need to formulate appropriate policy to promote peace building and community relations that is relevant to each community/region in Nigeria. Such peace building and promotion of civil society initiatives should be based on the regions' social, economic, cultural and demographic characteristics and, as a matter of course, involve community or religious leaders and other interest groups.

Third, given the relatively high proportion of people who claimed to have little or no confidence in the Police to maintain peace and resolve conflicts in their community, there is a need to promote better Police-Community relations in Nigeria. If the current spate of community clashes are to be reduced, the alleged heavy handed policing, as some of the respondents indicated, need to be replaced with a much more community oriented policing strategy based on co-operation between the Police and the community. Police and other law enforcement agency can play a crucial role in building peace in Nigeria by gaining the confidence and support of the populace and the Government, as a matter of priority, should provide the necessary resource for community policing to flourish in Nigeria.

Fourth, OICI/NOIC and other non-governmental organisations (NGOs) can play significant role in promoting the development civil society in Nigeria by introducing and running effective courses on Peace Education. The overwhelming majority of people (83%) who believe peace education courses should be introduced in the School Curriculum, and the high numbers (65.7%) who are willing to undergo such vocational training courses, provide the right environment and appetite for such schemes.

Fifth, the survey shows that community peace and progress cannot be achieved without solving the issues of economic deprivation and poor standards of living, especially amongst the vulnerable youths and marginalised sections of the Nigerian society. Consequently, efforts and resources directed at enhancing the economic survival and conditions of the poor people in Nigeria may be regarded as a positive contribution towards the development of a stable, peaceful and civil society, which essentially constitute the main focus of the WDCSSI project.

CAPACITY BUILDING SURVEY OF CO-OPERATIVE ORGANISATIONS AND COMMUNITY ASSOCIATIONS IN KANO STATE

6.1 Introduction

The role of Community Organisations and Co-operatives in engendering economic progress and social cohesion in developing countries is becoming widely recognised in development discourse. Such community-based associations are known to play active role in community development process and serve as important avenues for income generation and social security for many low income and economically disadvantaged people in the developing world.

Together with cooperative associations, Non-Governmental Organisations (NGOs) are also playing an important role in designing, managing and funding development projects in local communities in many developing countries including Nigeria. As a result of their increasing roles and relative effectiveness in poverty alleviation, NGOs are now considered essential partners in official development programmes.

Against this background, a study of cooperatives/community organisations and NGOs was conducted in Kano, Lagos and the Delta States (see Jegede, 2001). The exercise was aimed at developing a framework for improving networking between NGOs/Community Associations/Co-operatives operating in the study areas for improved service delivery to the Nigerian community.

This section presents the results of the Co-operatives/Community Association capacity building survey conducted in Kano State. For reasons of insufficient

data as a result of poor response rates[40] from Lagos and the Delta States, the results of the NGOs capacity building study for those two areas are not included in this report.

Consequently, this section only focuses on the questionnaire survey on Cooperatives/ Community Associations conducted in Kano. The survey was designed to assess the organisational and management needs of cooperative organisations and community associations necessary for increased productivity and to examine other relevant issues such as access to resources, credit and marketing strategy and long-term sustainability of these organisations. The study was designed with the aim of developing necessary intervention framework for effective management training of cooperatives members and personnel and to foster collaborative relations/linkage amongst these associations for effective service delivery to their host community.

6.2 General characteristics of the Cooperative Organisations surveyed

The questionnaire[41] survey exercise covers a total of 99 Co-operatives, drawn from different areas or districts in Kano State. Names and addresses of cooperative/community associations sampled and the major economic areas in which these organisations operate are as shown in Appendix 5.

(a) Year cooperative/community association started operation

The survey shows that 50.5% of the cooperatives were established since 1998. While 11% of the organisations have been in existence since before

[40] Out of the 70 questionnaires delivered to NGOs in both Lagos and the Delta States, only 19 completed questionnaires were received. This figure is considered too small to be representative of all NGOs operating in the regions, and are therefore excluded from the analysis of this report.

the country's independence in 1960.

(b) Main economic areas of operation

Agriculture and agricultural related activities constitute the main economic area of operations by the majority of the cooperatives. A significant proportion of the associations are multi-purpose cooperatives engaging in more than one line of economic activities. The major economic areas covered by these organisations are as summarised in Table 6.1.

Table 6.1: Cooperatives' main economic areas of operation

✓ Agriculture	✓ Agriculture	✓ Agriculture - Irrigation
✓ Agro-Allied business	✓ Black smithing	✓ Carpentry
✓ Community activities, agriculture	✓ Community based activities	✓ Community projects
✓ Cooking	✓ Education-Provision of nursery/primary schools	✓ Farming
✓ Food processing	✓ General services	✓ General trading
✓ Knitting	✓ Manufacturing	✓ Manufacturing
✓ Manufacturing of leather & handbags	✓ Marketing and general supplies	✓ Mechanics training
✓ Multi purpose activities	✓ Pomade/Hair cream (production distribution)	✓ Processing of agricultural products
✓ Production	✓ Provision of farm seeds to women	✓ Rice milling
✓ Self help activities	✓ Sewing/Tailoring services	✓ Shoes making
✓ Soap making	✓ soap making	✓ Tailoring services
✓ Tailoring services	✓ Technical Services	✓ Thrift and loans
✓ Tie & Dye	✓ Trading - basic consumer goods e.g. 'omo', sugar etc.	✓ Training in and production of cosmetics
✓ Training in production & sale of hides & skin locally	✓ Vegetable/Cooking oil making	✓ Weaving &sewing

Source: Author's field survey

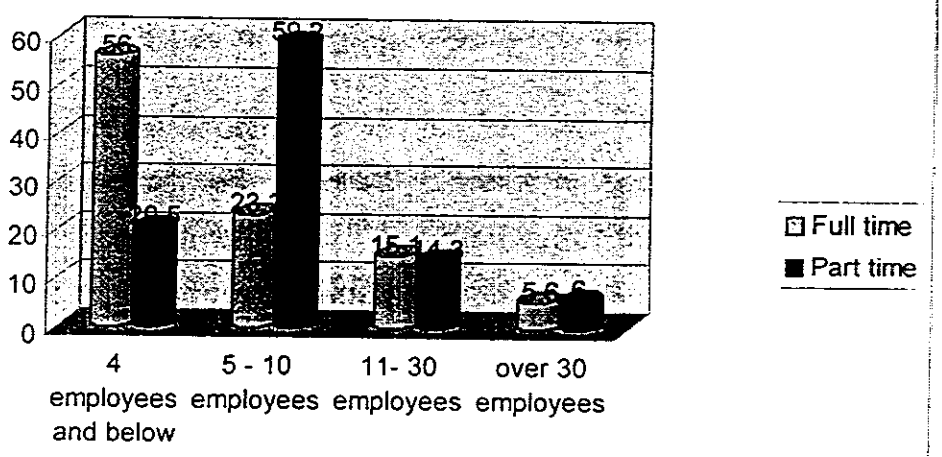
[41] For details of the questionnaire instruments used in this survey, see Appendice 5d of the Baseline Survey Report, Vol. 1 (Fieldwork Phase), presented to Opportunities Industrialisation Centres International (OICI) & United States Agency for International Development (USAID/NIGERIA), October 2001.

(c) Profit or non-profit making status of cooperatives/community associations

The majority of the cooperatives surveyed (85.9%) are run for profit. Only 14.1% are non-profit making cooperatives. The high proportion of cooperatives run for profit may be due to the need for these association to enhance their members income generating capability and also to generate funds to pay for administrative and other operational costs such as paying staff wages and salaries.

The number of full time staff in the cooperatives ranges from 1-10 people for most of the associations studied (Figure 6.1). While 79.3% of the cooperatives have full time staff of 10 people and below, a small proportion of the cooperatives (5.6%) have over 30 full time staff. In relation to the number of full time staff, the survey shows that many of the cooperatives have more part time staff than full time employees.

Figure 6.1: Cooperatives' full/part time staff - Kano State (% of cooperatives/community organisations surveyed)



(d) Estimates of cooperatives' monthly sales from main economic production

Table 6.2 summarises the cooperatives estimates of monthly sales from main economic production in Nigerian currency (Naira). Over 50% of the cooperatives have a monthly sales of less than N40,000.00 from their main economic production. This, based on the exchange rate at the time of writing, is equivalent to $ 286.00 or £205.00 per month[42].

Table 6.2: Estimates of monthly sales from main economic production

Estimates of monthly sales (Naira)	No. of cooperatives	Percentage of responses
Below 5,000	10	15
5,000 – 12,000	15	22.5
12,001 – 25,000	6	9
25,001- 40,000	7	10.5
40,001 – 80,000	8	12
80,001-100,000	10	15
100,001- 200,000	6	9
Over 200,000	5	7

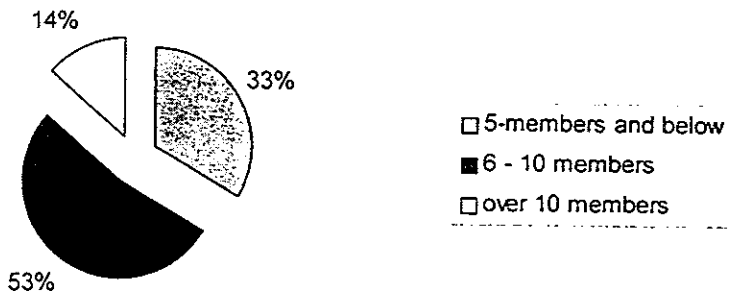
Source: Author's field survey

(e) Existence of cooperatives' management board

The study shows that 82.5% of the cooperatives surveyed have a management board in place. However, the number of people in the management board varies from one association to another. While, 33.3% of the cooperatives have 5-member management board or below, the majority (53.1%) have management board consisting of between 6 to 10 people. Only, 13.6% of the cooperatives have management board of over 10 members (Figure 6.2).

[42] This figure is based on the official exchange rate of N140.00 (Naira) to 1 US$ or N195.50 (Naira) to 1 British Pound Sterling as at 13 February, 2002.

Figure 6.2: Number of people in cooperatives' management board (%)



According to the survey, 42.5% of the cooperatives hold general meetings with members of their associations at least once a month. While, 15.2% have general meetings every 3 months, others have less frequent meetings, ranging from once every 6 months to once a year. The survey shows that 3% of the cooperatives have never held a general meeting since inception.

6.3 Assessment of cooperatives/community associations' capacity building needs and requirements

The survey covers an assessment of need by cooperative associations/community organisations with respect to their operational structure, management composition, human and financial resource base, service delivery strategy, external relations and sustainability of operations, amongst many other issues. Information and data on the cooperative organisations, were obtained by requesting appropriate cooperatives representatives with managerial responsibilities to describe the organisations' needs and requirements. Based on the degree of need, the cooperatives'

representatives were required to indicate aspects of their activities or operations that:

(a) Needs urgent attention
(b) Needs attention
(c) Needs improvement on fairly wide scale but not major
(d) Needs improvement in limited aspects but not major or urgent
(e) Has room for some improvement
(f) Has no need for immediate improvement.

Using these six qualitative measures, the cooperatives' capacity building need and requirements are analysed and summarised under relevant themes as presented in the following sections.

6.3.1 Assessment of cooperative associations' needs - governing/management strategies

The study shows two major areas where greater attention is currently needed as far as cooperative associations' management boards are concerned. These are; (a) the articulation/documentation of the board's policy direction, and (b) the representativeness of the management boards(Figure 6.3a-6.3d). In both cases, over a quarter of the cooperative associations surveyed (28.3% and 26.2% receptively) indicated urgent or major needs in these areas of management.

The specific nature of needs expressed regarding cooperatives management/governing boards relate to the provision of management training through workshops and seminars, financial support, record keeping, and need to have standard policy that will apply to all members of the association.
Other needs indicated by the cooperatives in relation to the management boards are as summarised in Table 6.3.

Table 6.3: Nature of need relating to cooperatives management boards

✓ All constituents must be equally represented in the management board	✓ Board members need more training on their duties	✓ Need to reward loyalty of committed members to cooperatives activities
✓ Financial support/ assistance to the management Board	✓ Need for committees to perform different functions	✓ Provision of Management training
✓ Need to have written policy documentation for cooperatives managers to follow	✓ Training needs for cooperatives managers	✓ Training through workshops & seminars
✓ Special training on record keeping for cooperatives managers	✓ Needs to develop proper orientation for cooperatives activities	

Source: Author's field survey

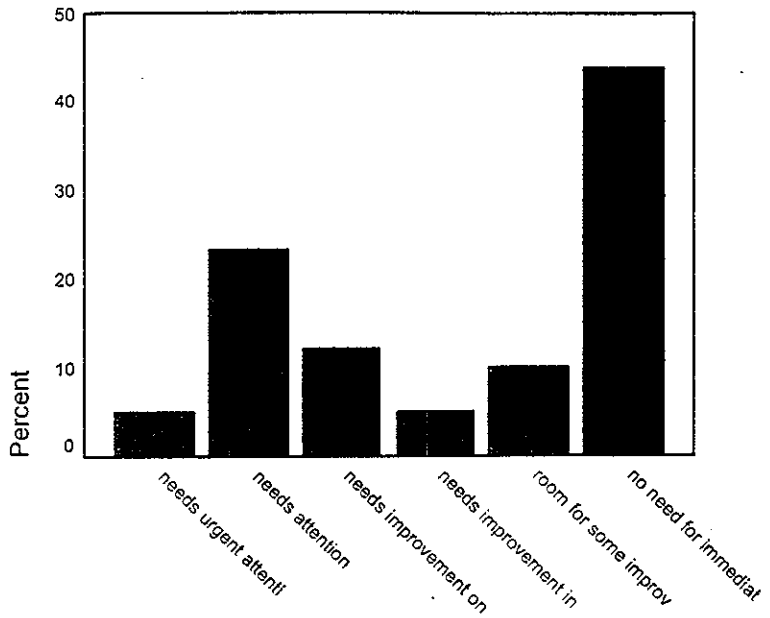


Figure 6.3a: Board policy direction and oversight

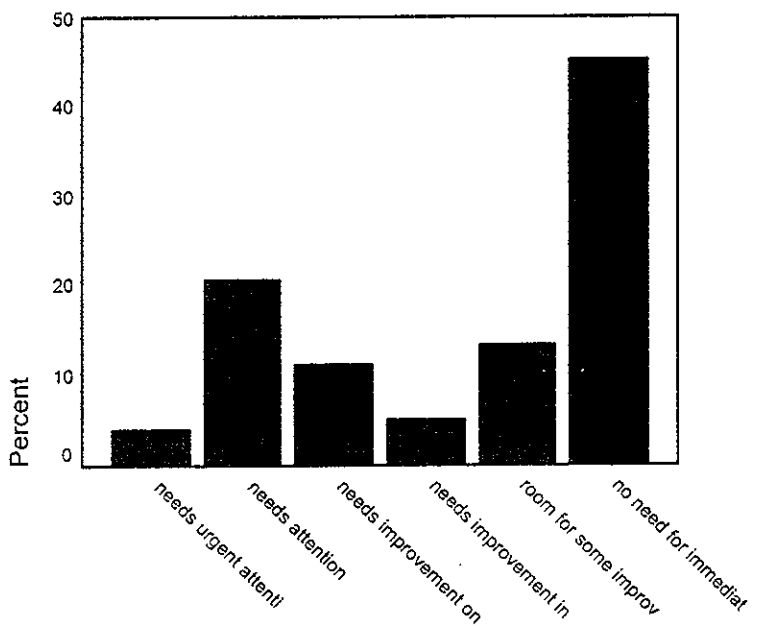


Figure 6.3b: Boards accountability and credibility

[43] Figures 6.3 through 6.36 all show the percentage of the cooperative associations surveyed that expressed a need for improvement in the specified areas of operations. Each of the 6 bars indicates the degree of need. Where the respondents failed to indicate the full range of needs, the category may be less that 6.

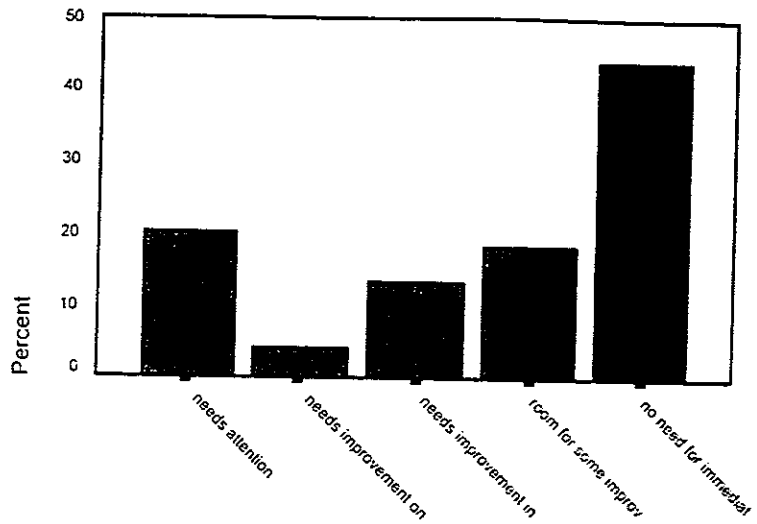


Figure 6.3c: Boards composition of committed members

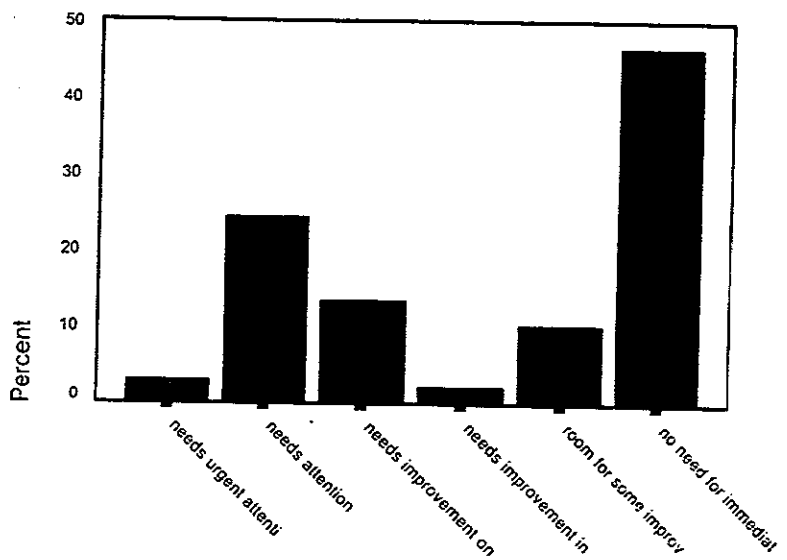


Figure 6.3d: Representativeness of boards' membership

6.3.2 Assessment of cooperative associations' needs – mission/goal

Regarding the cooperative associations' mission, the survey shows that almost 40% of the cooperatives surveyed indicated a need for greater articulation and clarify of their cooperative associations' operational goal or mission (Figure 6.4).

Figure 6.4: Assessment of cooperatives' mission/goal

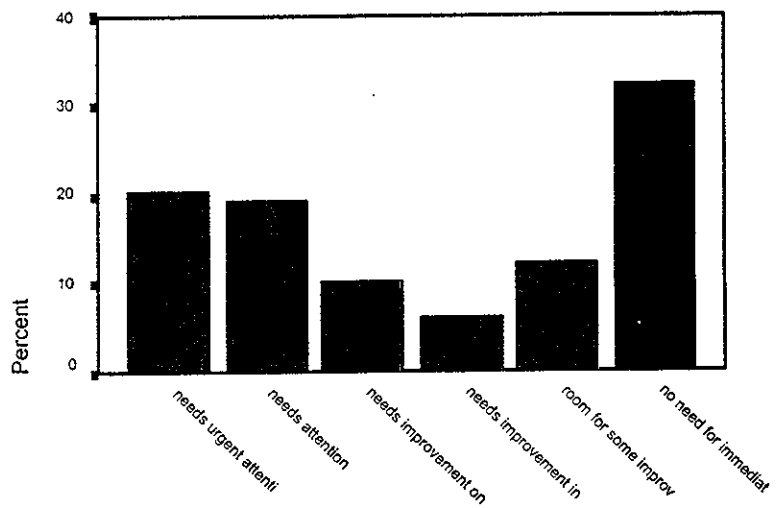


Figure 6.4a: Clarity and articulation of cooperatives' mission/goal

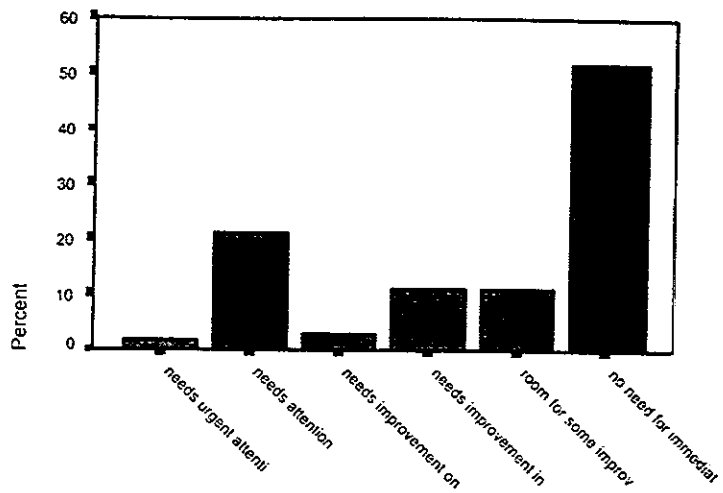


Figure 6.4b: Staff/constituents understanding of associations' mission

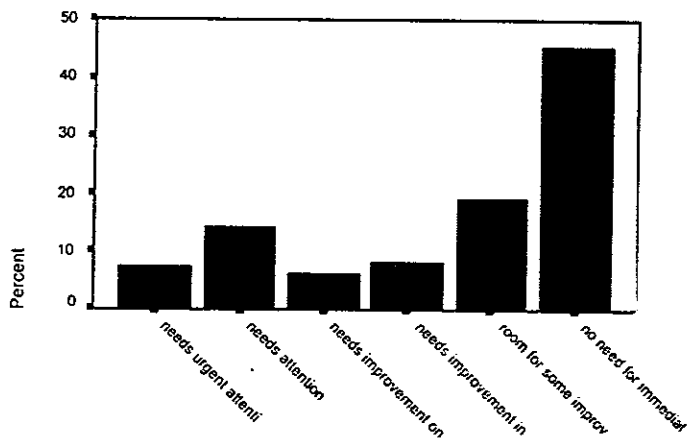


Figure 6.4c: Public awareness of association' s mission

The main areas of need expressed in this regard includes:

- Training on constitution drafting and documentation upon which to base the associations' operations
- Greater publicity and general enlightenment about specific mission or objective of cooperative associations
- Differentiation between cooperative associations' economic and social benefits.

6.3.3 Assessment of cooperative associations' needs – constituency's involvement

The survey shows there is no major problem as far as cooperative association constituency involvement is concerned (Figure 6.5). However, those organisations that expressed a need for improvement in this area indicated the desire to expand current operational areas to cover other regions.

