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## GOVERNMENT EMPLOYMENT INITIATIVES AND INTERVENTIONS IN URBAN ECONOMIC DEVELOPMENT IN NIGERIA (A CASE STUDY OF CONDITIONAL CASH TRANSFER SHEMES IN LAGOS, NIGERIA)

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### **Abstract**

The study investigates the effect of government employment initiative and interventions on urban economic development in Nigeria using the metropolis of Lagos as a case study. This study delves on the central government employment initiatives on poverty diminution in Ikeja, Lagos State, Nigeria. The survey method was adopted. The quantitative research design was employed. A check out mass (sample size) of 120 respondents was identified from a people of 172 trivial and average businesses in the study areas and 96.7% reply proportion was recorded. Primary method of data collection was used as well as the use of structured questionnaire. The respondents answers were analyzed by Pearson product moment Correlation on SPSS (Statistical Package for Social Sciences) Version 20.0. The inspection demonstrates that cash transfer loan scheme does not have significant effect on employment generation ( $P=0.168 > 0.05$ ;  $r = 0.129$ ) and also equity grant has significant impact on job opportunities ( $P = 0.000 < 0.05$ ;  $r = 0.736$ ). Based on the consequences of findings, the study recommends that strict control must be added to provision of adequate cash loan with fantastically slump finance concern rate.

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## Introduction

Cash transfers may take the structure of conditional cash transfers (CCTs) entailing meeting educational, nutritional, and health requirements as well as provision of labour before qualification for transfer or unconditional cash transfers (UCTs) where cash is received without having to do anything (Samson, van Niekerk & Quene, 2010; Narayanan, 2011). Income transfer schemes could be universal or targeted to cover the poor or vulnerable (Narayanan, 2011). Typical models of UCT programmes include Renta Dignidad in Bolivia, Kalomo SCT scheme in Zambia, Basic Income Grant (BIG) in Namibia and SCT Scheme in Malawi (Bold, Porteous & Rotman, 2012; Covarrubias & Davis, 2012).

Government Employment Initiatives give rise to befall tools of creating employment and falling the value of poverty in the company of trivial traders in nowadays generation. Here is no state that is unquestionably free from poverty.

Poverty has been a serious factor that challenges facing many third world countries including Nigeria. The major national problems worried Nigerian economy, today are among others corruption, unemployment and poverty (Akpan, 2011). Inflation rate of these problems is generating much concern for the government. One of the economic features of the poor and poverty is that they are characterized as young as opposed to old people (Todaro, 2009).

At independence in 1960 and for the best part of the 1960s, poverty reduction efforts in Nigeria focused on education which was seen as main factors to economic, technological and intellectual development of the nation. Show the light and the people will find the way was at the time, an often

quoted mantra by Nigeria first president, the late Nnamdi Azikwe. Thus education programmes were implemented alongside agricultural extension services which encouraged increased food production. From 1960 to 2012, the federal government of Nigeria has at different times instituted different poverty reduction programmes.

However, previous administrations has created programmes to increase the urban economic development such as Operation Feed the Nation (OFN) during Obasanjo regimes, Green Revolution during Shagari regime, Community Bank and Petroleum Trust Fund (PTF) during Abacha regime, YouWiN during Goodluck Ebele Jonathan regime which is also been development by the current administration (Buhari regime) by setting and empowering the Federal Ministry of Finance, Budget and National Planning for the laudable project of YouWin connect by reaching out to institutions in Nigeria about Enterprise YOU-WIN CONNECT (Youth Enterprise With Innovation in Nigeria).

President Muhammadu Buhari management formulates and implemented the ongoing National Social Investment Scheme (NSIP) about the following programmes such as Tradermoni, Farmermoni, N-Power programmes, National Cash Transfer Programme (NCTP) and Government Enterprise and Empowerment Programme (GEEP) for purposes of increasing urban economic development in the country. The NSIP idea was reputable to make possible aboriginal relatives that exit from the twin evils of poverty and unemployment as former mentioned through space building, investment and close economic support.

The federal government then set up NAPEP in 2001, which replaced Poverty Alleviation Programme (PAP). This shows that government was not just trying to alleviate but developed the economy in the country. The main areas of NAPEP were categorized into four schemes: Youth Empowerment Scheme (YES), Rural Infrastructure Development Scheme (RIDS), Social Welfare Services Scheme (SOWESS), and National Resources Development and Conservation Scheme (NRCDS) (Aliyu, 2003).

This study therefore was to determine the achievement of government through entrepreneurial skill and acquisitions employment programmes initiated for youth hence, a major research question of this piece is can that, Government's petty traders programmes project tackle the nation's high poverty rate? To make this review process to be well comprehensive as possible, it is imperative to first and foremost carry out a conceptual clarification as well as establish an analytical framework to chart a direction for the work. The utilitarian theory of ethical conduct would best help to examine the worthiness as well as success or failure of the Petty traders YouWiN governmental employment initiative to develop the urban economy amongst petty traders with the young graduates in Nigeria.

### **Statement of Research Problem**

Poverty and unemployment's rate continue to climb vertically, translating in to social problems of more monumental and complication proportions, attempting to defy popular government interventions geared towards ameliorating them. Every government since 1999 has had their signature on poverty reduction or alleviation

whatever appellation. The government of then President Olesegun Aremu Obasanjo (1999-2007) initiated the National Poverty Eradication Program (