Figure 6.5: Assessment of cooperatives constituency's involvement

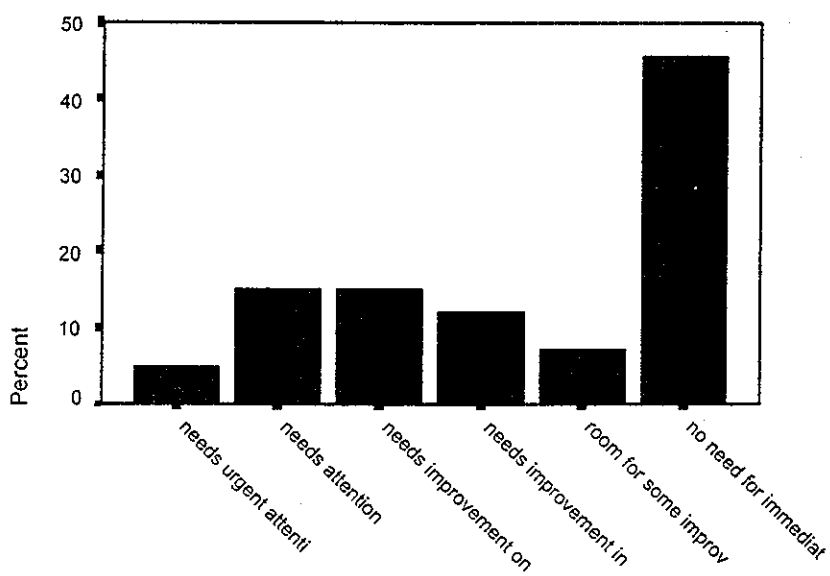


Figure 6.5a: Existence of a well defined constituency

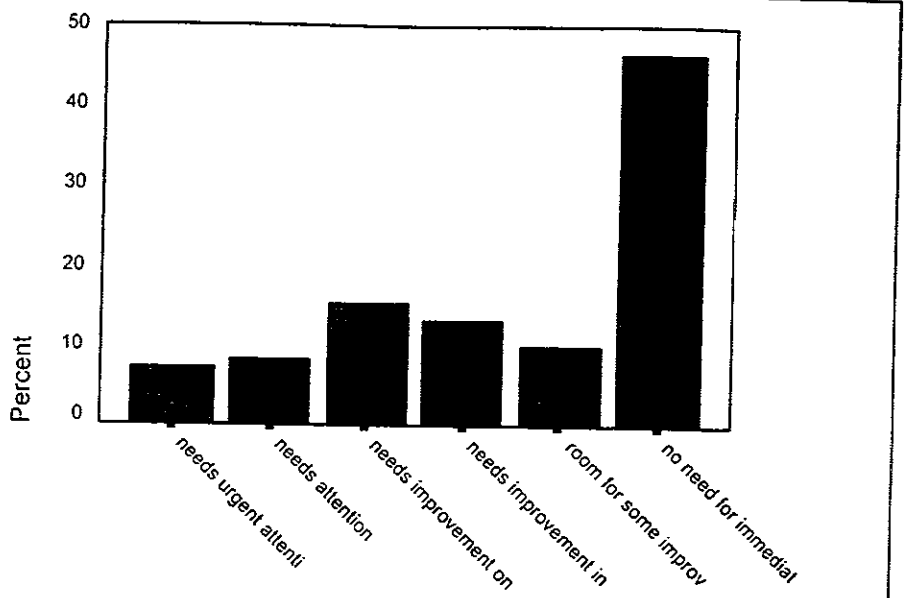


Figure 6.5b:Involvement of constituency in review of mission/strategies

6.3.4 Assessment of cooperative associations' needs – senior management/leadership

The survey shows that 29.3% of the associations surveyed need improvements in relation to the organisations senior management/leadership understanding of their role and responsibilities. A slightly smaller proportion (26.3%) believed their association needs improving as far as relations between management and staff is concerned (Figure 6.6).

The specific nature of needs expressed relates to the followings:

- Training of cooperative associations leaders on management techniques
- Provision of general literacy training for to cooperative associations leaders and members
- Greater involvement of non-managerial members of associations in major decision making process

Figure 6.6: Assessment of cooperatives' senior management/leadership

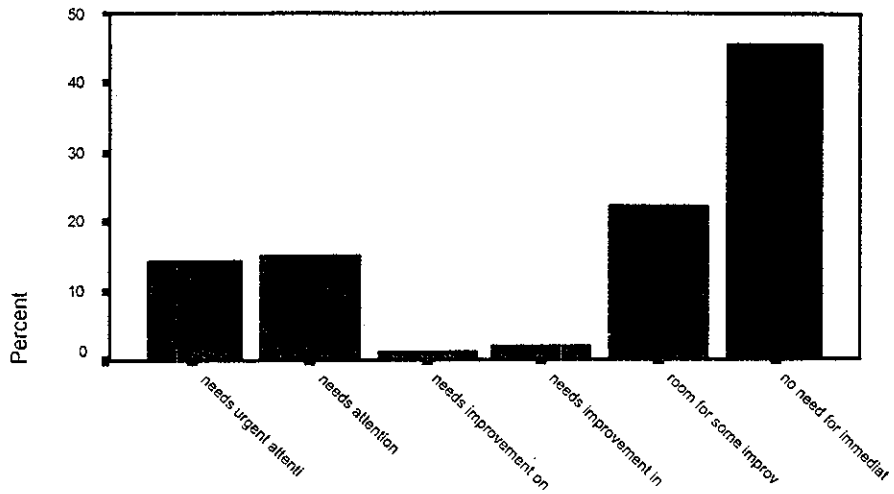


Figure 6.6a: Leaders' understanding of their roles and responsibilities

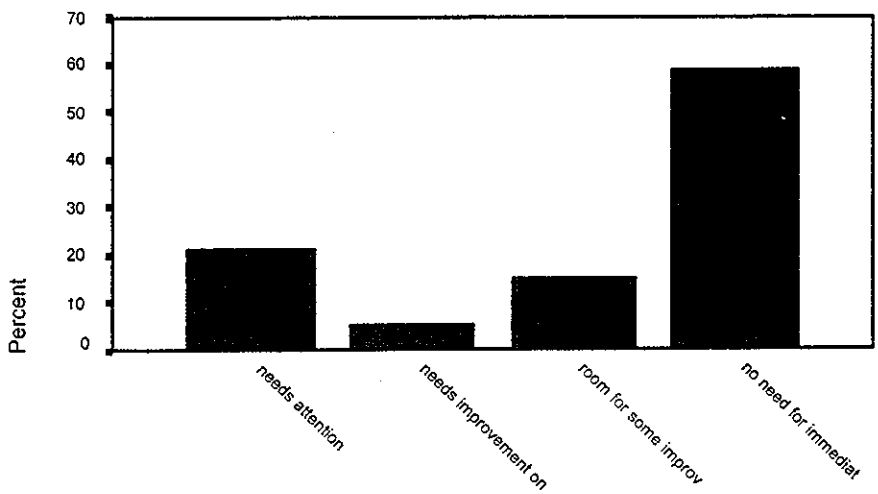


Figure 6.6b: Management's relationship to staff

6.3.5 Assessment of cooperative associations' needs – organisational structure

Only a small proportion of the cooperative associations surveyed indicated any need for improvement in their organisational structure. However, 12.3% of the organisations indicated some problems with the associations' adherence to the set organisational structures (Figure 6.7).

Figure 6.7: Assessment of cooperatives' organisation structure

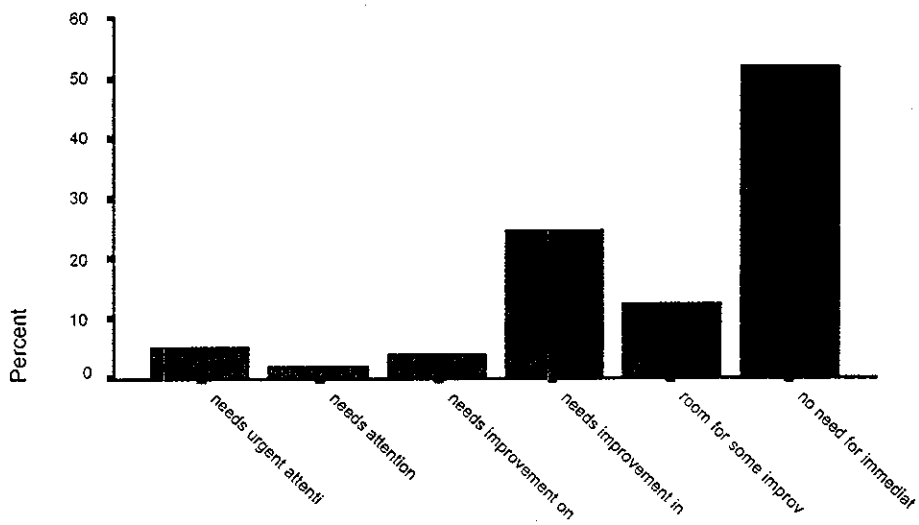


Figure 6.7a: Cooperatives organisational structure

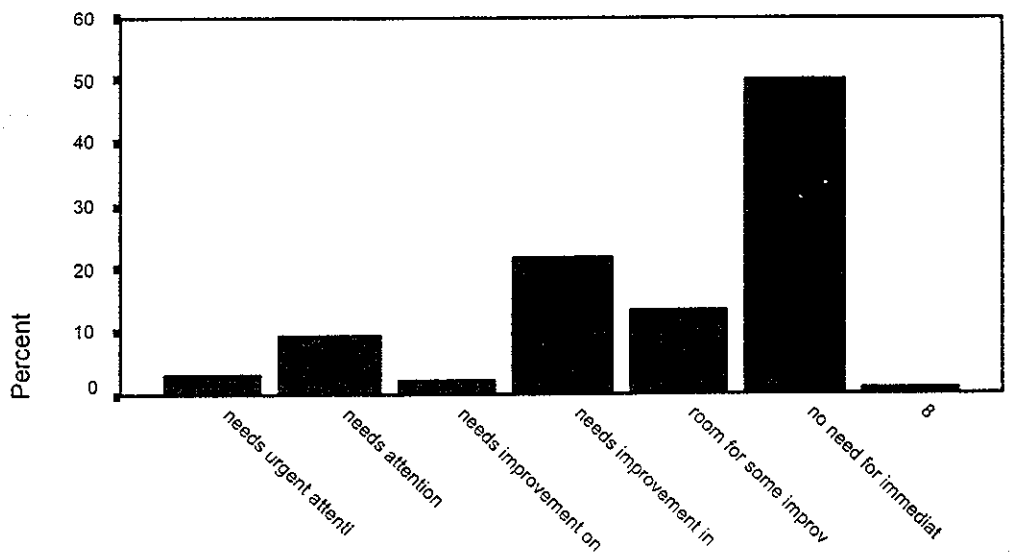


Figure 6.7b: Adherence to the set organisational structure

Amongst the specific needs expressed here are:

- Need to develop and adhere to a clear line of authority by cooperative associations management
- Specific roles and responsibilities of cooperative members to be clearly defined
- Cooperative associations operational guidelines to be produced and circulated amongst members.
- Leaders to assign responsibilities and to ensure rules and regulations are followed by all members.

6.3.6 Assessment of cooperative associations' needs – administrative procedures

The survey shows some cooperative associations would like some improvements in their administrative procedures especially in the area of formalising administrative procedures of the organisation. Similarly, other would like the cooperative associations to stick to any formally agreed administrative procedures set for the organisation (Figure 6.8)

Figure 6.8: Assessment of cooperatives' administrative procedures

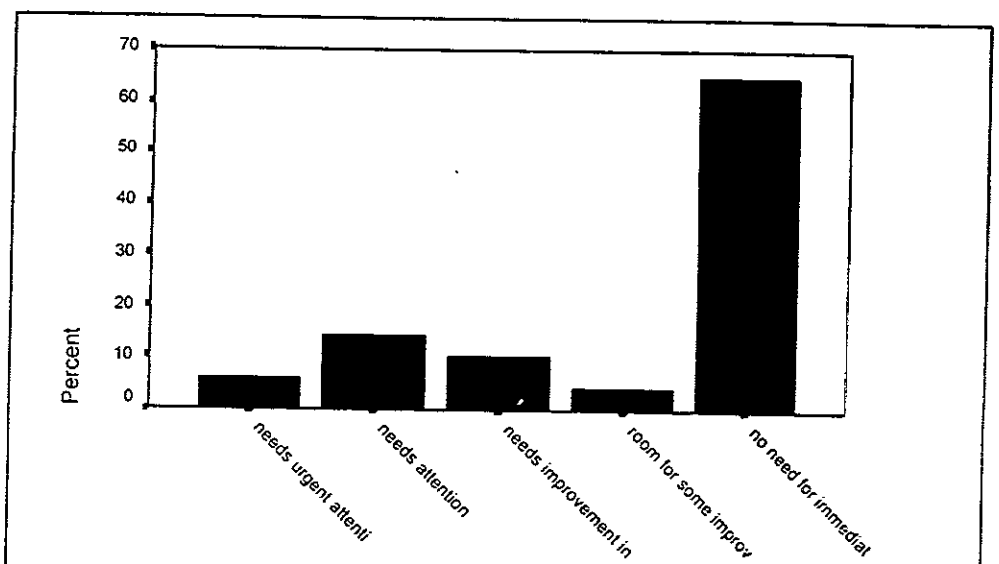


Figure 6.8a: Existence of administrative procedures manual

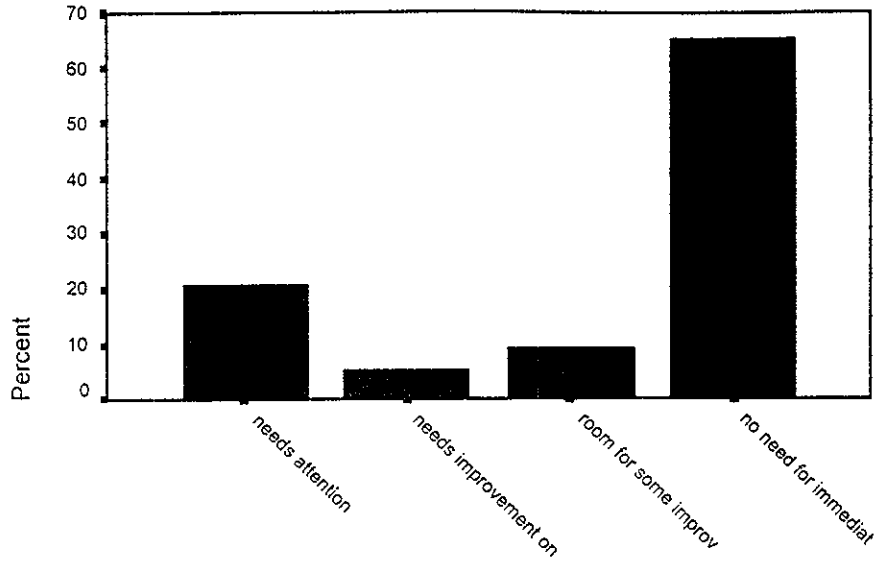


Figure 6.8b: Adherence to administrative procedures

6.3.7 Assessment of cooperative associations' needs – recruitment procedures

Of the cooperatives surveyed 20% require a formal, clearly defined recruitment procedure (Figure 6.9). The survey shows other areas of need expressed in relation to personnel include:

- Provision of funds to employ more workers to cover other areas of the organisations' activities
- Ensuring that that qualified worker who are able to read and write are hired
- Provision of training for new employees/members.

Figure 6.9: Assessment of cooperatives' recruitment procedures

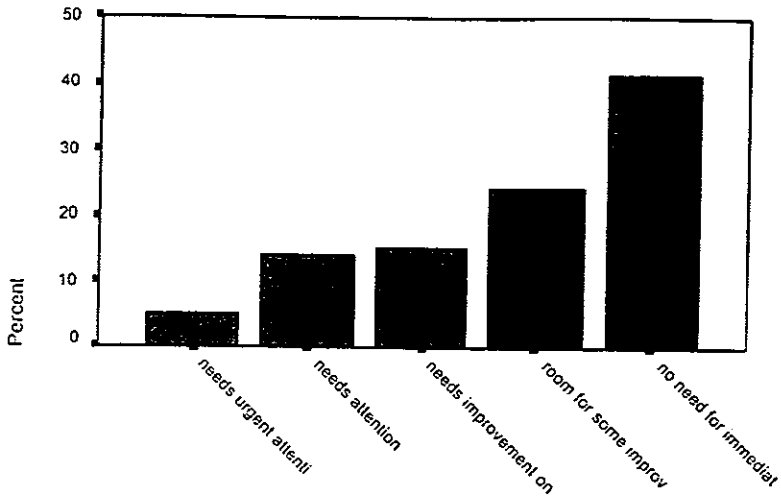


Figure 6.9a: Existence of formal, clearly defined recruitment procedure

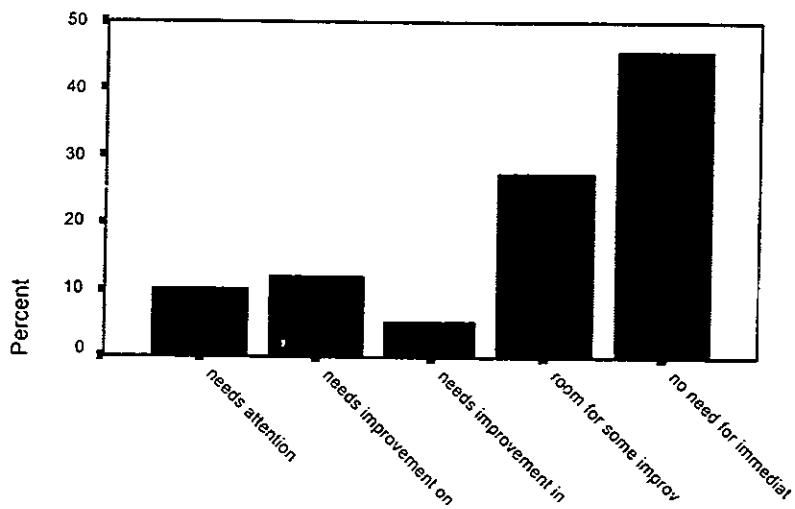


Figure 6.9b: Adherence to recruitment and employm

6.3.8 Assessment of cooperative associations' needs – strategic operating plans

About 27% of the cooperatives indicated a need for major improvement regarding the development of operating plans to reflect strategic objective of the association (Figure 6.10).

Figure 6.10: Assessment of cooperatives' strategic/operating plans

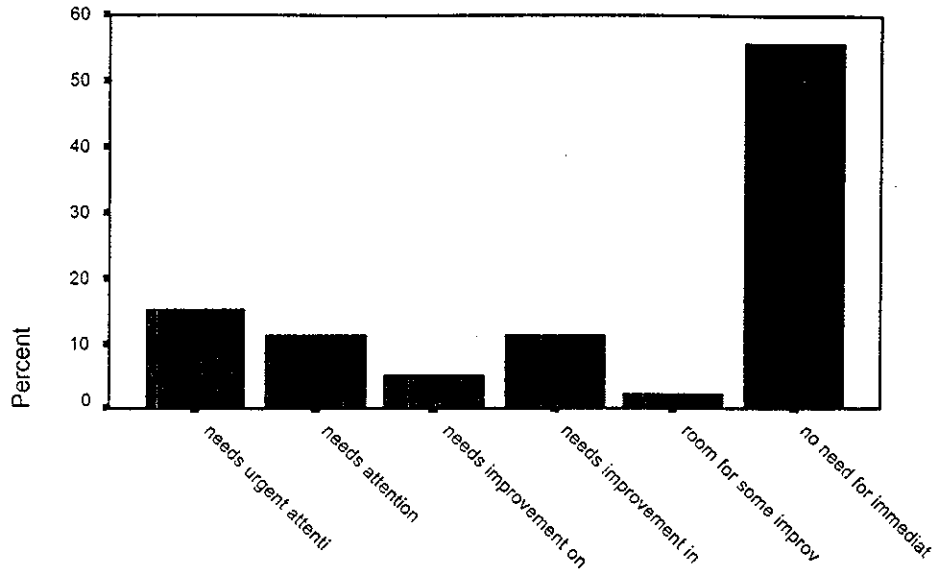


Figure 6.10: Operating plans are developed and reflect a strategic plan

6.3.9 Assessment of cooperative associations' needs – constituents' involvement in programme design and development

The survey shows that 34.3% of the cooperatives want to see a major improvement in their association as far as the constituents' involvement in programme design and development is concerned. Also, a significant proportion 17.2% want to see appropriate monitoring and evaluation system developed and incorporated into the organisations' operations that would underpin programme modification processes (Figure 6.11).

The study suggests a great need to promote greater public involvement in the activities of cooperatives organisations in Kano State. Also, ordinary members of the cooperative associations, need to play more active role in the operations of these organisations in contrast to current practice in which major decisions are left in the hands of cooperative managers or leaders.

Figure 6.11: Assessment of constituency's involvement in cooperatives programme development and monitoring/evaluation system

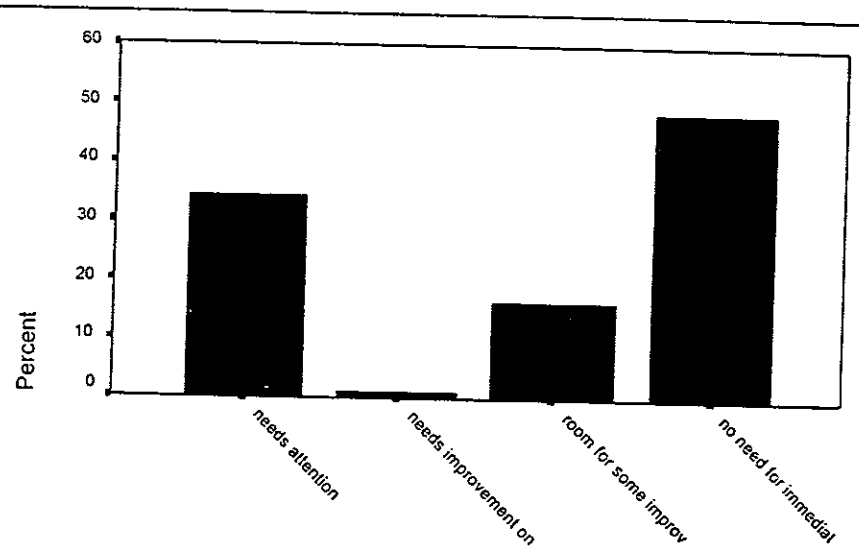


Figure 6.11a: Constituents involvement in prog. design & implementation.

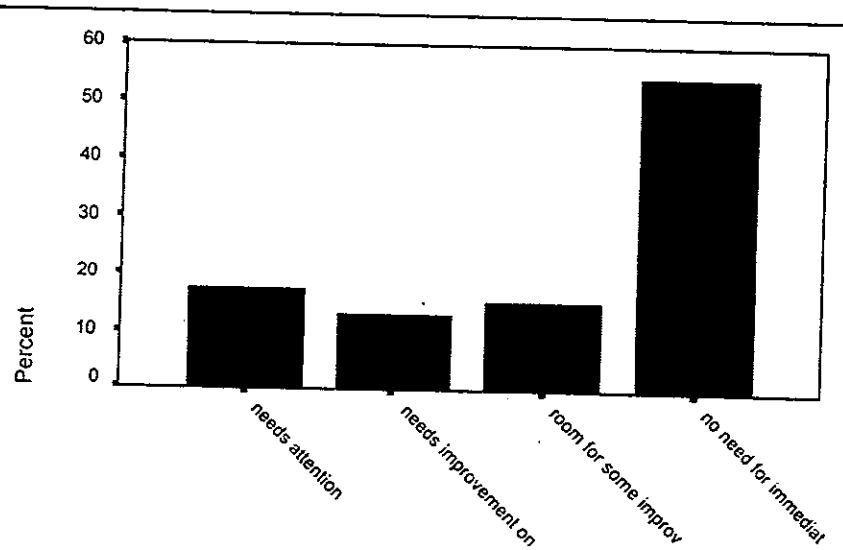


Figure 6.11b: M/E sustem exists for programme modification

6.3.10 Assessment of cooperative associations' needs – programme reporting

Almost 50% of the cooperatives surveyed indicated a need for improving the reporting of the associations' activities and the dissemination of lessons learned through their operations (Figure 6.12).

Figure 6.12: Assessment of cooperatives' programme reporting

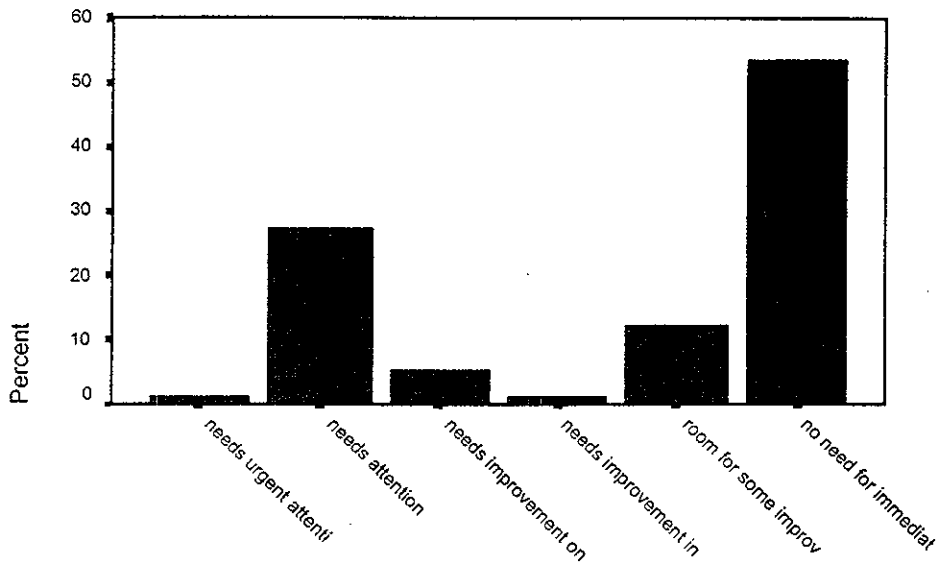


Figure 6.12a: Regular reports on activities

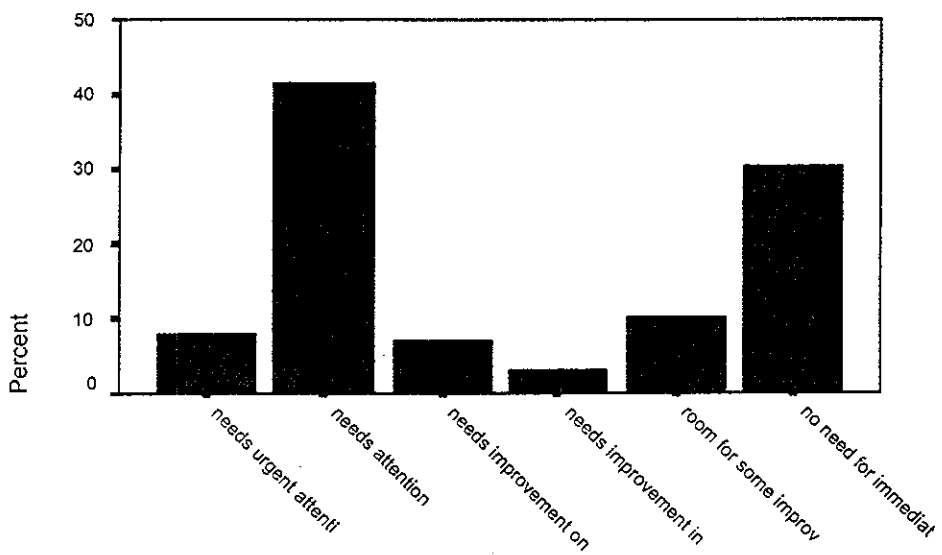


Figure 6.12b: Publication and disseminates of reports

The specific areas of need in relation to cooperatives' programme reporting include:

- Creation of an effective avenue for publicity of associations' activities
- More regular membership meetings
- Production of quarterly or annual bulletins
- More regular General Meetings for monitoring and evaluating cooperative associations' programmes.

6.3.11 Assessment of cooperative associations' needs – programme reporting

The survey shows that a great deal of efforts need to be made to improve the cooperative organisations' human resource development. Fifty three percent of the cooperatives indicated their human resource development planning needs urgent or major improvement. Similarly, 47.5% believe the associations' staff training needs to be improved and based on the organisations' capacity needs and strategic objectives (Figure 6.13).

Figure 6.13: Assessment of cooperatives' human resource development

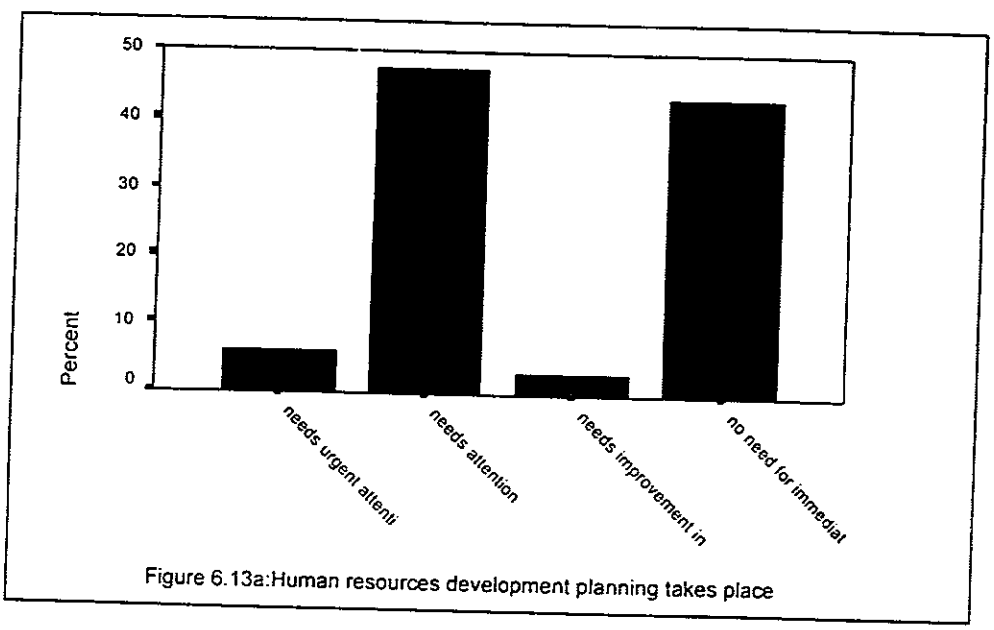


Figure 6.13a:Human resources development planning takes place

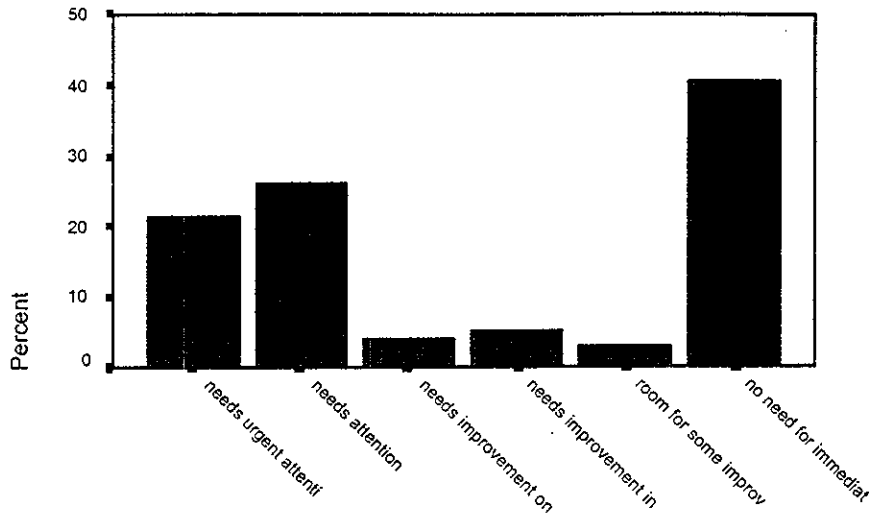


Figure 6.13b:Staff training based on strategic needs and objectives

6.3.12 Assessment of cooperative associations' needs – definition and documentation of staff roles and responsibilities

Almost a quarter of the cooperative organisations surveyed believed their organisations need to improve on the definition and documentation of staff roles and responsibilities. Similar proportion indicated that job descriptions should be used as a basis for measuring staff performance (Figure 6.14).

Figure 6.14: Assessment of cooperatives definition and documentation of staff roles and responsibilities

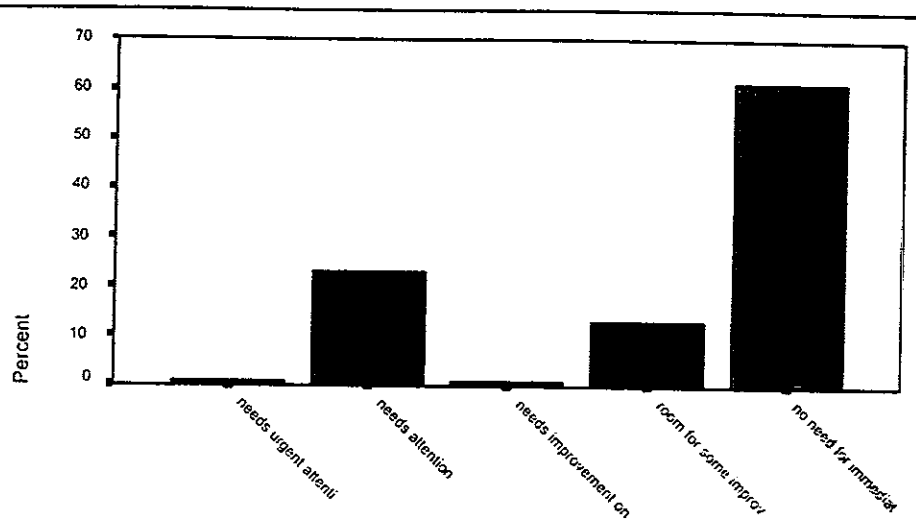


Figure 6.14a: Jobs descriptions are well defined and documented

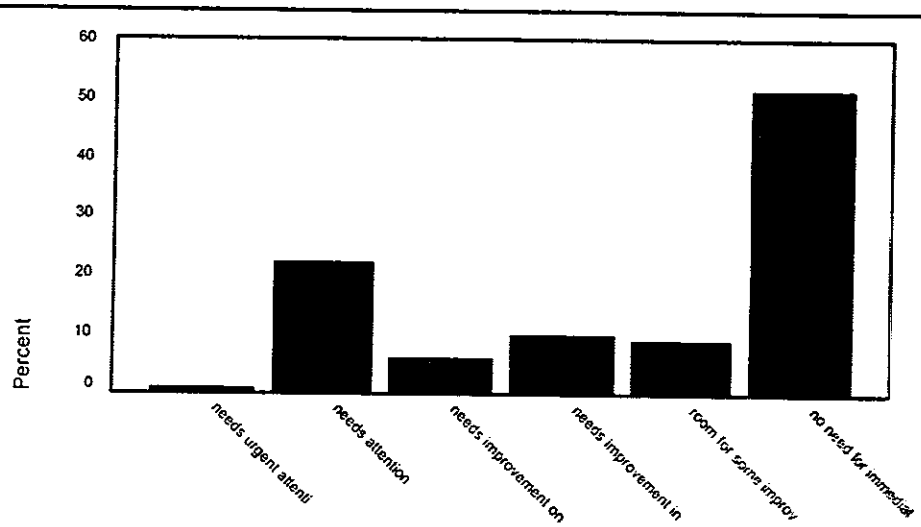
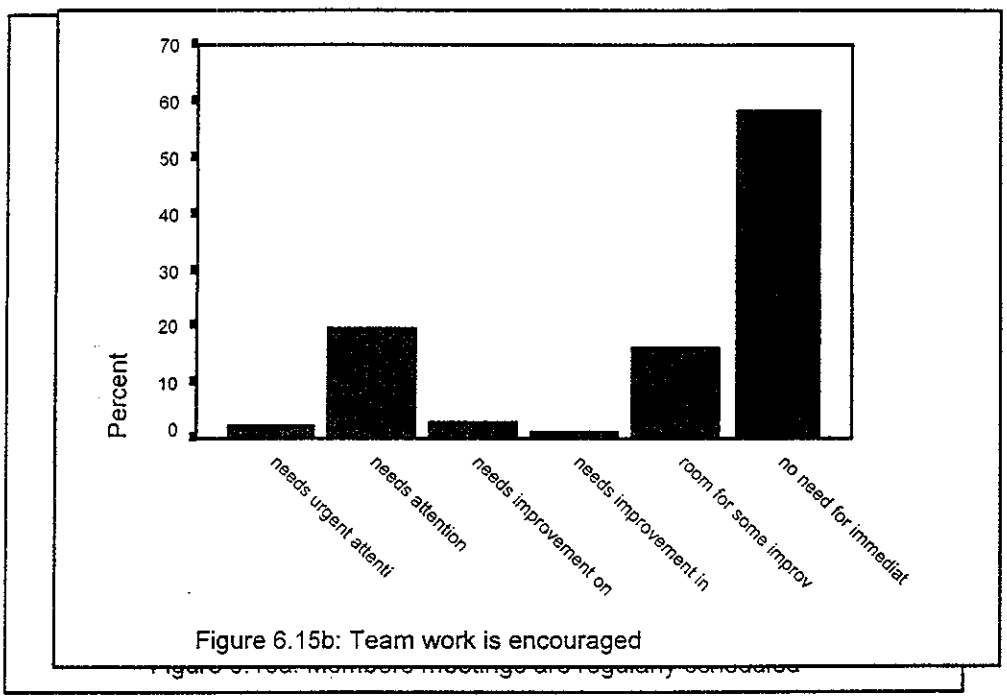


Figure 6.14b:Job descriptions are used to measure staff performance

6.3.13 Assessment of cooperative associations' needs – meetings and work organisation

The survey shows that 33.3% of the cooperative organisations surveyed wanted their associations to have more regular members meetings. Also, 21.2% want more teamwork to be encouraged in the cooperative organisations' activities (Figure 6.15).

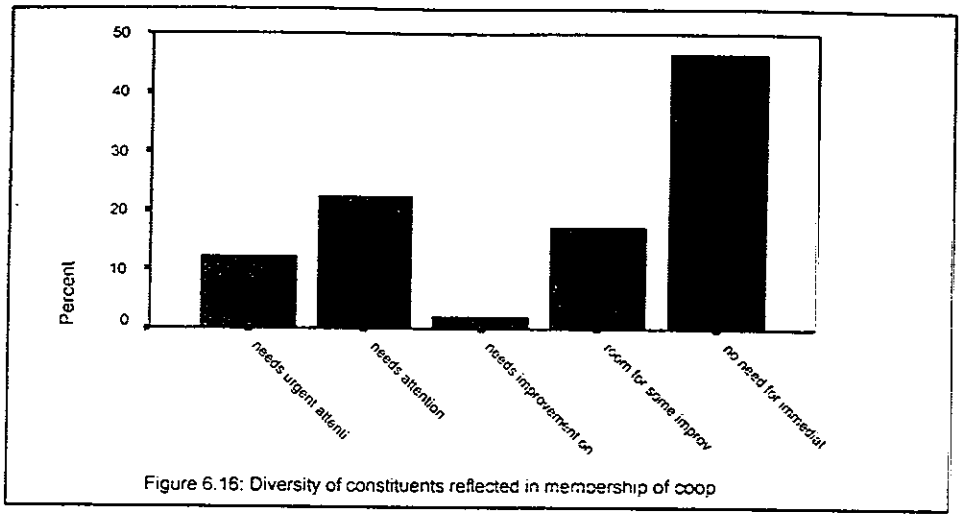
Figure 6.15: Assessment of cooperatives' meetings & work organisation



6.3.14 Assessment of cooperative associations' needs – membership composition of cooperative association

According to the survey, 34.3% of the cooperatives surveyed would like their associations to reflect greater diversity in membership composition as far as their constituency is concerned (Figure 6.16).

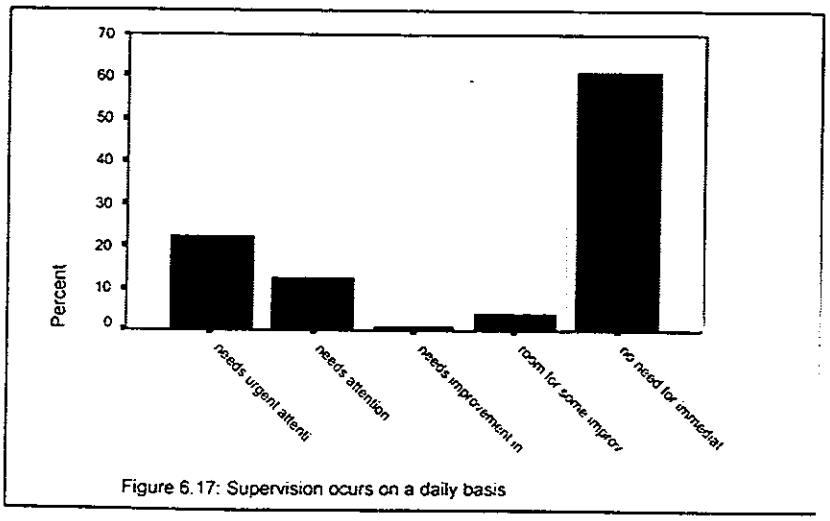
Figure 6.16: Assessment of cooperatives' reflection of diversity in membership composition



6.3.15 Assessment of cooperative associations' needs – supervisory practices

Thirty four percent of the organisations surveyed indicated a need for urgent or major improvement in their cooperatives' supervisory practices (Figure 6.17). There is a great desire for closer supervision of cooperatives staff and for this to be done on a regular basis to ensure accountability.

Figure 6.17: Assessment of cooperatives' supervisory practices



6.3.16 Assessment of cooperative associations' needs – bookkeeping, costs and revenues records system

The survey shows that 29.3% of the organisations want their associations to improve on their basic bookkeeping costs and revenues records system. Similarly, 24.2% would like the cooperatives' accounting system to separate costs and revenues for each product line (Figure 6.18). Basic training on bookkeeping features as the most common needs expressed by the cooperative associations surveyed.

Figure 6.18: Assessment of cooperatives' bookkeeping/accounting procedures

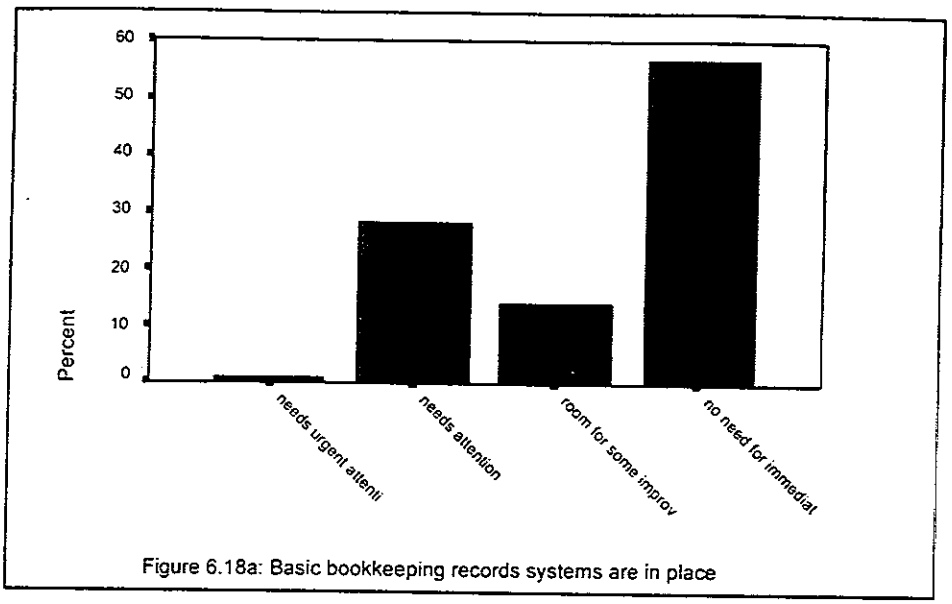


Figure 6.18a: Basic bookkeeping records systems are in place

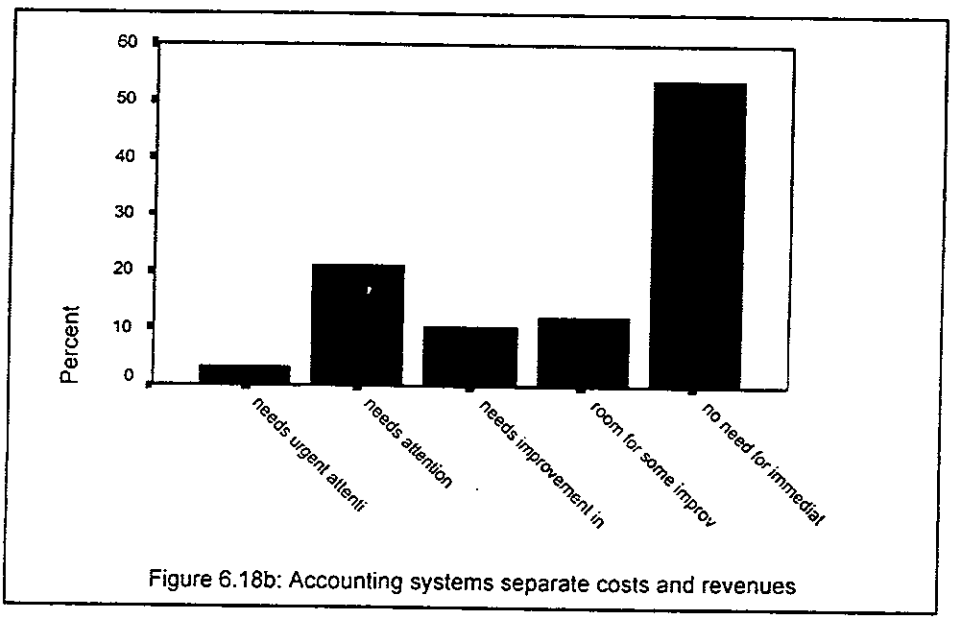


Figure 6.18b: Accounting systems separate costs and revenues

6.3.17 Assessment of cooperative associations' needs – budgeting process

A quarter of the organisations sampled would like to see regular budgeting process developed and integrated into annual operations plans. Along the same line, 20.2% of the cooperatives would like specific members of the organisation to be responsible for the implementation of budgets and accountable for meeting financial targets (Figure 6.19).

Figure 6.19: Assessment of cooperatives' budgeting procedures

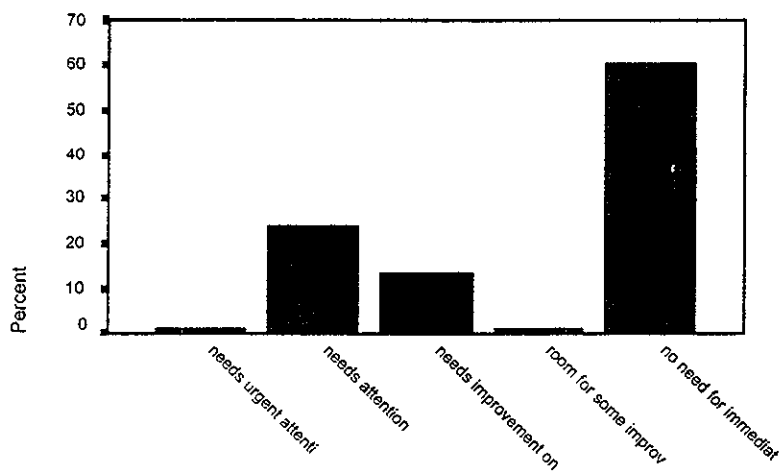


Figure 6.19a: Regular budgeting developed and integrated into operations

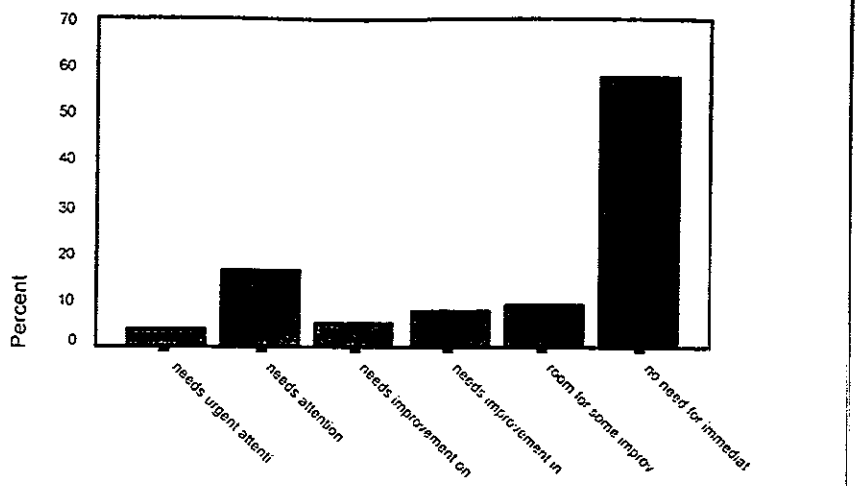


Figure 6.19b: Some members are responsible for implementation of budget

6.3.18 Assessment of cooperative associations' needs – financial inventory control

Forty two percent of the cooperatives indicated the need for urgent or major improvements in their financial and inventory controls. About 35.3% would like a mandatory internal and independent audit of the cooperatives' accounts to ensure transparency (Figure 6.20).

Figure 6.20: Assessment of cooperatives' financial/inventory control

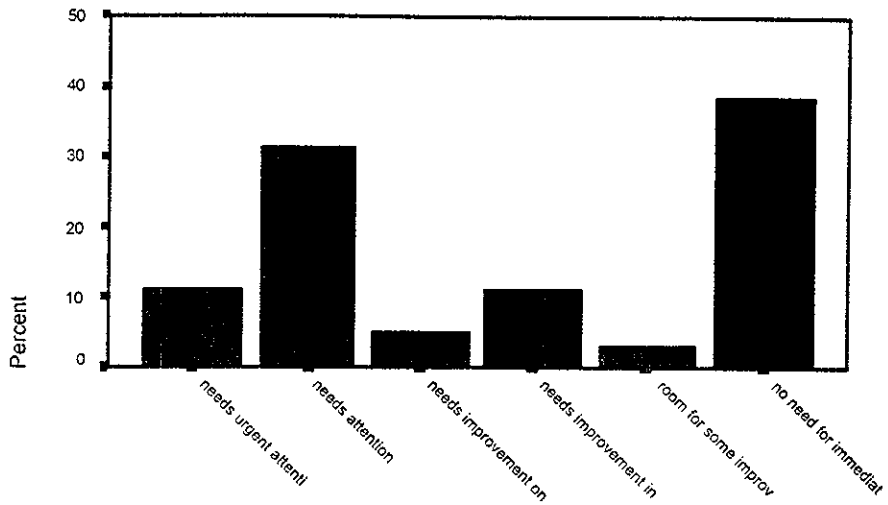


Figure 6.20a:Existence of adequate financial and inventory controls

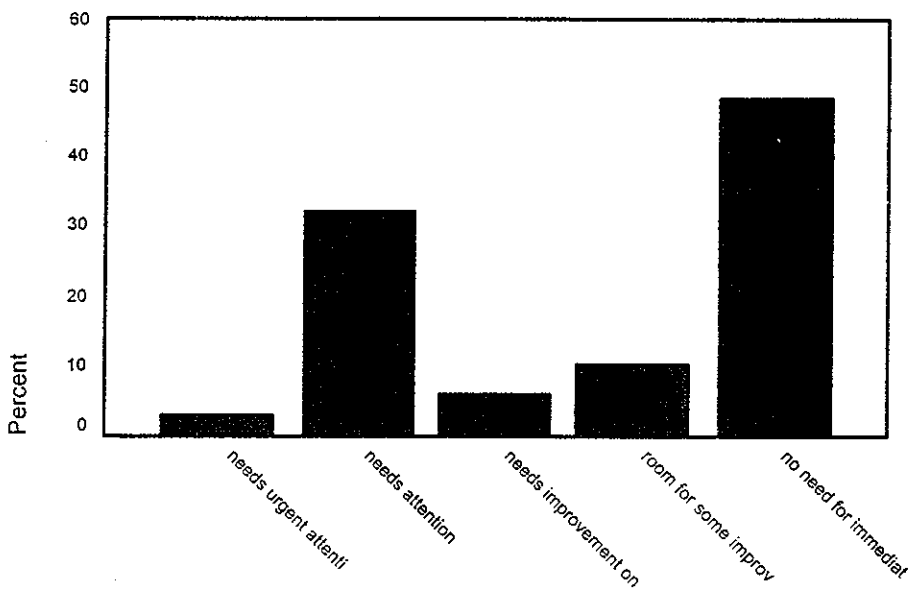


Figure 6.20b: Internal and independent audit mandatory

6.3.19 Assessment of cooperative associations' needs – financial reporting

The survey shows that 36.3% of the cooperatives would like major or urgent improvement in the financial reporting of their organisations and for such report to be accurate and reliable enough to satisfy the requirements of potential donors and bankers (Figure 6.21).

Figure 6.21: Assessment of cooperatives' financial reporting

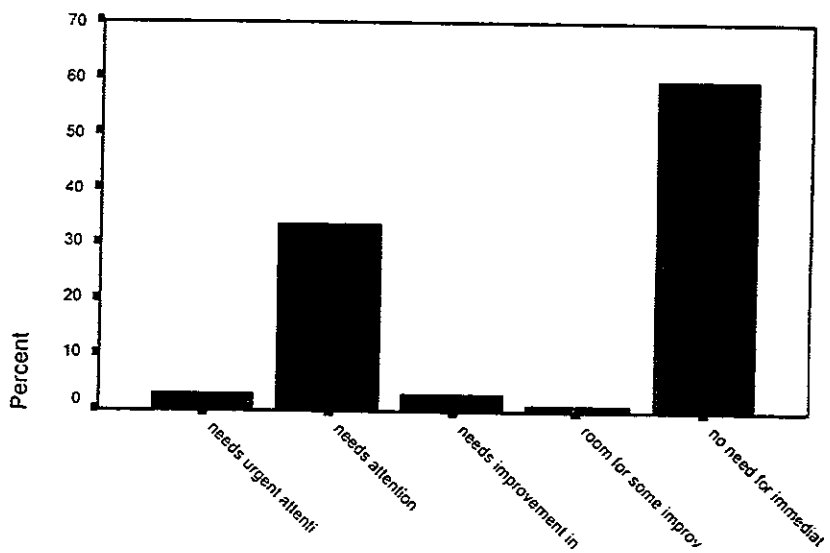


Figure 6.21: Financial reporting accurate enough to satisfy donors/banks

6.3.20 Assessment of cooperative associations' needs – availability of funds or capital

The high degree of dependency on external funding is reflected in the fact that over a quarter of the cooperatives have difficulty funding small projects using their own resources. Yet, a high proportion of the cooperatives surveyed (87.9%) have difficulties with securing external funding to support their current projects.

Inability to secure external funding has led to the abandonment of past projects by many cooperatives. The survey shows that in recent time, 44.5% of the cooperative associations abandoned past projects due to lack of external funding (Figure 6.22).

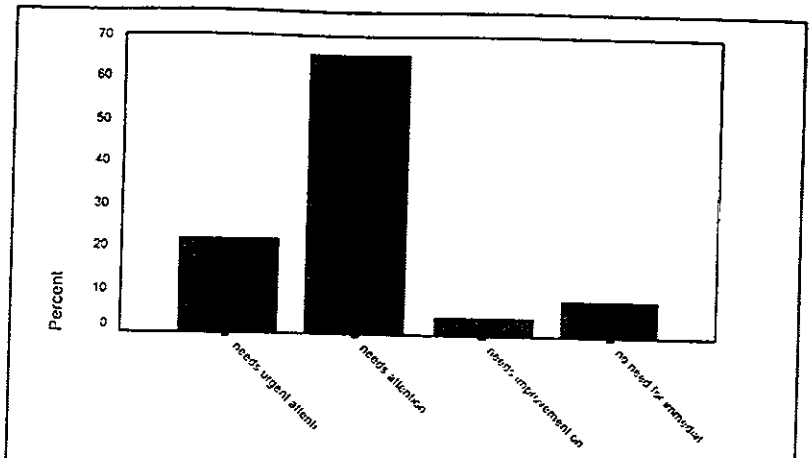


Figure 6.22: External funding is available to support current project

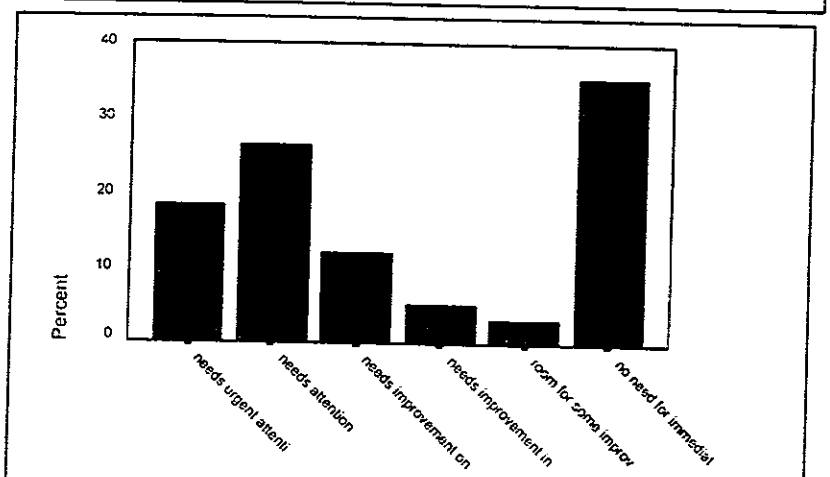


Figure 6.22b: Past project abandoned due to lack of external funding

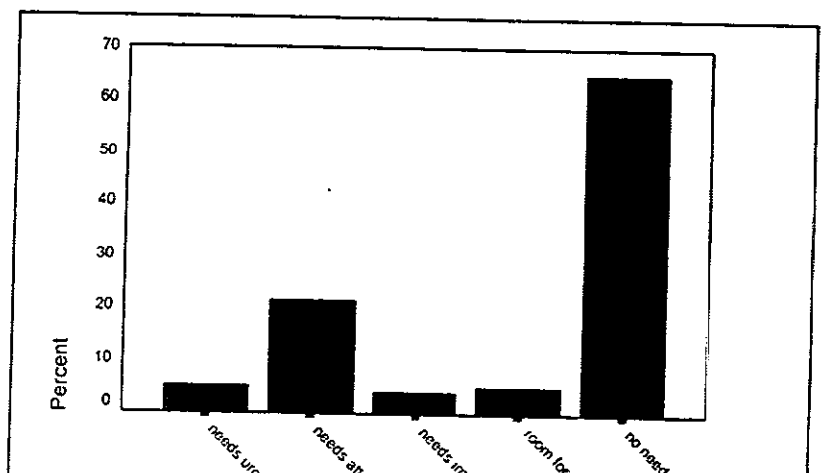


Figure 6.22c: Small project can be funded with our own resources

provider of capital

The survey shows that 57.6% of the cooperatives have difficulties generating credible grant proposals for external funding (Figure 6.23). Forty percent of these associations need urgent or major improvements in their relationship with banks and institutional lenders. One reason why the cooperatives are unable to generate much capital internally could be because only 21.2% of these associations require members to contribute with their own resources when they join the cooperatives.

The survey shows that 33.3% of the cooperatives would like to see improvements in cooperative access to capital through collaboration with other cooperatives involving pooling of resources for common projects.

Figure 6.23: Assessment of cooperatives' access to providers of capital

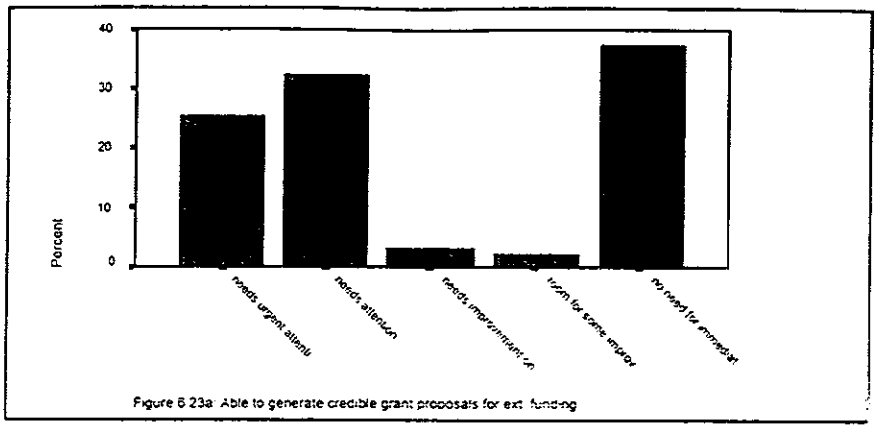


Figure 6.23a: Able to generate credible grant proposals for ext. funding

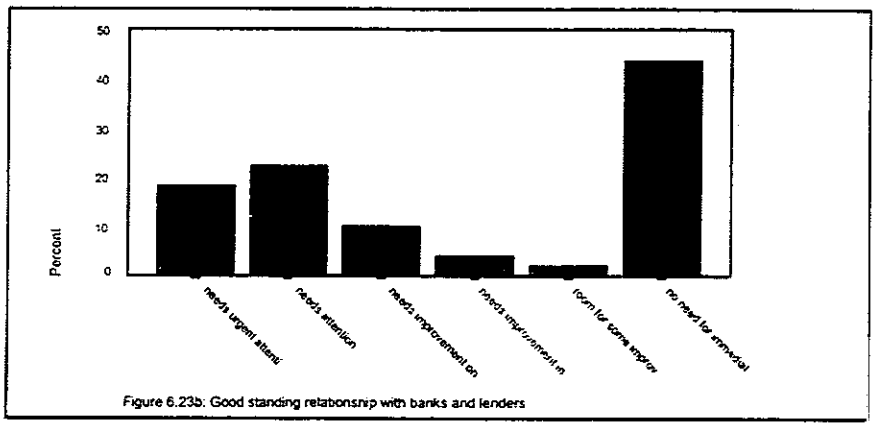


Figure 6.23b: Good standing relationship with banks and lenders

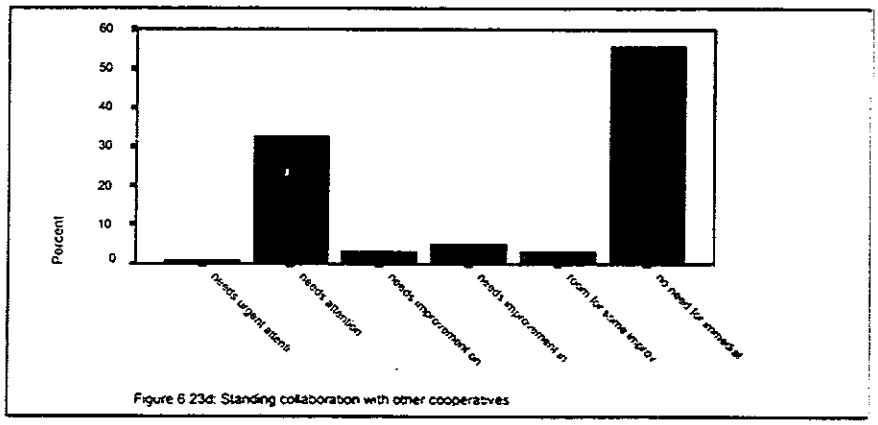


Figure 6.23d: Standing collaboration with other cooperatives

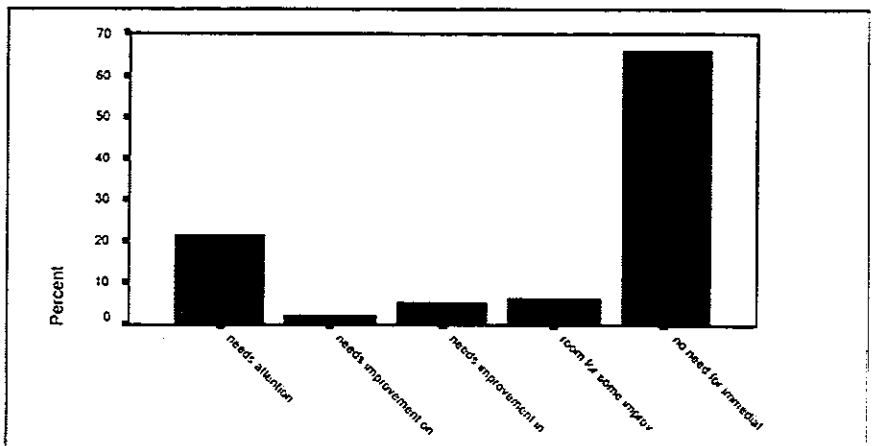


Figure 6.23c: Members contribute own resources when joined the coop

6.6.22 Assessment of cooperative associations' needs – targeting of programmes to meet local/constituency needs

The survey shows that many cooperatives have no problem in targeting their programmes to meet local/constituency needs. Only 12.1% of the cooperatives surveyed indicated any problem in this area and even smaller proportion (4%) require any major improvement in the associations' strategy to reach grassroots (Figure 6.24).

Figure 6.24: Assessment of cooperatives' targeting of programmes to meet local/constituency needs

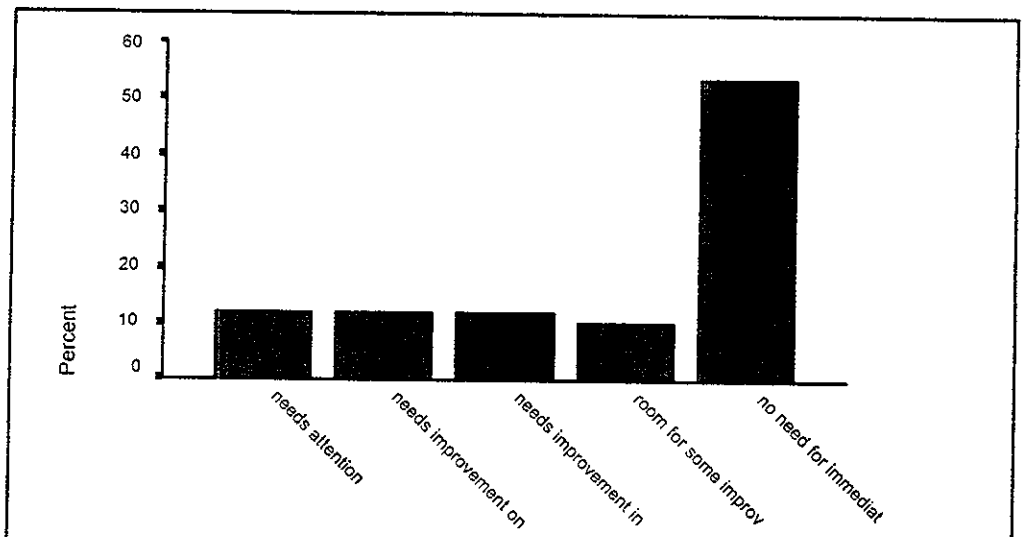


Figure 6.24a: Programme priorities determined by local needs

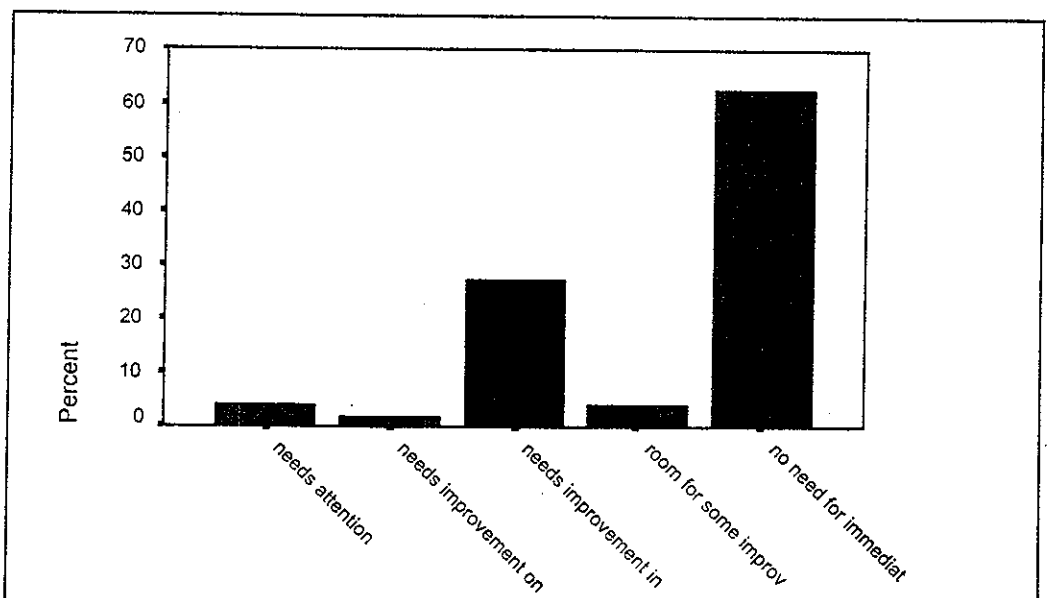


Figure 6.24:Appropriate structures exist within coop to reach grassroots

6.3.23 Assessment of cooperative associations' needs – project priority and monitoring procedures

According to the survey, 21.2% of the cooperatives would like to see urgent or major improvement in relation to members' involvement in setting project priorities for the associations. Also, 26.3% of the organisations indicated the need for cooperative associations' projects and activities to be monitored or evaluated on a regular basis (Figure 6.25).

Figure 6.25: Assessment of cooperatives' project priority and monitoring procedures

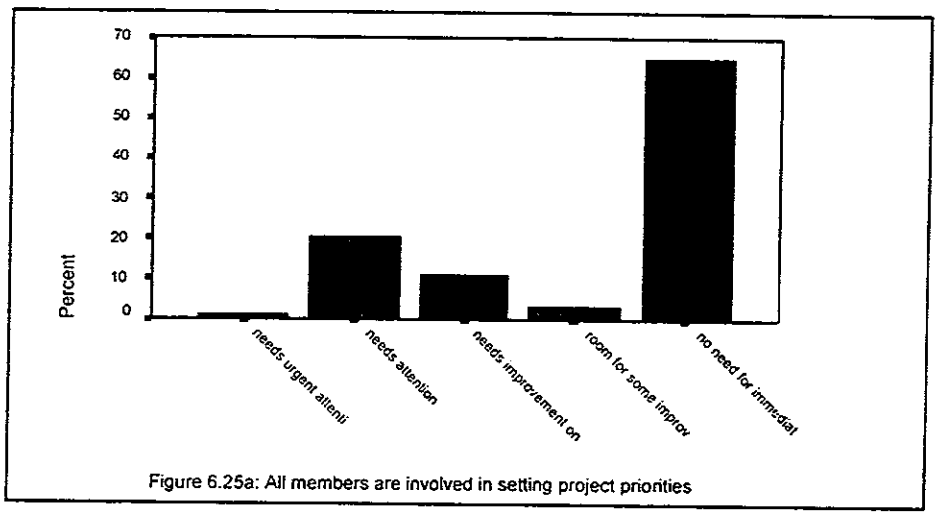


Figure 6.25a: All members are involved in setting project priorities

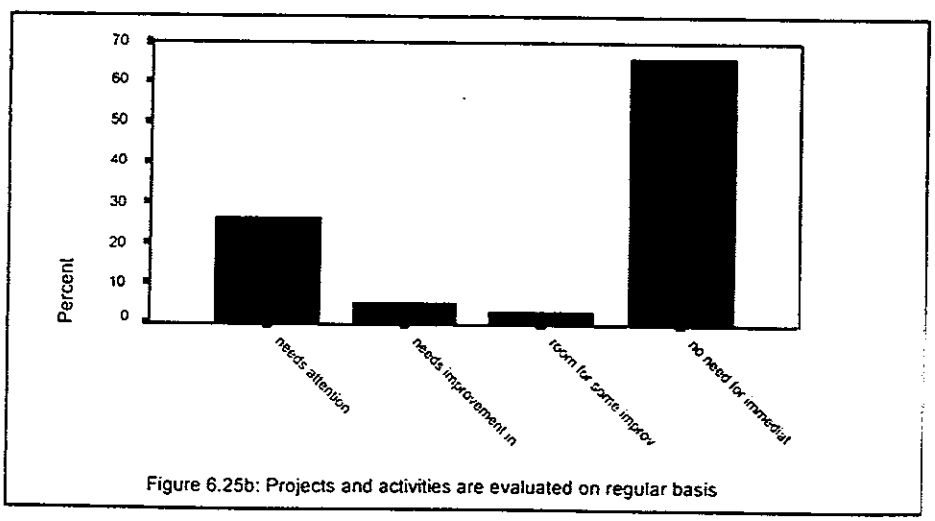


Figure 6.25b: Projects and activities are evaluated on regular basis

6.3.24 Assessment of cooperative associations' needs – relations with host communities

While the majority of the cooperative organisations have little or no problems as far as credibility and relations with their host communities are concerned, a significant proportion (33.3%) have difficulties in attracting volunteer support for their activities (Figure 6.26).

Figure 6.26: Assessment of cooperatives' relations with host communities

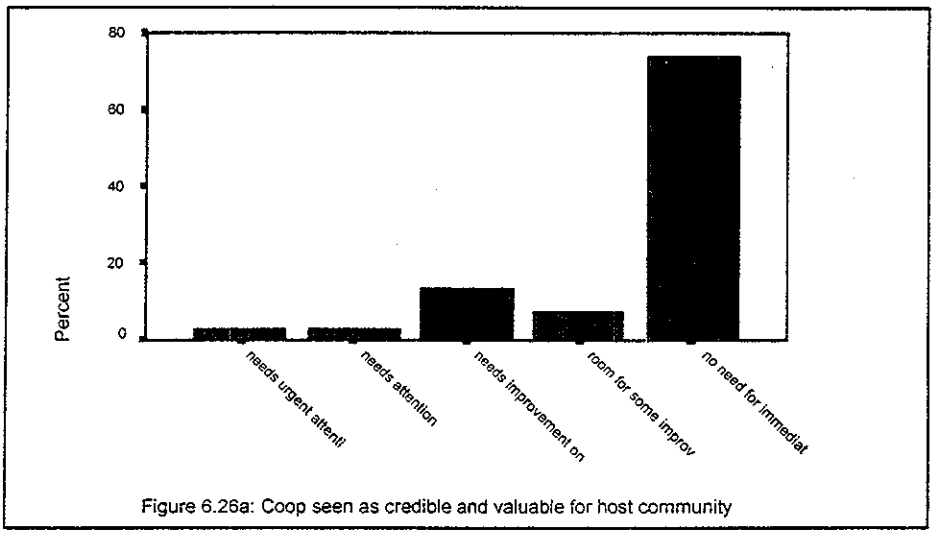


Figure 6.26a: Coop seen as credible and valuable for host community

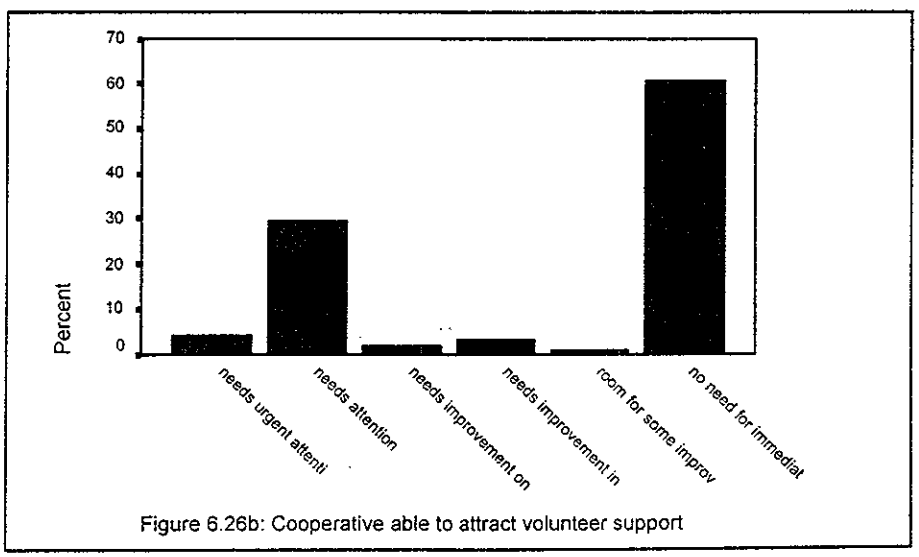


Figure 6.26b: Cooperative able to attract volunteer support

6.3.25 Assessment of cooperative associations' needs – collaboration and networking with other associations in the area of operation

A quarter of the cooperatives surveyed indicated they need urgent or major improvement with regard to networking or sharing resources with other organisations in the area of operation (Figure 6.27). Similarly, 21.2% of the organisations indicated they need to pay greater attention to the associations' role in promoting coalition and networking with other organisations.

Figure 6.27: Assessment of cooperatives' collaboration with other association in the area of operation

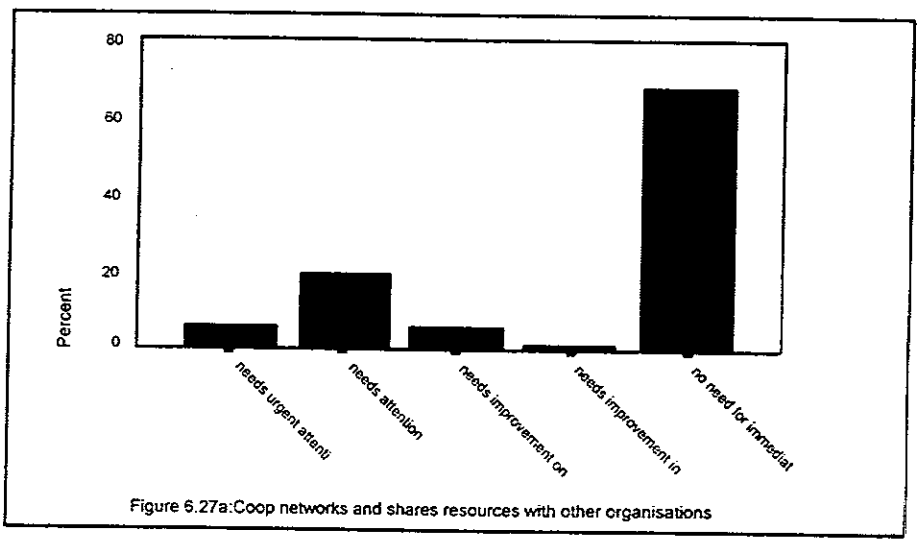


Figure 6.27a:Coop networks and shares resources with other organisations

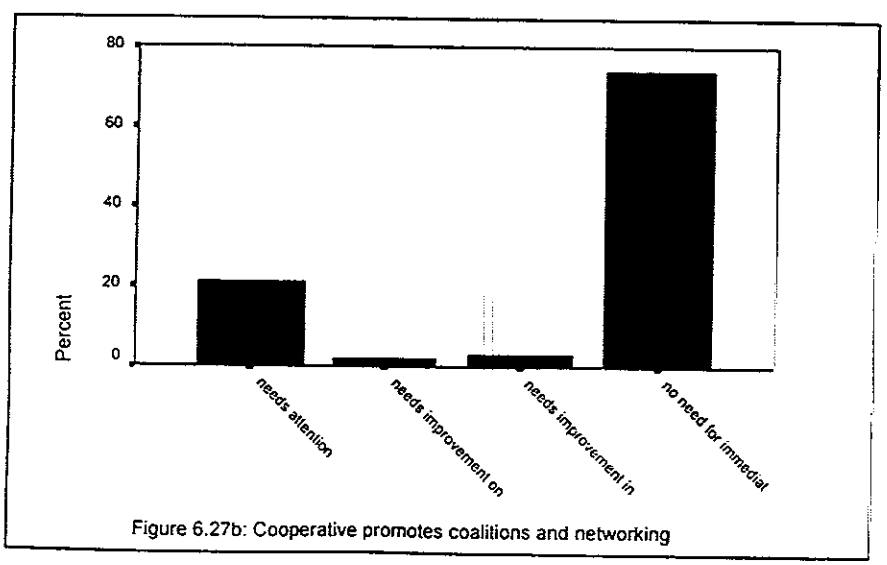


Figure 6.27b: Cooperative promotes coalitions and networking

6.3.26 Assessment of cooperative associations' needs – relations with government institutions/officials

The survey shows that while most cooperatives may have no difficulty contacting government officials, 17.1% believe that there is a need for urgent or major improvement with the exchange of resources between cooperative associations and Government (Figure 6.28).

Figure 6.28: Assessment of cooperatives' relations with government institutions/officials

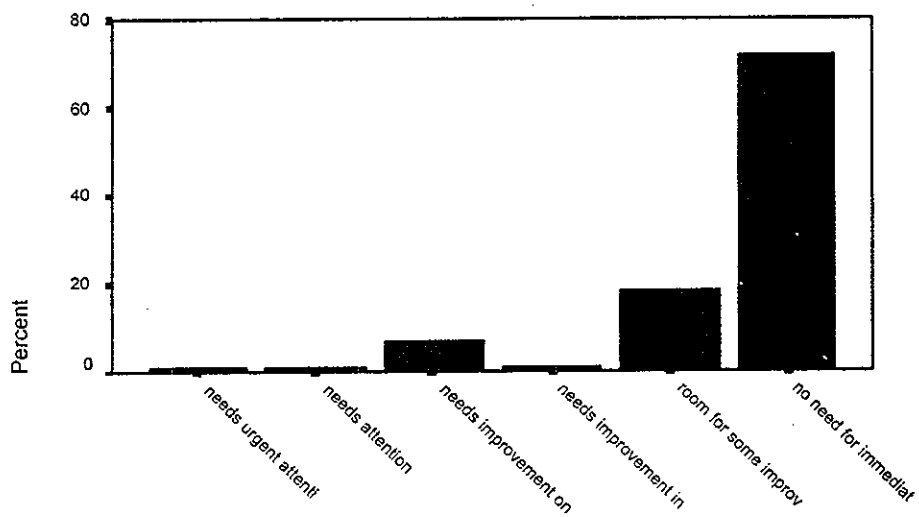


Figure 6.28a: Cooperative has contacts & dialogue with govt. officials

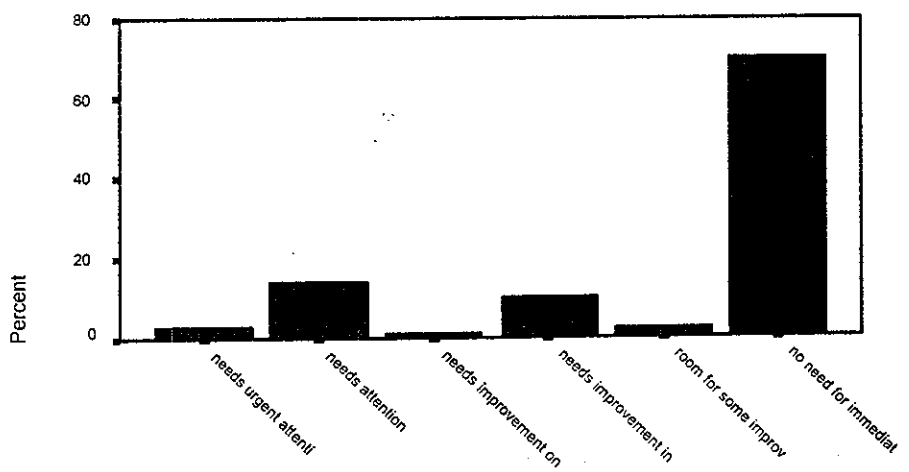


Figure 6.28b: Exchange of resources occurs between coop and government

6.3.27 Assessment of cooperative associations' needs – image and public relations

Although only 6.1% of the cooperatives surveyed expressed any need to improve the image of their associations, 35.3% believed that information on associations' activities need to be more readily available to the general public (Figure 6.29).

Figure 6.29: Assessment of cooperatives' public image and public relations

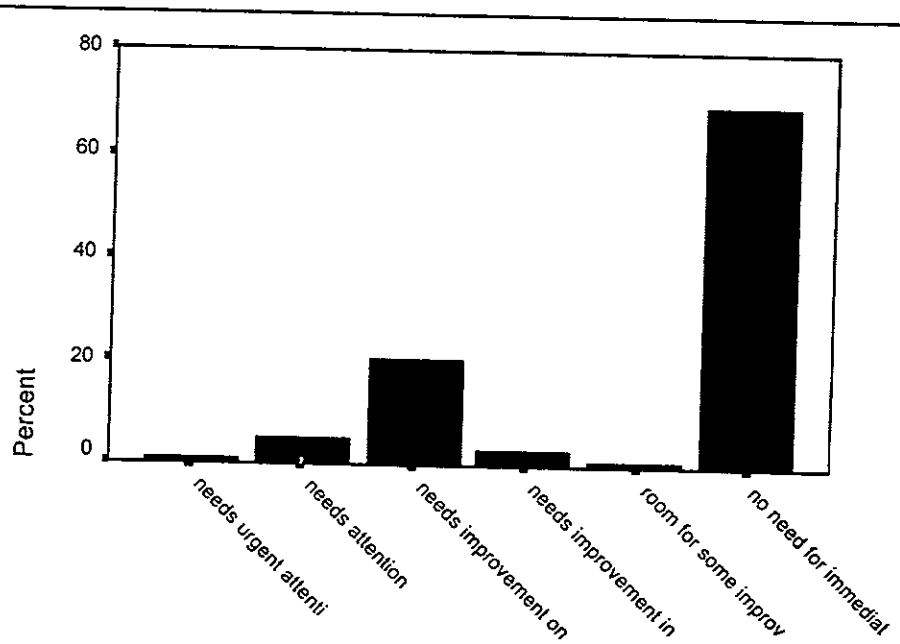


Figure 6.29a: Cooperative image is clearly articulated and well known

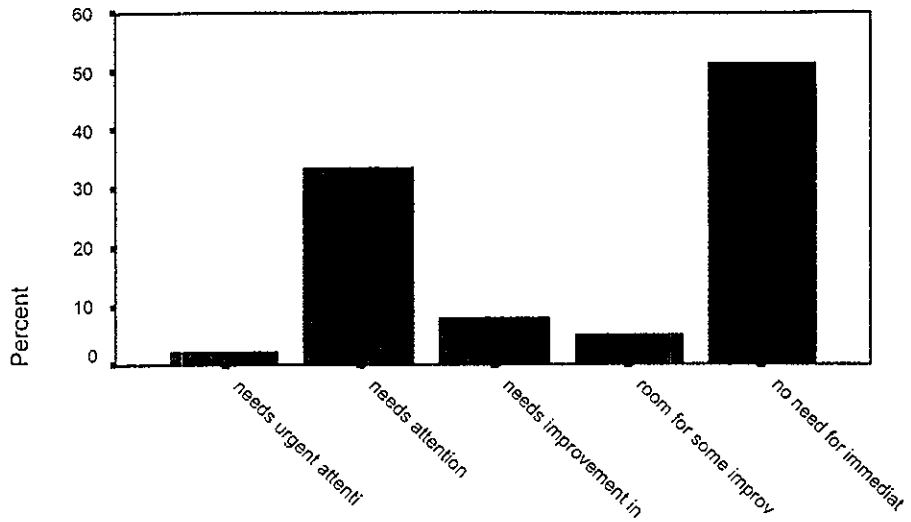


Figure 6.29b: Information cooperatives activities is readily available

6.3.28 Assessment of cooperative associations' needs – product marketing strategy

The survey shows that two major areas where cooperatives have difficulties in product marketing are availability of special budget to meet marketing costs and development of new products to diversify into new markets. These survey shows that 51.6% and 46.5% of the cooperatives surveyed have problems with bugeting for marketing costs and new product development respectively (Figure 6.30). Similarly, 29.3% of the cooperatives expressed serious need for improvement in marketing their products.

6.3.29 Assessment of cooperative associations' needs – access to local resources

Twenty seven percent of the cooperatives indicated a need for improvement in their access to local resources for technical expertise, material and human resources (Figure 6.31).

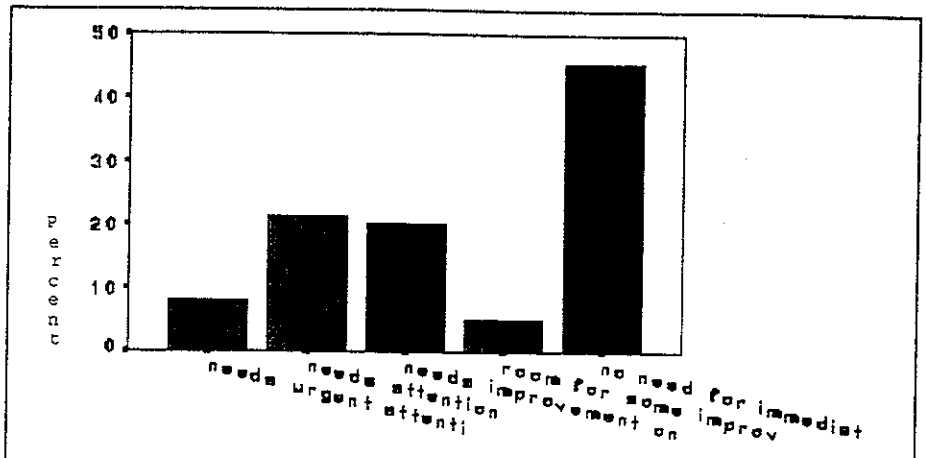


Figure 6.30a: Cooperative has difficulties in marketing its product

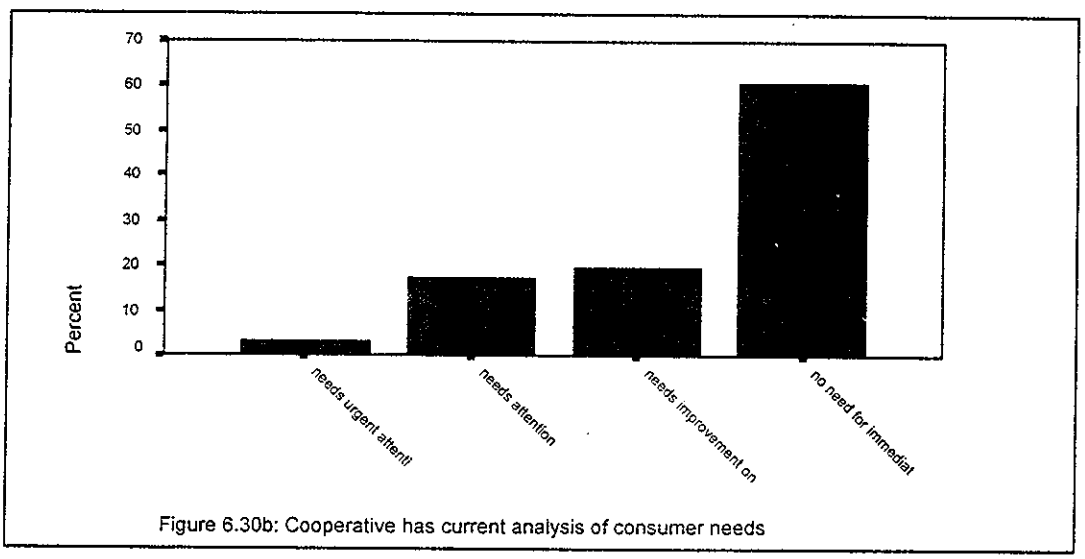


Figure 6.30b: Cooperative has current analysis of consumer needs

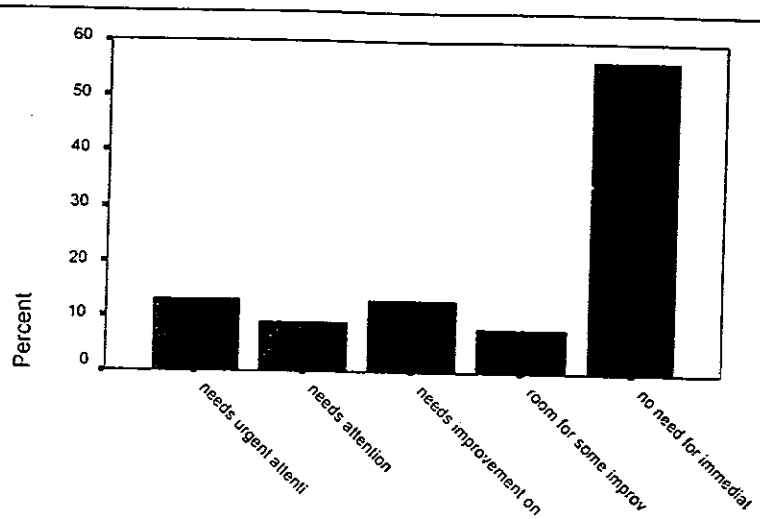


Figure 6.30c: Coop able to design its product to meet market needs

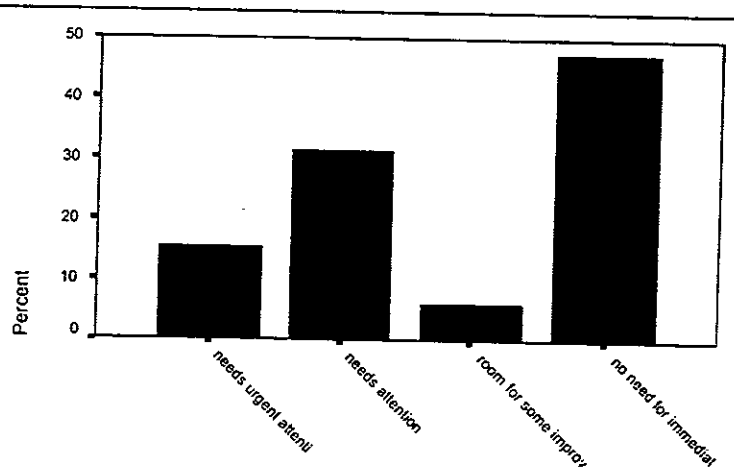


Figure 6.30d: Existence of strategic plans to diversify products

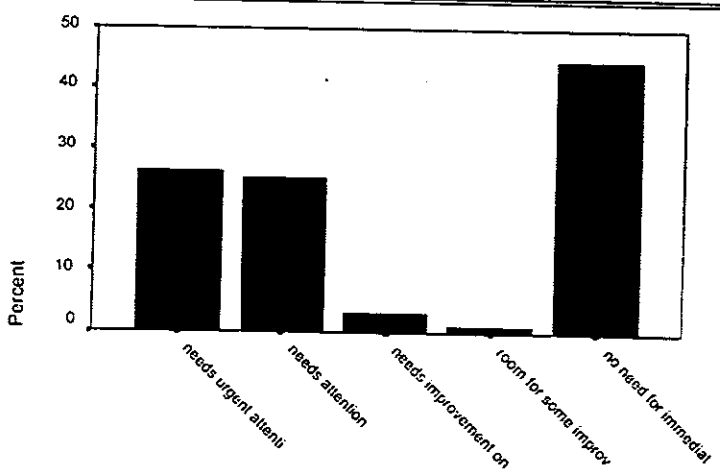


Figure 6.30e: Existence of special budget to meet marketing costs

Figure 6.31: Assessment of cooperatives' access to local resources

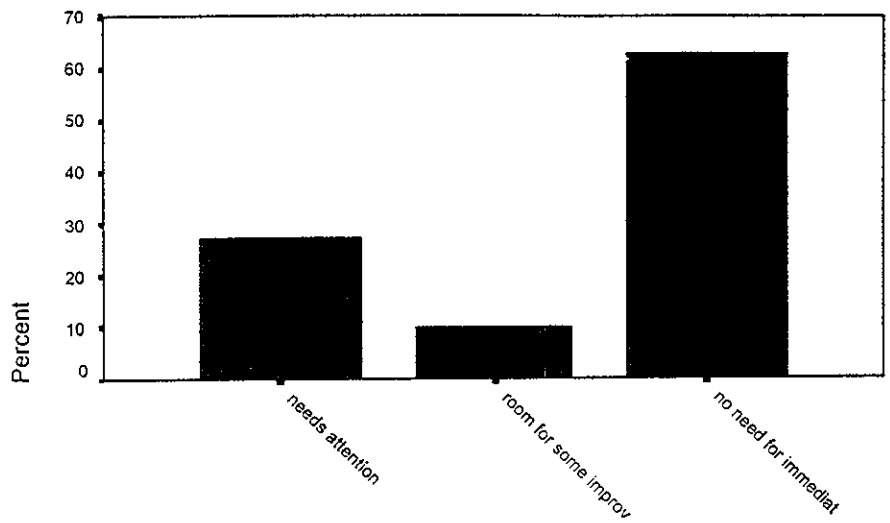


Figure 6.31a: Ready access to local resources

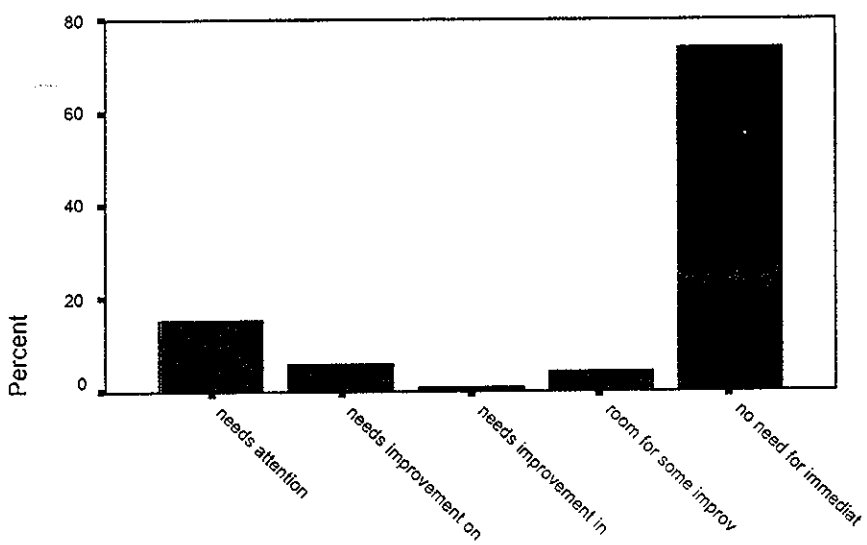


Figure 6.31b: Cooperative perceived as a community partner

6.3.30 Assessment of cooperative associations' needs – relations with the media

A significant proportion of the cooperatives sampled (44.4%) indicated a need to improve their relations with the media. Also,. 23.2% suggested an improvement as far the relations with the local community is concerned (Figure 6.32).

Figure 6.32: Assessment of cooperatives' relations with the media

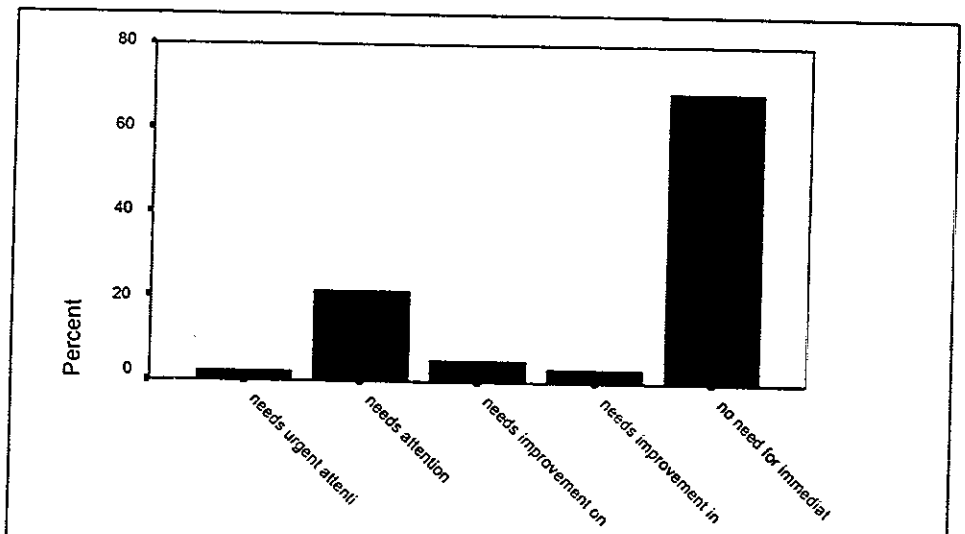


Figure 6.32a: Cooperative is well known in the community

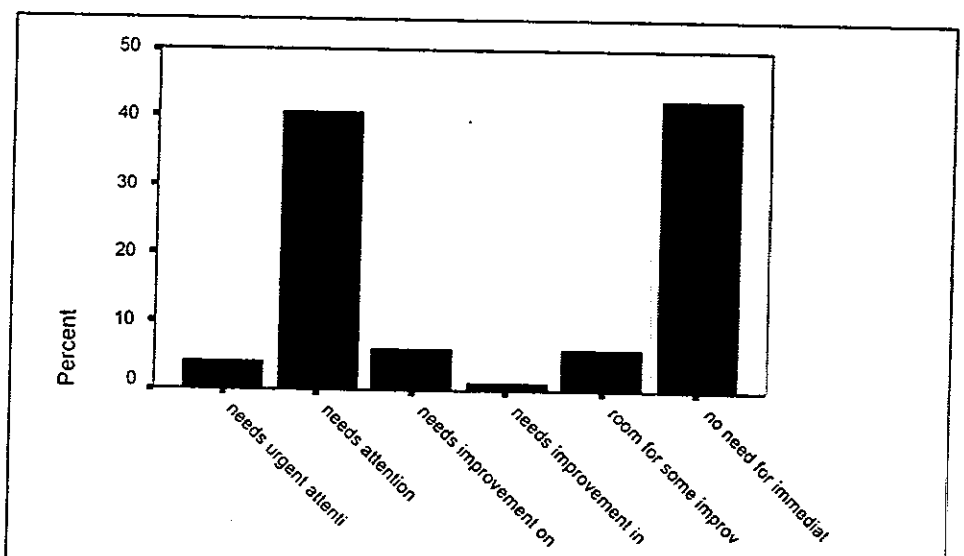


Figure 6.32b: Cooperative has good relations with the media

6.3.31 Assessment of cooperative associations' needs – long term sustainability

Although there is not much problem as far as the local perception of the beneficial effects of the cooperative associations are concerned, the survey however shows that 21.2% of the cooperatives are concerned about the long term sustainability of their operations. They believe there is an urgent or major need to develop strategies that would ensure a short and long term continuity of their activities (Figure 6.33).

Figure 6.33: Assessment of cooperatives' long term sustainability

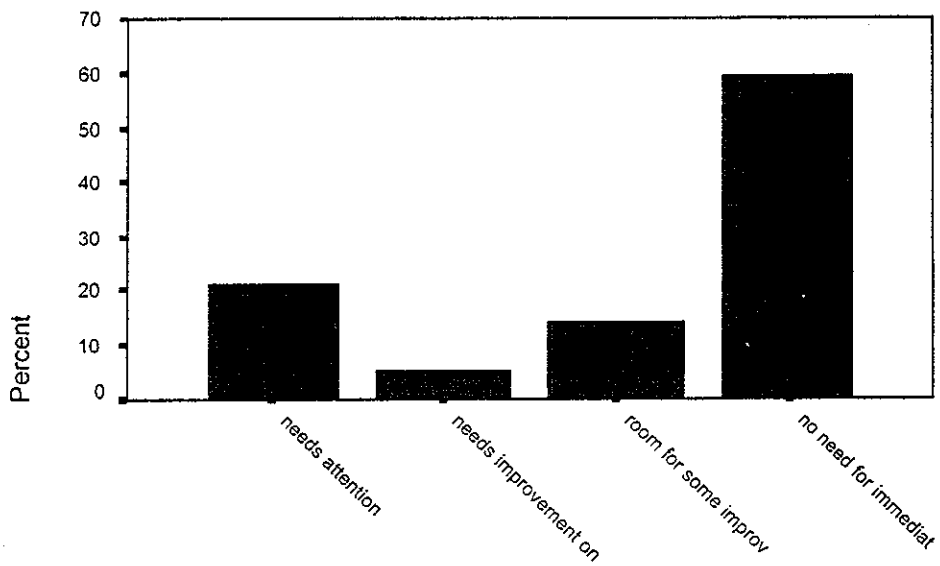


Figure 6.33a: Short and long term plans developed for coop continuity

6.3.32 Assessment of cooperative associations' needs – links with other umbrella organisations or international institutions

Many of the cooperatives surveyed (35.3%) expressed a need for urgent and major improvement as far as linking up with other umbrella organisations and networks (Figure 6.34). Partnerships with International NGOs , Universities,

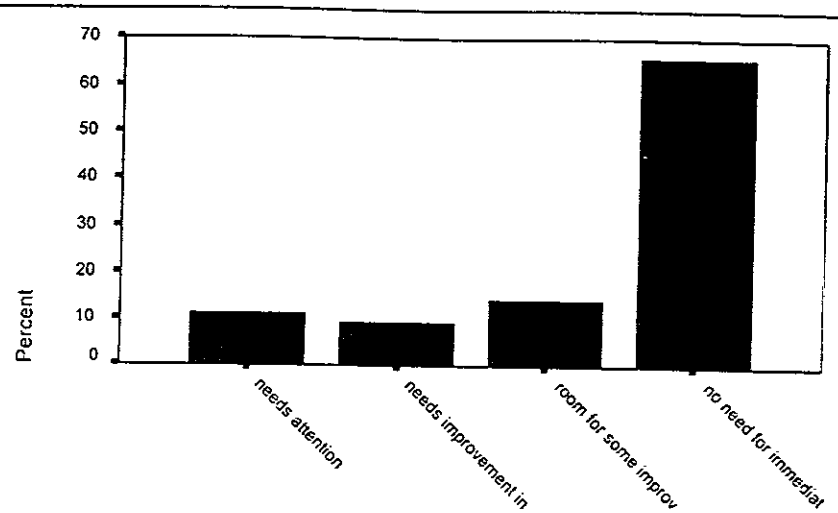


Figure 6.33b: Cooperative's activities supported by those it serves

Research Institutes, Civil Society and Private sector are considered essential by most of the cooperatives surveyed.

Figure 6.34: Assessment of cooperatives' partnership/links with other umbrella organisations or international institutions

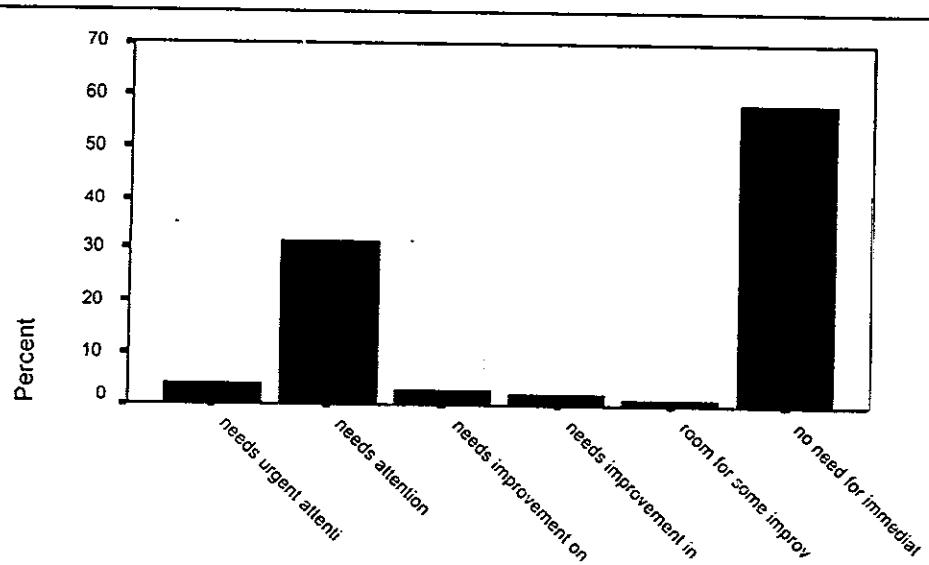


Figure 6.34a: Coop a member of and shares info. with other umbrella org.

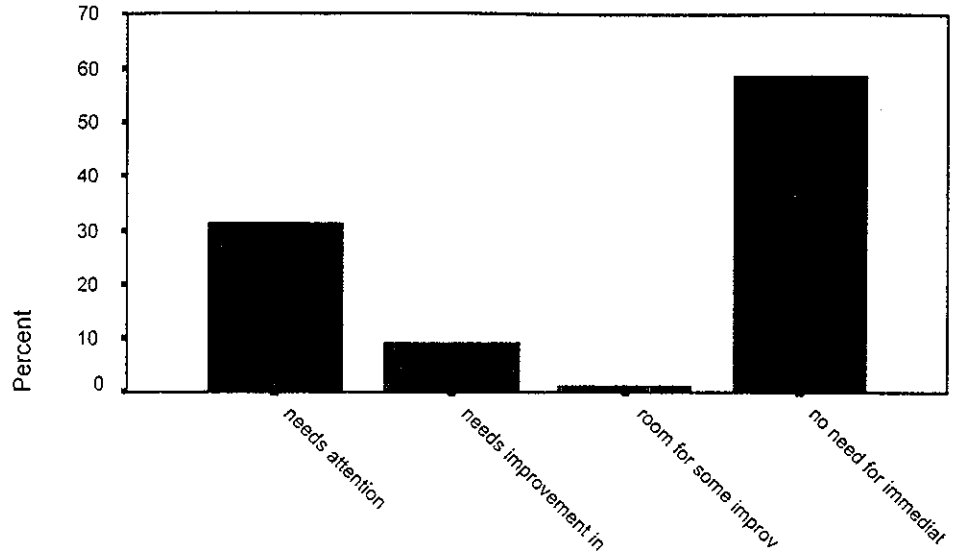


Figure 6.34b: Cooperative has partnerships with International NGOs

6.3.33.) Assessment of cooperative associations' needs – financial sustainability

Almost a quarter of the cooperatives need urgent or major improvement in their operations as far as developing necessary safeguards for cost recovery is concerned (Figure 6.35). The need to have cost recovery mechanism built into the cooperatives' operations is particularly crucial if the financial sustainability of these organisations is to be assured.

Figure 6.35: Assessment of cooperatives' financial sustainability

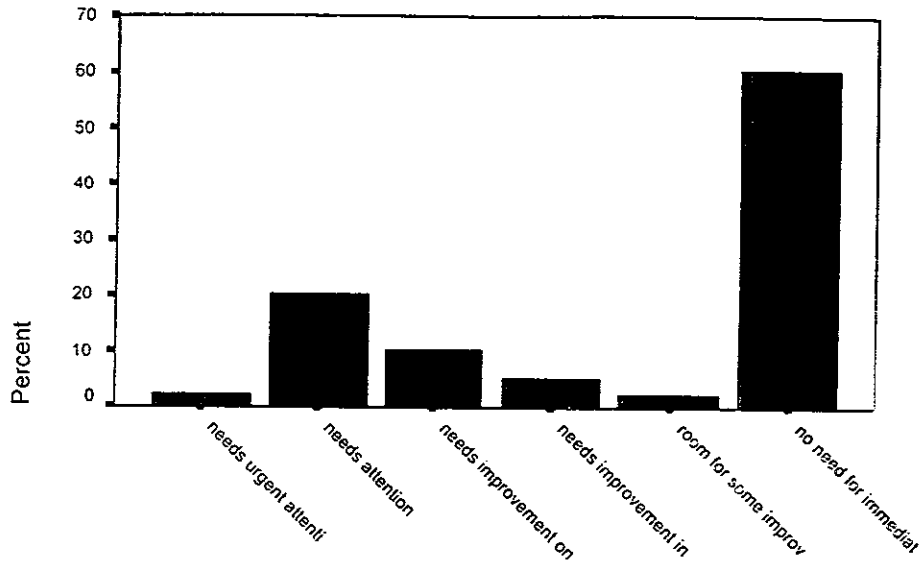


Figure 6.35: Fees for services and other cost recovery mechanisms

6.3.34 Assessment of cooperative associations' needs – resource base sustainability

Almost forty percent of the cooperatives have problems with writing grant proposals and organising fund raising activities, which could bring in much needed external resources to these organisations. Given that the long term viability of cooperatives organisations depends on the extent to which they can attract resources for their development programmes, there is an uregent need to diversity the resource base of cooperatives associations in Kano, as the survey shows. (Figure 6.36).

Figure 6.36: Assessment of cooperatives' resource base sustainability

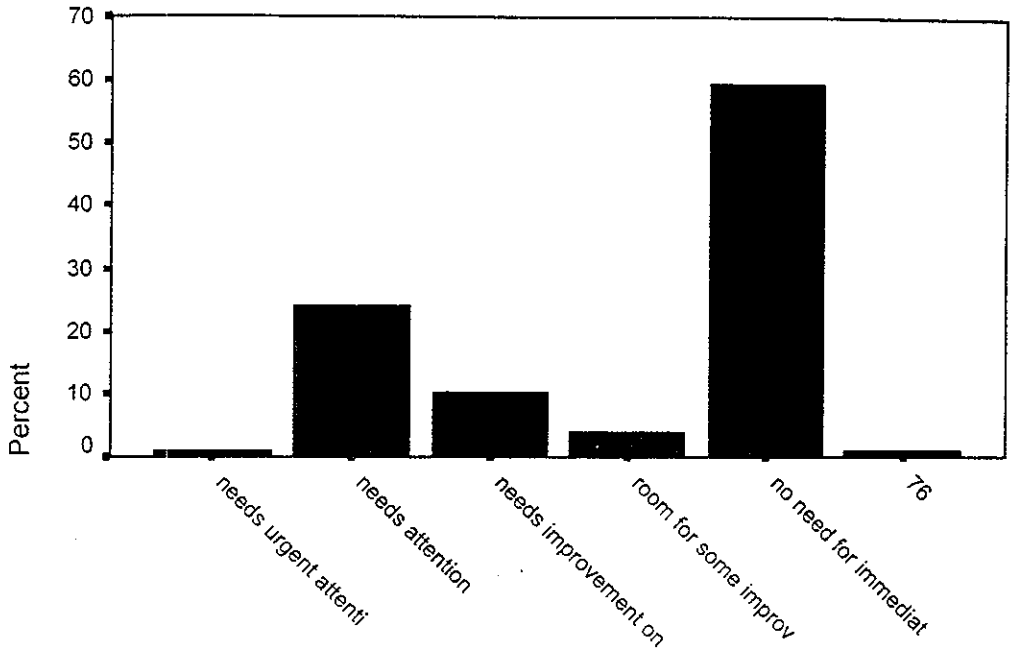


Figure 6.36a: Cooperative' resource base is diversified

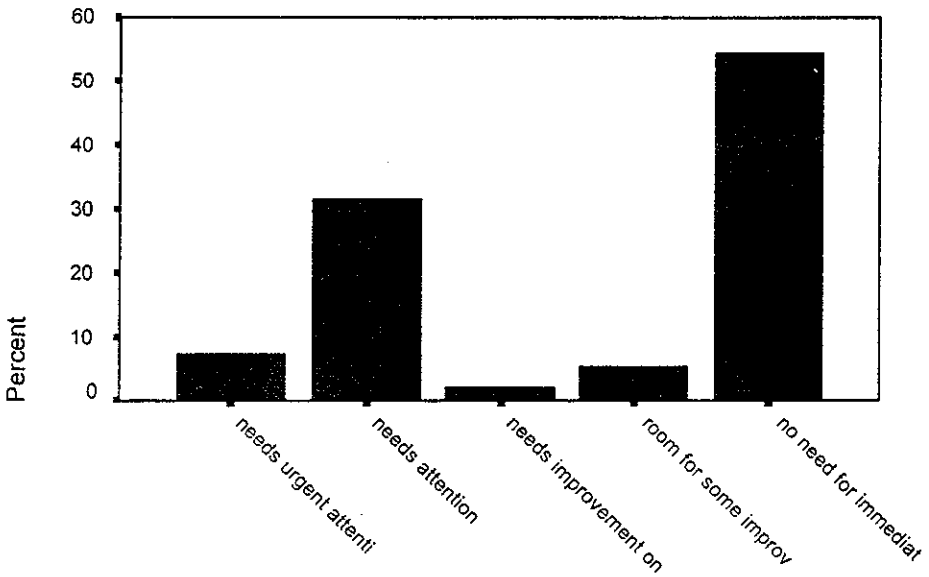


Figure 6.36b: Cooperative has capacity for writing grant proposal

6.4 Conclusions and policy implications

Seven major conclusions and policy implications can be drawn from the cooperative/community associations' capacity building survey in Kano. Some of these have policy implications for social, economic and community development not only in Kano State, but also for the entire country.

First, given that 50% of the cooperatives surveyed were established in the last 5 years, there is a need to develop an appropriate support system to enhance the operational effectiveness of cooperatives and community organisations in Nigeria. Government policy, as a matter of priority, should aim at designing an effective strategy to promote and encourage cooperatives/community associations to play a more active role in the socio-economic development of the nation.

Second, although some of the cooperatives are multi-purspose in their operations, agriculture and agricultural related activities constitute the main economic area of activities by the majority of cooperatives surveyed. The vagaries of agricultural and related economic activities, especially in the dry regions of Kano, underlie the need for diversification. Consequently, there is a need to support these cooperatives to broaden their economic base through involvement in non-agricultural activities to enhance their resource base.

Third, the assessment of cooperatives/community associations shows a great need for training of cooperatives managers in key operational areas such as bookkeeping, financial accounting, product marketing, and inventory controls. Other major areas of needs include documenting and articulating the cooperatives, mission/goal, training on budgeting and the development of strategic plans to diversify products.

Fourth, in the light of the above, both government and public/private sectors can play essential role in the provision of management training for the cooperatives staff and managers. In particular, OICI/NOICI through its WDCSSI project can play a vital role in the provision of training through

workshops, seminar, short courses to meet specific needs of these organisations.

Fifth, the survey shows that 57.6% of the cooperatives have difficulties generating credible grant proposals for external funding. Also, 40% of these associations need urgent or major improvements in their relationship with banks and other institutional lenders. Consequently, a general lack of access to capital remains a critical issue for most cooperatives/community organisations, and this, according to the survey greatly undermines their capacity to provide service for their constituents.

Sixth, given that the long term viability of cooperatives organisations depends largely on the extent to which they can attract resources for their development programmes, there is an urgent need to help these organisations develop appropriate resource base to ensure their long term continuity. This could be achieved through effective use of local resources and provision of special development fund to support cooperatives capital projects.

Seven, given the increasingly important role that cooperatives and community organisations play in poverty alleviation and grassroots development, there is a need for official government recognition and support for the activities of these organisations in Nigeria. Along this line, OICI/NOIC and other non-governmental organisations (NGOs) can play significant role in enhancing the operational capacity of cooperatives through effective training strategy.

SECTION SEVEN

CONCLUDING REMARKS

This baseline survey has generated essential data and information necessary for the implementation, evaluation and assessment of the WDCSSI project in Nigeria. The exercise provides a scientific basis upon which OICI/NOIC intervention in human resource development in Nigeria, under the USAID development aid programme, can be understood.

The comprehensive nature of the baseline survey involving the collection, analysis and interpretation of vast volume of data relating to vocational skills training, workforce market need, conflict resolution and peace building awareness, and other social, economic and health issues in Nigeria, provides the foundation upon which the implementation of the WDCSSI project can be predicated.

Summary of main findings and conclusions drawn from each aspect of the baseline survey and the specific implications these have for the WDCSSI project are as contained in the Executive Summary. The Executive Summary also indicates specific government policy direction towards the development of human resource and promotion of civil society in Nigeria. Where applicable, regional differences are highlighted and a comparison is made between the three regions covered in the study.

With specific reference to the Performance Measurement Plan (PMP), the baseline survey broadly endorses the WDCSSI PMP as shown in Appendix 1 of Volume 1 of this report, as an essential framework on which to launch and successfully execute the WDCSSI project. However, specific programmes and initiatives, for each area and region covered under the WDCSSI programme, should take account of, and be informed by the findings of this

baseline survey if the WDCSSI project is to have the desired effect on the community it is designed to serve.

In conclusion, it is important to state that any project monitoring and evaluation strategy designed to assess the effectiveness of the WDCSSI project, should, as a matter of necessity, be based upon the needs expressed in this study. It is the extent to which the implementation of the WDCSSI project meets the needs of its beneficiaries, and enhances their social and economic potential that will constitute the true basis upon which the effectiveness and success of the programme can me judged.

With regards to NOIC staff development/technical support needs, the result of the in-house survey conducted, as part of the baseline survey is not published in this report for operational reasons. The results of that part of the survey will be communicated to OICI at the appropriate forum.

Finally, it needs to be stated that the relevance of this survey goes far beyond the initial 2-year life span of the WDCSSI project. The comprehensive nature of the study, covering major economic, social, political, health, educational and civil aspects of Nigeria society, means that the survey could be used to assess future development programmes and to identify potential intervention areas. Hence, the baseline survey does not only underpin the OICI/NOIC intervention in Nigeria with respect to WDCSSI project, but also provides the Nigerian government, development agencies, NGOs and other policy makers, with essential data upon which important policy decisions can be made to improve the general socio-economic well-being of the people of Nigeria.

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APPENDIX 1

LIST OF COURSES & TRAINEE POPULATION IN LAGOS PROGRAMME (OCTOBER 2001)

LAGOS PROGRAMME		Class	Male	Female	Total
1.	Auto Mechanics	Voc A	10	-	10
		Voc B	16	-	16
2.	Computer Studies	Voc A	6	14	20
		Voc B	29	27	56
3.	Electronics	Voc A	4	-	4
		Voc B	16	-	16
4.	Electrical Installation	Voc A	19	-	19
		Voc B	22	4	26
5.	Fashion & Textile Design	Voc A	2	9	11
		Voc B	3	12	15
6.	Hotel & Catering	Voc A	4	74	78
		Voc B	2	78	80
7.	Refrigeration & Air-conditioning	Voc A	8	-	8
		Voc B	10	-	10
8.	Secretariat Studies	Voc A	2	14	16
		Voc B	7	29	36
		TOTAL	160	261	421

9. Life Skills
   - Peace Building
   - HIV/AIDs Awareness Education
   - Small Enterprise Development
   - Attitudinal Development
   - Job Finding Technique

APPENDIX 2

LIST OF COURSES IN DELTA PROGRAMME (OCTOBER 2001)

1. Auto Mechanics
2. Computer Studies
3. Electronics
4. Fashion Design
5. Hotel & Catering
6. Welding & Metal Fabrication
7. Life Skills
   - Peace Building
   - HIV/AIDS Awareness Education
   - Small Enterprise Development
   - Attitudinal Development
   - Job Finding Techniques

TRAINEE POPULATION

Delta Programme	Male	Female	Total
	148	81	229

APPENDIX 3

Names[44] of selected businesses/ institutions/establishments surveyed – Lagos State

1st class photos	Alvis catering services	Coaching culva
AsS tutorial classes	Abbey enterprises	Ab claims recovery
Abbey const. Co	Abihat simon	Abbey grace ltd.
Abbey pool	Aboyomi printing press	Abey juwelew enterprise
Abigail fashion house	Ac /refrigerator works	Abiodun welding
Abiola auto mech.	Action guard	Abu sola cobbler
Aby trading co	Ade-one eat	Acada tutor
Access bank Nig. plc	Ade consultancy firm	Accurate decors ltd
Addex pure water	Ade electronics	Ade babs fashion
Ade babs technical & co	Ade king & boyz salon	Ade consultant
Ade cooling serv.	Ade salons	Ade fashion house
Ade furniture works	Ade unisex	Ade nursery/ primary school
Ade olu supermarket	Adebowale enterprice	Ade tailors
Ade tayo holdings	Adela boutique	Adebayo & bross Nig. Ltd
Adebowale & sons ltd	Ademco exit ltd	Adefare furniture
Adegoke vulcanizing	Ademet enterprise	Ademei ent23
Ademeso enterprise	Adeola mechanics	Adene cyber plant
Adeny & auto mechanic	Adesala furniture	Adeosun nursery primary school
Adepiti nursery & primary school	Adex transport	Adesaya Nig. Ltd.
Adesola carpentry	Afees & co.	Adomci business venture
Ady fashion	After six barbing salon	Africa on line
African motors	Aiyl auto mechanic	Agad furniture
Agbaje auto tech	Aje fashion home	Agip petrol
Agnes supermarket	Akanah renovations	Aj industries plc.
Ajaking investment	Akoka workshop	Aji joy faery
Akaday timber markett	Alaya holding	Akin radio sense
Akoka coaching centre	Aliyu iron works	Aku computer services
Akunlab technicals	Alpha tutor center	Ala estate consultant
Alade motors	Ama electrical shop	Alebiosu interio décor
Alice & co. management ltd.	Amazing grace	All purpose int. Lesson
Alpha best laundry	Amen salon	Alpha ventures
Alumi & sons	Amexo pharmacists	Amazing comp
Amazing computers	Amsaf enterprise	Amazon tasty
Amen pharmaceuticals	Andy ants & signs	Amenco pharmacy
Amexco institute	Anno hiwapo bricks	Amo electrical engineering
Amoo auto works	Apple entertainment	Aneoly enterprise
Anangis electronics	Arton investment	Anwuli stores
Anison management ltd.	Aso oke Nig. Ltd.	Agbaje carpentry work
Aoleem place	Aunti adubi mem.school	Arty united
Aroms trading (w.a)	Auto maintenance	Aso oke weaver
Ascon ltd.	Ay-international organisation	Ausco barbing complex
Auney nikky nursery primary school	Ayo provision store	Auto mechanic group
Auseyi busine centre	Azuka cooperative ventures	Ayo construction
Auto mechanics	B-one technical	Ayo talking co

[44] The author cannot guarantee the accuracy of names of businesses, institutions or organisations listed in this Table nor the correct spelling of those names. Consequently, any use of this information for planning purposes should be undertaken with caution and may require cross-referencing with any existing register of businesses in the study area.

Ayonto sostr. Ltd	Babjute auto mechanic	Baba beji mechanic work
B&d ventures ltd	Badela clinic	Baba rafiu carpentry
Baba dede cap work	Bally international hotel	Babs shop
Babaj ventures	Banker	Bader hairdressing
Bad shy printing press	Barbing salon	Balogen generator
Bahm investmentst	Barbing salon	Bar supermarket
Bamiro drilling engineering ltd.	Barde motor store	Barbing salon
Barber	Basiris block making	Barbing shop
Barbing salon	Battery charger	Bariga market
Barbsky contractor	Beauty breast ltd	Basley panel beater
Barrie corp. worldwide	Beauty shop	Bayo the tailor
Basley the panel beater	Bems industrial ltd.	Beauty centre
Bcbc computer school	Best clean dry clean	Belbe frozen foods
Beauty fashion	Beutak computers	Ben barbering salon
Belford chemicals	Big choice	Beno business center
Bernadis pharmacy	Bimsy business	Best shoes ltd
Beulah med lab	Birta fashions	Bicycle repair
Big apple video market	Biss lest enterprise	Big joe auto works
Biit	Black smiths	Binching
Binkys design company	Blessing furniture	Bisann business center
Bisi driving school	Bloden shoes reactivating	Biyi adesanya & co
Bjk restaurant	Bobby barber salon	Blessed ernestss
Blessed fashion	Bodus enterprise	Block layer judu
Block making	Bola printing	Blue boy ltd.
Bluxaaken store	Boniface spare parts	Bobosky poultry
Bode studio	Bosco	Body fitting
Bola maniel arts creativity	Brain storm initiative	Bolad nig ltd
Bolu mineral store	Bridget pharmacy	Book shop
Born bricks	Broadway photos	Bosy fashion
Bountex venture	Bucky design	Brick layer
Bricklayer	Business centre	Bright furniture works
Brixon bar	Bukky fashion home	Brys beauty centre
Bryustan nursery /primary school	Buky wares boutique	Buddy radio wk
Building construction	Bunmi salon ltd.	Buisness man
Bukky fashion	Buupt cyber world	Bukky salon
Bukky shopping complex	Cabin business centre	Bullos computer training
Bunmi food canteen	Caravelle system Nig. Ltd.	Bus centre
Business centre	Cassava grinding industry	Byo-center
C/d consultant	Cbn	Cachcent nig ent
Cad catering services	Celex pharmacy	Career academy
Carpentry	Chabod salon	Caterer
Catering business	Channel to food	Cele transport services
Celebra fashions	Charles dr luterer co.	Central public health
Ch3 ltd.	Chexcomms	Chairman academy
Changes	Chiceo electrical ltd	Charity bus centre
Charity hotels	Chidoka transport	Charles productions
Chemix pharmaceutical	Chimex photos	Chibyke stores
Chicago barbers	Chisco transport	Chidex investment
Chidis & bros. Ltd.	Chris compufact	Chigeo investment
Chimax chemist	Chunks & associate	Chinchchwue & transport
Chinese venture	City fashions	Choxe boutique
Chris chonbers	Clarron cyber café	Chris publicity
Chuks ventures	Client concept	Church of god assembly
Chutwu di chemist	Cloth making	Classicus renfalo
Clarion cyber café	Co-operative lust	Climax electrical repair services
Clean dry cleaning	Color waving	Cloth seller
Cloth dealing	Commercial csati "n" take	Cobbler
Cloth selling	Computer school	Colors mng ltd
Cocio ent ltd	Computer centre de best	Complete sports
Cols sojesio com	Cool breeze catering	Computer sec. co.
Computer firm	Copier unit	Computer institute of technology
Computer services.	Corporate tailors	Cool-man refrigeration

Continental pure water	Croild smith	Copy point
Cop ventures	Csst	Cosmetic distribution
Corporate pictures	Cuba hair curt	Crolab electronics
Cpi ltd.	Cusinsa unisex salon	Ctaspes ent. Ltd.
Crown bird printing	Cyber - café	Cuber café
Cti mg ltd.	D' look salon	Cussy enterprise
Cucimco ltd.	Dadly pure h2o	Cyber café
Cut clean barbers	Dan geno business	D.r. shoemakers
Cybercafe	Dauda dry-cleaning	Dalai ventures
Daddy canteen	David technicals	Danco investment
Dallas investments	Daycare nursery/primary school	Dave migan nig. Co.
Data corps	De clique ltd.	Davidson & co
David sound co	Debo & co ltd	Dayus mechanic Works
Davigana and his band boyz	Dee barbers	De manual engineering services
De-surge place	Dele farms	Decency fool catch team
De mark invest	Deluxe Nig. Ltd.	Deji carpentry Shop
Decorating	Denix chicken	Deleg co.
Deladson Nig. Enter.	Destiny a inter	Demarchs ltd.
Deliha & co.	Diamand bank	Denny furnitures
Demauchris ltd.	Digital computers	Dgee's fashion and hair
Derlon merchant	Dike enterprises	Didi braids
Dhuwalagbon bakery	Dimaps	Digonostic centre
Digipro ltd.	Divine restaurant	Dike photo studio
Dikat bno	Dj kunlese organisation	Dinnez
Dikes enterprises	Dodo music sound ltd	Diwojaye plates
Divine fashion	Donna barbing salon	Dj touches nig ltd
Dixine favour	Dop manufacturing Plc.	Dof food spot
Docan safe water	Dorfra venture	Donnez investment ltd.
Dom - charles security	Dortex fashion	Dopee restaurant and bar
Doorway ent.	Dream effect salon	Dori charles security
Dorfra venture	Dumis group	Dosec Nig. Ltd.
Dorras beauty salon	Dyeniyi furniture comp	Dry cleaning
Dream effect salon	Eame-group	Dupsy enterprise
Duc brake fuel	Eby salon	Eagle security & comp
Duro painter	Edimon ent	Eans copies
Eagle time ventures	Ein electronics	Echobooth services
Easy travel agent	Ekwuoriko enterprise	Edo construction co.
Eddy centre	Electrician	Ejike photos
Edosam nig ltd.	Eleguise nursery/primary school	El- shadd business
Ekene dili chikwui home	Elshadall cafeteria	Electronic shop
Electrical work	Emekaegan industrial Ltd.	Elequara place
Elegbede & co	Eni barbing salon	Emance ven lio
Elsbaddai salon	Equator dig	Emekus shop
Embeatable	Estate agent	Enkay Nig. Ltd.
Emesko weigh scales	Euope fri selion	Equin associates
Epudom	Excellent ventures	Esteem biz centre
Estate agency	Exss bright studio	Ever for ever barbing salon
Eunice supermarket	Fad com	Executive barbers
Exam bux	Famol enterprise	Faab comm daut
Exp laundering services	Fashion design co.	Fajfom Nig. building
Fabros electrical	Fashion home	Famous general
Famcot school	Fast food centre	Fashion designer
Fanny's restaurant	Fed inland rev	Fasma ent.
Fashion four	Feloc motors	Faster cosmetic
Fassat business center	Femstar super market	Federal poly ado
Fatal elect co	Feyilays fashion design	Femi cool tech
Feed well post	Finlakes com ltd	Fenbee ventures
Femmo agency	Flavour bread	Feyintola business centre
Fern fashion	Flori products	Finnax plc.
Fimo training	Folly vulcanizer	Flemming Nig. Ltd
Flanik ltd	Football organisation	Florida motel
Flepx	Fotorex studies	Fones water
Foab enterprise	Foyoks textiles	Fore most dairies
Food items store	Fredrika kitchen	Four deal salon

Foyoks textiles	Fuel dealer	Fresh palatable
Franks bar	Funke rentals	Friend on line
Fresh show limited	Funmi salon	Fuft shop
From wrought making	G/e zutl & co	Funky restaurant
Fuft shop	Gasper entademe en	Funtees pharmacy
Funmak institute	Gem far show	Gambat Nig. Gvt
G way Nig.	Gideon & wale comp	Gbo
Gasoil establishment	Giladem business center	General Nig. Ltd.
Gbohn video	Glazing	Gift holiday Ltd.
George lewers & co Nig. Ltd.	God grace manufacturing industry	Gilgal properties
Gifty holding Ltd.	Gods glory die tailor	Glory school
Ginld company international	Gods own invest	Goddmark technologies
Gob enterprise	Gold core Nig. Ltd.	Gods grace International
Gods bible church	Goldy ltd.	Gods time venture
Gods grace salon	Goody driving school	Gold smith
Gogo ltd.	Grace caterers	Good evidence
Golden pot catering	Grace restaurant	Goye farms
Good trust chemist	Group o glazing co.	Grace davis supermarket
Grace business center	Hair cut salon	Grenga photos
Grace enterprise	Hairdressing salon	Grown commercial enterprise
Gud mercury line	Hard furnishing company	Hair dressing centre
Hair master	Harvey barbing salon	Hanalo group of comp.
Happy day block	Henikes enterprise	Harmony designs
Harrison abbey co	Hi furniture company	Head niste
Hejia investment	Hillty city ltd	Henke enterprises
Heumat veufries	Home choice var store	Hikat investments
Hill star hospital	Hotil de best dors	Holner electronics
Home boyz salon	Howells computer	Hoo face restaurant
Hospitality hotel	Id computer centre	Hotel rosy
Hotel services ltd.	Ife-oluwa dyr enterprise	House of grace ventures
Housing agency	Igunding	Hurst ventures
Hyrst ventures	Union bank of Nig. Ltd.	Iddo group construction Enterprise.
Ide investment	Inynns company	Ik photos
Igi insurance	Ise oluwa transport	International college
Ikennie furniture	Iyaruka food canteen	Iobiser invest
Inter sardine nig ltd.	Jackie jay eng works	Ishola panel beater
Isaimla bros. Ltd.	Jacobs dry cleaners	J smith barbers
Iya avele tailoring services	Jady enterprise	Jackson ventures
J.o olashihx sons	Jawlaw enterprise	Jades block industry
Jacobs business enterprise	Jbc ltd.	Jamie vulcanizer
Jadot computers	Jerry pharmaceuticals	Jay vet clinic
Jammys and co.	Jibusky enterprise	Jdc medicine
Jaymek Nig. Ltd	Jidan computers	Jessy Nig. Ltd.
Jepdre furniture	Jide computor centre	Jidam computer
Jesu printing	Jik jart arts & design	Jide & sons
Jidan computers	Jimmy fashions	Jide grinding services
Jide computer centre	Joe & co.	Jil invest investment ltd.
Jide plumbing place	Joe laundering	Jimolt electrical company co.
Jimda the unteanizer	Joes carpentry shop	Joe barbers
Jodar visual	John electronics	Joe panel beating co.
Joe furniture co	John obidudo photos	Johied ventures
Joel photographic develop	Johnson wax services	John fashion design
John bull ventures	Jos international	Johnny carpentry
John healing chemist	Josin poultry farms	Jokas computer services
Johnson engineering	Joy tailoring shop	Josco enterprise
Joke stores	Julius Berger Nig. Ltd.	Jossy joe international co.
Josfas	Jummy fashion institute	Joyce nursery/primary school
Joy kitchen	K picture	Juliet assorted comp
Jude computer technology	Kabiru furniture ltd.	Just hair cut
Jumbo dry cleaners	Kamas press	K.sam enterprise
K's barbering salon	Kas food joint	Kam furniture ltd.

Kab salon	Kay frozen foods	Kantax electrical ltd.
Kamals press	Kayode const co	Kass enterprise
Karamy plastic industry	Kb repairs	Kay manuf. Co
Kauving industry	Keen adekoye enterprise.	Kayove technical company
Kayinks health shop	Kelly catering services	Kd tailoring material
Kaysworth ltd.	Ken g mechanic	Kehinde mech. Works
Kd tailoring material	Kes laundery service	Kemab nig ltd
Kela barkeres	Kind iraf furniture company	Ken auto works
Kemi catering	Kinsoco mig ltd.	Kilawelle photographer
Ken works associate	Klassic bindin	King tailors
Kilo sorp industry	Kola shoe ventures	Kj snack and burger
Kings guard Nig.	Kolex electrical	Kobi transport
Kkyton nig. Ltd.	Kuffi furniture	Kolade production
Kola bakenes	Kwlade a/c repair	Kopindogba tutorial services
Kolese ventures	Labeth stitches	Kunle hairdresser
Koy okay group	Ladec junior	L & t commercial center
Kunle panel beating work shop	Ladroco refrigerator Repairs	Lada provision stores
L.m. Dentals	Lagos mainland timber	Ladele comm. Co.
Lade commer enterprise	Lakeland invest	Lady b boutique
Ladostu motors	Lamfey enterprise	Lagos state polytechnic
Lady tee catering	Lanetron ltd.	Lakl mechanic
Lake side	Lara education centre	Lamic Nig. Plc
Lalrd mechanic ltd	Larry salon	Lanrus ltd.
Lamlad enterprise	Lawal Nig. Ltd.	Larry mechanic
Lanwe shittu motors	Laz tech. Comp.	Laundering
Larry pure water	Legend trend ltd.	Lawanian and rock insurance
Law firm	Libra manufacturer	Legal digest
Layon photo studio	Lintel cyber café ltd	Lendus investment plc.
Legend trend	Living store	Light yom household group
Lesson work	Lola beauty salon	Lisabi feed materials
Linda stores	Loloso panel beating	Livingstone drycleaner
Lisabi feed mills	Love garden hotel	Lolly fashion centre
Lng ltd.	Lucky centre	Lord is able management ltd.
Lolly grace fashion centre	Luntechco. Nig. Ltd.	Love studio
Lova education centre	Mabolaje food canteen	Luky in distribution
Lovers joint	Maddana business	Lutu machine work ltd.
Lunchbox cat. Services	Maduks tutors	Mac-clean kunding
M & o motors	Maknatek ventures	Made wear clothes
Macrotek intell.	Mama bose fried canteen	Mail cho hawking
Madu laundering services	Mana gee food joint	Maky furniture
Majestic fashion	Margunt canteen	Mama chichi food canteen
Mam "j" oforus	Mary foodstore	Mancho enterprises
Mama iyabo canteen	Master painters	Mark ltd.
Manufacturing industry	Maxim cons. Services	Mascomc commercial services
Marlas hair salon	Mechanical engineering	Mathew laboratory
Maskro industrial ltd.	Meon signs	Mechanic garage
Maxcentic	Mice photo	Medicare seller
Mechanic workshop	Mike pure h2o	Mercey bus centre
Meluis nig. Ltd.	Min of transportation	Micheal consultancy
Merchant electronics	Mise commercial services	Mikky "j" stores
Mickey book ltd.	Mobil fuel station	Ministry of works
Mikky spare parts	Moni soap industry	Miyi auto engineer
Miro ventures ltd.	Motor space parts	Modupe electronics
Mo universal	Murktar sound	Mophous studio
Moladd construction	Mushin huest	Moyo business company
Moshun merriment	Muyiwa electrical	Murphy rental
Mrs moses store	Mycails tech	Mushin local government
Mushin boys high schl	National computer school	Muyiwa traditional
Mutag cyber café	Natola salon	N.I company
Muzja garden video	Ndr ninadiala herbal home market	National bank Nig. Ltd.
Naobel commercial enterprise	Neyo enterprises	Navareth nursery & prmary school
Natola beauty salon	Nicon plc.	Nelson aluminium product

New castle hotel	Nike tech limited	Nics investment
Nicenmann ventures	Nitel	Nikamos int. School
Nig needs services	Nkebos ventures	Nirxu computer work
Nikas catering	Nneks supermarket	Nivadike parts
Niss engineers	Nycil	Nlame ts day care
Nivian black smithing ltd.	O.a.ukwu enter.	Nnp corporation
Nmo registered name	Obal investment	Nylon people
Nuru alluminium co	Ochucko enterprises	Oak incorporated
Nymph int'l ltd	Odugbeson photos	Obey fashion home
Oasis hotel	Ogkstore	Odefunsho photographers
Obj water	Ohison investment	Oduntola tyre depot
Odey investment	Oj plumbing works	Oguns sign writing
Ogbona metals comp	Ojo enterprises	Ohison West Company
Ohi printing company	Oka ira supermarket	Ojapa venture
Oj plumbing	Oke ira supermarket	Ojo industries
Ojd refrigeration work	Ola-ore iron works	Okada mechanic
Ojo law firm	Ola photos	Okuchi spare parts
Okadad business	Olaiya food center	Ola barbing salon
Okwalim comm.	Olatoni Nig. Enterprise	Olabat gas ltd
Ola olwa auto m	Olu's const. Co	Olaoly fridge co.
Olachi production	Olu signs	Oleui Nig. Ltd.
Olasimbo nursery/primary school	Omalage rental services	Olu photos
Olive - rentals	Omokde video	Olubuade plank market
Olu printers	One in tower	Omasayo printers
Olyrunj edy shoes	Oplay auto trade	Omolara hairdresser
Omega dry cleaners	Oredola mechanic work	One ltd
Omotayo hospital	Oshodi/isolo g a	Ore ade printers
Opanel beater	Otiocha electronics	Ori ola nig
Ore ofe food canteen	Ovit salon	Osimpya ent. Nig. Ltd
Osan furniture	Owo invest comp	Otunta press
Otasubom Nig. Ent.	Owoy o/nursery school	Owa photo
Outlook ventures	Pacesetter ltd.	Owolwo & son
Owo alade	Pam pam cat. services	Oyeba industrial ltd.
Owotutu training com	Panel beating	Paints shop
Pacecom	Pato's music	Panal beating
Paj electrician co	Peace automike worshop	Panel heating
Panchee beauty salon	Peju hair dressing salon	Patrick engineering co.
Password investment	Perfect barbering salon	Pee ceee investment ltd.
Paul exterior decoration ltd.	Phase engineering ltd.	Pekos auto services
Peepa specialist hospital	Phodes & rhodes law	Perfection boutique
Peo oil company	Photo house	Philip photos
Petty trader	Photomania enterprise	Phodes law
Phlip refrigerator	Popcom nig. Ltd.	Photo studio
Phonesc auto mechanic	Precious beauty salon	Piggery
Photographing	Prince place	Pluulig film co.
Pilado & sons ltd.	Prompt enterprise	Popson enterprise
Polmag bus centre	Rabcem electronics	Prep tutors
Popular limited	Rai fashion palace	Priscon ent
Prince fashion garment	Reagan comp. Net.	Pussy store
Private security	Remisco enterprise	Rachel enterprises
Queen fideten Nig ltd.	Ritaly holding	Rainbow martin ltd
Radio mechanic	Rosco repair co.	Record studio
Rau Nig. limited	Royal press	Rentuga international
Remi photos	Ruwale car services	Robatek miq hit
Rich toast fast food	Saam nig (ltd.)	Rosco scrap metal
Romikson Nig. Ltd.	Salon and fashion house	Royiven Nig. Ltd.
Rose beauty salon	Sandy babe salon	S adele printing
Ruffy electrical	Schole business centre	Sade salon
S.ybani ventures	Sg'g boutique	Sam & sons ltd.
Safri boutique	Shade salon	Sanje shoemaker
Samson vulcaniser	Shalon timbers	Segun ventures
Schnell security ltd.	Shaun ent. Nig. Ltd.	Shade beauty salon

Serge.com	Shela enterprises	Shalom restaurant
Shade hairdresser	Shey stars co.	Shamah business center
Shalon ltd.	Shola haw salon	Shda dry cleaners
Shap shop venture	Sifka welding comp.	Sheme fashion design
Shedes salon	Sir t fashion house	Shola a/c repair
Shewa nursery/ primary school	Skymit motors	Shola salon
Shola consultancy	So fine hospital	Silver fountain school
Siege ventures	Solason pre nursery/primary school	Sky cars
Sir jomo tailoring services	Sols sojesco co.	Smark venture
Sky cars ltd.	Soyesels laundry	Soh catering services
So a barbing	St annes stores	Solex studio
Soji electrical works	St. Kenys hospital	Sonic clinic
Solid ice	Stay clean dry cleaners	Spare parts dealer
Sony sons enterprise	Stereo world	St john school
Spicy canteens	Success pure water	Starlight electricals
St kenny hospital	Sunny barbing salon	Sted industry
Stationary store	Synthetic technology	Stoming sound organisation
Stephen mechanic workshop	Taash ventures ltd.	Sun boy barbing
Subsidy food joint	Taiwo plumbing work	Sunny engineer
Sunny aluminum problems	Taofolee video	T.j horologist
Syham expo fashion	Tasy atards enterprise	Taino stitch ltd
T.m.a. Fashion	Tayo fashion	Takor hairdressing
Taino technical co	Tayo the furniture	Taqual int school
Taofdee video centre	Technicians	Taxo stores
Tasudee lvers work shop	Teen motwa ltd.	Tayo fashion designer
Tayo brabing sal	Temidare pool ltd.	Tayo trading shop
Tayo pure m2o	Texaco Nig. Ltd.	Tee jay venture
Team barbing	Tgt bus venture	Teenland children school
Teejay electrical services	The way tutors	Temiloluwa biz. cent.
Telematics system ltd	Thomes bakery	Texas hospital
Temitolor printing press	Three star industry	Thank god food canteen
Tayo auto shop	Timde books	Theore carpentry services
The black gold shop	Tinean isian hotel ltd.	Thread & needle
Thomas hairs salon	Tj technical works	Thunda nig. Ltd.
Three point (Nig) Ltd.	Tokelnbah barbing	Timothy photos
Ti oluwa ni carpentry	Toma fashion centre	Tinuade catering Centre
Tinanuv school	Tonec group	Tmeka & bros investments
Tj engineering servives	Tony chunks	Tola hairdressing sal.
Togin printers	Tope rental	Toma hairdressing
Tola techn comp	Total filling station	Tonero holdings
Tommy printing presser	Toyusi frozen food	Tony e budden Nig. Ltd.
Tonirigo	Trem church	Topmost ventures
Tony printers	True like investment. Co.	Toyin photo studio
Topmus barbing	Turayo designs	Transcam ltd.
Toyui salon	Tv radio repairer	Trendville promotions
Translat tutorials	Twinkles nig. Ltd.	Tunde flec store
Trinity recreation centre	Tyng hair salon	Tusy bill enterprise
Tunji tech services	Ubela mechanic	Tv/radio repairs
Tux fasion	Ugo sam kinson b ltd	Twins salon
Twin cycle	Ultimate salon	Tyre mending services
Twins ventures	Uni petrol fillup	Ugo bakery
Uba plc.	Unn travels	Uju supermarket
Ugo beauty clinic	Vans investment	Ultimate ventures
Ultimate company	Vibaco nig. Ltd.	Unique tailoring shop
University of Lagos	Victor bricklaying nig. Ltd.	Uzome business centre
United switch gear	Victoria laundering	Veng ltd
Vans investment	Vigad nig. Ltd.	Vicki hair salon
Veyo industries	Vinmence venture ltd	Victor futurist centre
Vicky entreprise	Vivid designer	Victory clinic
Victoria fashions	Vulcan stores	Vik just of fashion
Video mart	Wahalo printing press	Vino aivo industry
Vikky ventures	Wale shoes enterprise	Vocational trainer
Virgos nig. Ltd.	Watex auto work	Wady radio

Wahab auto services	Winners international ltd.	Walesun electrical
Wale painting	World wide music	Wema bank Nig. Ltd.
Was mig enterprises	Xbitech	West side salon
West end barbers	Yamashuta priting	Wonderland computers
Wilcox enterprise	Yekken stores	Wrist watch repairers
Workmen concern	Yem kem catering School	Y2k
Wummi beauty clinic	Yinka rentals	Yami rentals
Yabalada surveyors	Yomi supply & co	Yellow nig. Ent.
Yammy buisness centre	Yougo group	Yemi food stuff
Yem fashion store	Zeco electronics	Yinla photos
Yet kem fast food	Zonic service ltd.	Yommy keemat
Yom tech enterprise		Yudeson Nig. Ltd.
Yoms dealings		Ziz unisex
Zata venture Nig. Ltd.		
Zonic ltd.		

Source: Author's field survey

APPENDIX 4

Names[45] of selected businesses/ institutions/establishments surveyed – Delta State

Abebi beer and restaurant	Abel engineering works	Abu refrigerator
Ace sign & design	Actor welding co.	Adam mechanic works
Adelour barbing salon	Afomiani oil mill	Afro cont. Car
Agbaka furniture	Agdadamashe hotel	Ajomioni farms
Akpi sam motors	Alalamo bookshop	Alconsced comp.
Allerubo construction	Amuel electrical store	Angles design
Anguzi superstore	Ani laundering	Anita b barbing salon
Anywzi beauty cane	Apapa bakery	Apperance
Apubi rubber forms	Asealbosenoja hotel	Asuba welding & fabrication
Atominm rubber form	Atunawa block industry	Aturuiwa block industry
Autlter & sons	Auto mechanic	Ayalepor inn
Ayarere bar	Ayido fashion	Baba aluminum
Babur arts	Bakare electrical electron	Bakery
Balibi & sons	Bammys bros ltd	Bbf fabrication shop
Bekosanm enterprise	Benkosom nig enterprise	Bensing enterprises
Best saloon	Besuty cosmetics	Biicow beauty
Bikorine bk shop	Binta hairdressing	Blue hotel
Boa agbontan & co ltd	Boc bases	Bogfssli in home
Bola yemi enterprise	Borb book shop	Bratere book store
Bukine printing	Chance bakery	Charleen record store
Cherun	Chitouch enterprise	Chues welding & fab
Classical nursery	Clean saloon	Clrisna stores
Collins farms	Corunna sale on	Curtis hair cut
D s c	Daise restraunt	Damis fashion home
Dankefe u v engineering	Deborah tailoring wkshop	Dele video
Delta broadcasting service	Dergeden cosmetic stores	Deybrey salon
Dideke pepper store	Dofik stores	Don's fashion home
Dorah fashion home	Dortie elect ltd	Dware catering & decoration
Dworaye africa delicious	Eberibe salon	Ebott hotels
Edehere plumbing works	Edema photos	Ejiro elect
Ekeba rentals ltd.	Eko photos	Electronics doctor
Elewarems printing	Elite video conv	Elo fashion designing
Eloima medicine stores	Elta fashion	Emma magbefor photos
Emu electricals	Eoma moters	Erede restaurant
Eru ben	Esther photos	Etaghe farms
Eua enterprises	Excel cost consult	Excitement barbing salon
Expan sec school	Eze holdings	Eze mechanical workshop
Fank metal works	Fascke design	Fashion design
Felise farms	Fere provision store	Foto plus
Fredicon computors	Fridan farms	Friday building ind
Friday welding company	Fyne block ltd.	Garri making
Gas nig ltd.	Gbaliba & sons	Gboska aluminum
Glass feelary nig. Ltd.	Gloakine machine store	Gloray bridal wears
Go con nig. Ltd.	Good hand furniture	Good tailors
Gusko llum	Gwana hair and video	Gwarra beer parlour

[45] The author cannot guarantee the accuracy of names of businesses, institutions or organisations listed in this Table nor the correct spelling of those names. Consequently, any use of this information for planning purposes should be undertaken with caution and may require cross-referencing with any existing register of businesses in the study area.

Holiday rest hotel	Holo barbers	How tec workshop
I g welding comp	Iahris welding workshop	Ife computor store
Ife wood work	Ighomu block	Ijeye palm oil mill
Ik furniture	It/business centre	Itim stores
Jack link	Jacob & son ltd	Jemeco motors
Jenny barbing s	Joe stuff construction	Joe welding works
Joesph elctrical electrodes	John ball works	John bigttoro survey
John fabrication workshop	John farms	John rubber forms
John tailors	Jompalm oil mill	Jossy yololng
Joum ventue	Joy beauty saloon	Joy fashion home
Kasa computer ltd.	Kemine photography	Kesb gift shop
Klegs nig ltd	Kotro barbing	Kpeimi fashion home
Kpeimi hair cut	Kpok pagri fashion	Lady fashion home
Lamka & bros	Latan invest ltd	Laye bar
Layeta store	Lbby fashion home	Lizzy kitchen
Llonfade & sons	Lola venture	Lucky fashion
Luckymood const	Luke design	Mabel publishing centre
Machine paint	Mama joy stores	Mandela photography
Mannual enterprises	Mantine ltd	Mat fashion
Memrecle electrons shop	Micheal electronic	Mike eng wks
Mike welding	Mis-tigh nig ltd	Mmena restaurant
Mondau the tailor	Monday building industry	Monday farms
Moses wood work	Muses farms	Muyis art gallery
Mwragon soap	N e p a	Nduka eus centre
New world production	Niger elec sale/services	O p p
Oat auto mechanic	Obbyl ltd	Odetherv enterprise
Odion video services	Ogan business centre	Ogba block
Ogbo filling station	Oghankenne funt	Oje invest.
Ojojo fashion house	Okah supermarket	Okay panel beating mechanic village
Oke business centre	Oke photos	Oki suluprizer
Okioki cassava mill	Okland hotel ltd	Okodo welding wks
Okoehinku furniture works	Okpopu misese	Olee cassava mill
Olembe automobile	Olotus & son nig ltd	Olu mechanic services
Oluscore	Omadaro furnitures	Omamake carpentry
Ono's & sons	Ono's repairs	Ono's welding centre
Onome restaurant	Onusure carpentry	Optimum beauty
Oscar nig ltd	Osho graphics association	Ottulujchesni farms
Ovic wielders	Oxj nig. Ltd.	Oxt company
Oyinglo mechanic works	Pabo refmert ltd.	Pabo welding fabrication services
Pachel	Paul tailors	Peace choice ltd
Peace hair	Pearl fashion	Pedulor mumy inn
People choice welding	Peoples ice cream joint	Pereta pepper soup
Peter wedding workshop ltd	Pharmacy	Phillip electrical electrodes
Poultry keeping	Prince igbimore poultry	Probenim nig ltd
Pure hair cut	Ranna hairdressing	Raskomado building industry
Rinaths ventures	Rose international	Sam line ltd
Sammy printing	Samto auto	Sedte enfenfir
Seeming institution	Sharp computer centre	Silkolad nig enterprise
Single needle tailoring	Solo kowe joint	Spankle computer
Spices & bites	Stainless	Steven engineering
Sulaisco & sons enterprise	Summer land hotel	Sunnest barbing saloon
Sunset business	Super photo	Sweet sister hens
Syid drinkes	Sylvo venture	Tad venture
Tailoring shop	Tasson nig. Ltd.	Teaching
Technology computers	Teteyne fashion homes	The carpentor chop
Timi hotel	Tobako motors	Todor crafts
Tola the nig enterprise	Ton bra restaurant	Tony bakery
Toro haircut	Toyon nig ltd	Trading
Tula creative	Tumber dealer	Tup enterprises
Turruler eng nig	Ubini nig. Ltd.	Uform bakery
Ugodibir	Unasin hotels	Uzar construction

Verssce fishery	Vgsomio sec school	Victory mechanic works
Viviau fashion home	Welding and fabricating	Westend hospital
Wilson & sony enterprises	Winelous comp.	Winnie sadas
Wmma petrol station	Wumus hair salon	Wurus provisions
Yays maternity centre	Yemin barbing salon	Yemiyet enterprise
Yereke cool corner	Yokere super store	Zoom photo

Appendix 5

Names[46], Addresses & Main Area of Economic Activities of Cooperatives/Community Associations Surveyed – Kano State

S/N	Name of Cooperatives/Community Association	Address/Location	Main economic area of operation
1.	Aihikmat Knitting and Sewing Co-opera society	No.10 Gadon Kaya	Services
2.	Alheri Cattle Sellers Co-operative society Ltd.	International Cattle Market Kwanar dawakin Kudu, Kano	Trade
3.	Alheri Cattle Sellers Co-operative society Ltd.	International Cattle Market Kwanar dawakin Kudu, Kano	Trade
4.	Alheri Multipurpose	159 Tudun Wudurchi	Trade - basic consumer goods e.g. 'omo', sugar etc
5.	Alma tailoring services	No 1A mundubawa Ave. off Hadeja Road	Manufacturing
6.	Ashmar mixed spices multi purpose co-operation	No. 4b Garki Road Nassarawa Kano	Spices
7.	Audu Bako treasury welfare loan society	Ministy of finance and economic development	Trade
8.	Bichi Zumunta multi-purpose cooperative society	148 Hagagawa Quarters Bichi	Carpentry
9.	Bichi Zumunta muti purpose copperative society	148 Hagagawa Quarters Bichi	Carpentry
10.	Bushara multipurpose co-operative association	No 5A 221 200 road Kano	Manufacture and agriculture
11.	Bushara multi-purpose co-operative association	No 5A 221 200 road Kano	Manufacture and agriculture
12.	Dagumawa cap credit/market society limited	dagumawa villiage wudil local govt.	Agriculture
13.	Dakwara co-operative credit & Marketing society	Zango Quarters Kantin	Agriculture
14.	Dalilil Khmr multi Purpose co-operative society	sagagi Quarters Kano	Trade
15.	Damal Indiringol Fadama Farmers Association	Unguwar Ruwa Quarter Dawatu Town K.Kudu	Agriculture
16.	Damminawa Tailoring multipurpose coops	daminawa Gwarzo L.G.A	Tailoring services
17.	Dan Idris Village	Dawakin Kudu	Trading

[46] The author cannot guarantee the accuracy of names and addresses of Cooperatives/Community Associations listed in this Table nor the correct spelling of these names and places. Hence, any use of this information for planning purposes should be undertaken with caution as these information may require cross-referencing with any existing data or official register of Cooperatives that may available in the study area.

18.	Danbagina farmers coops society LTD.	Dambagina village	Agriculture
19.	Darawa multi- purpose cooperative society	129 DARAWA MAIDUGIRI Road Kano	Multi purpose (baby foods)
20.	Dawadin farmers multipurpose coops	Lahadin makole Town Dawakin kudu L.G	Agriculture
21.	Dawadin farmers multipurpose coops	Lahadin makole Town Dawakin kudu L.G	Agriculture
22.	Dawakin Kudu Galadanlhi farmers co-ops society	Dawakin kudu local Govt Area	Agriculture
23.	Dawakin kudu Grains production	Dawakin kudu L.G.Town	Trade and agriculture
24.	Dogaral Technicians cooperative society Ltd. Kano	Municipal Local government	Technical Services
25.	Dosain Onion farmers cooperative society	Dosan dawakin kudu local government	Farming
26.	Dosan cooperative credit & marking society	dosan dawakin kudu local government	Trade
27.	Dow women tailors cooperative society	No 25 wudilawa Quarters	Tailoring services
28.	Dugabo community Dev. Association	Dugaba, kabo Local Govt	Community activities, agriculture
29.	Dukaw women leather works co-operative	No. 90 Dukawa Quarters, Kano	Manufacturing of leather handbags (products
30.	Durilu community Development Association	Durun town	Community based activities
31.	Entrepreneur Development association	Zoo Road, Near VVF Hospital	Agriculture, Trade & services
32.	Fada Tailors cooperative society Ltd.Gidan Makama Kano city	Municipal local govt.	Tailoring services
33.	Gidan Makama co-operative Thrift and Load society Kano	Emir Palace Drive Kano	Trade & services
34.	Gwangwazo Grounnt Oil M P C S	Gwangwazo municipal local govt.	Trade
35.	Gwarozo tailoring multipurpose coop society ltd	Gwarzo local Govt, Kano	Tailoring services
36.	Hamdala multi-purpose c-operative society	No1 Zaria Road KCF Building	Manufacturing and trade, services
37.	Hide & skin Local Multi-purpose co-operative society	Kofar arewa, yamburawan	Training & sale of Hides & skin locally
38.	Himma Hand craft women co-operative	No 15 Kurmawa Qurter	Processing
39.	Hmma multi-purpose co-operative society ltd.	ministry of commerce, industry and co-operatives post office kano	Thrift and loan, trading
40.	Jamiyyar Matan Arewa	Dawakin kudu local Govt Area 11/12 Hayiya iya awaggea	Agriculture
41.	Kabara Women Tailors Coops. Society	Kabarawomen society Kabara Quarters	Sewing
42.	Kan Karen dole Tailors coops	Kan karan dole	Tailoring services
43.	Kano Tech. Bus INC. centre multi-purpose co-operative society	kano farm center	Food processing, marketing and general supplies
44.	Katai cooperative credit & marketing	Katai vilage local Government Area Kano state	Agriculture - Irrigation

	cooperative society		
46.	KTBIC Tenants Multi-purpose co-operative	Kano technology Business Incubation centre F.M.O.S.T,F.C kano Nig	Agro-Allied, Manufacturing, Trade
47.	Kundila women MPCS	Kundila Housing Estate maidugari road	Production
48.	Kundila women pomade MPCS	Kundila womean M.P.C.S Kundla Hoursing state Kano	Pomade production
49.	Kundiske women multipurpose Association	No 159 Wudurchi	Farming
50.	Kura women Black-smith	Makura fafani Kure	Farming & black smithing
51.	Kurawa woma multi-purpose coops society	No 123 Kurawa Quarters Kano	Knitting & soap making
52.	Launawar yargaya traders coops	Launawar yargaya	Trade
53.	Lokon Tsamiya multi-purpose co-operative society Ltd	Kofar kudu Gidan sarki Nig.	Education-Gidan Makama Primary school
54.	Matage coops credit & marketing society	Gadar Tamburawa D/kudu L.G.A	Agriculture
55.	Matage coops credit & marketing society	Gadar Tamburawa D/kudu L.G.A	Agriculture
56.	Minjibir Multi-Purpose coop society	Munjibir Local Govt Kano State	Agriculture, Trade & services
57.	Musan Kanmu women cooperative	15 wuililawu Quarters	trade
58.	Nagarta Bicylce reparirs M.P.C.s	Yarmagaji Quarters	Mechanics
59.	Nararia vocational Training co-operation society	Kundila Hausing Estate zoo Road, Kano	Cooking, Training and production of cosmetics
60.	Nasiha women co-operation society	Kundila zoo road Housing Estate	Weaving &sewing
61.	National Association for women development	Satatima Quarters	Manufacturing
62.	NEPA Nassarawa Thrift coops society	1Niger Street Kano	Services
63.	Nurl Zaman development association	Unguwauku zaria road Tarduni	Services, education community project
64.	Rahima women tailoring	Zoo by grdan buhari	Services
65.	Ralima Beauty & saloon M.P co-operation society	64A Lamido fesent Nassarawa	Hair cream (production distribution)
66.	Residence Association	C.O.C KANO	Services
67.	Rice Miller Kura	Kura Local govt. area	Rice milling
68.	Riga weavers multi-purpose society	Riga Gwarzo	Manufacturing
69.	S/G Kayyu development Association	S/G Kayyu, Gwarzo L.G	Self help activities
70.	Saadu zugur coops, thrift loans	Triumph publishing company	Loan & trading
71.	Sagagi wome Tailors and Kintting MPCS	sagagi Quarters Kano	Tailoring services
72.	Salsfa farmers Association	126 Gwammaja Quarters opposite Girls sec. School, Masaka Kano	Processing & Training, Given farm seeds to women
73.	Sati Karriy multipurpose	Shagari Quarters, Eleven street No 196	Trade, Agriculture
74.	Staff consumer coop. Society	G.S.S. Gwarzo	Services

75.	Straff consumer coop	Gwarzo local Govt. Kano	Trade and services
76.	Tamburawa Black smith cooperative society Ltd.	Tamburawa yamma dawakin kudu local government area kano state	Agriculture
77.	Tarauni women consumer cooperative	Tarauni Local Government Council Kano	Trade & services
78.	Tarauni women M.P.C.S	Tarauni Local Government Council Kano	Sewing
79.	Tsintbiya women tailor coops	Garo Town	Tailoring services
80.	Unguwa uku young farmers and poultry Association	Tarauni L. G. Council Kano	Trade. Agriculture
81.	Unguwar Gini Tailoring Services M.PC .S	Unguwar Gini Auater	Processing & Training.
82.	Wambal food sellers cooperative society	K/wambai quarters	Processing
83.	White rice sellers multi-purpose cooperative society	Tamburawa yamma. dawakin kud L.G A	Trade/agriculture
84.	Women leather association	No.5 Kasim Ibrahim Road	Manufacturing
85.	Women Multi purpose	Gwammoya Housing-estate behind Gwanmaya police station	Agriculture manufacturing and services
86.	Women society for peace and progress (WSPP)	N.NDc Qtr.. No 21 surveyors street sharada	Manufacturing (soap making shoes. oil making
87.	Woodle Foods & Beverages Multi-purpose coops	No 137 T/Wainrci	Manufacturing
88.	Wudil A cooperative credit & marketing	Wudil town Kano	Agriculture
89.	Wudil women farmer's multi-purpose co-operative Association	Women development office wudil local Government	Tie &Dye. Farming, Body Oil. Soap
90.	Wuduawa youth movement Association	No 20 Wuduawa Quartere Emirs palace road Kano.	Trade service self-employed
91.	Wuduawa youth movement Association	No 20 Wuduawa Quarters Emirs Palace Road Kano.	Trade service self-employed
92.	Yakasai B. Tailoring & Knitting M.P.C.S	Yakasai Quarters Kano Municipal	Tailoring & trading
93.	Yakasai CPH women's wing co-operative society	Yakasai zumunita complex opp. GG.S.S shekara, Along rimi Market	Soap making, pomade making, 'omo cuiks' selling
94.	Yakasai Tailoring & Knitting Multi-pupose cooperative society Ltd.	Yakasai Quarters Kano Municipal	Manufacturing
95.	Yakasai Tailoring & Knitting Multi-pupose cooperative society Ltd.	Yakasai Quarters Kano Municipal	Manufacturing
96.	Yakasai Zumunta development association	Yakasai zumunita complex opp. GG.S.S shekara. Along rimi Market	Trade & services
97.	Yarmagaji women tailors MPCS	Kankarofi Quarters Kano Municipal	Sewing
98.	Zumumci family multipurpose co-operative	No K 102 Kundua Housing estate zaria road	Manufacturing & Tailoring
99.	Zumuninta cassava sellers coop society	Karkari Villiage. Gwarzo	Agriculture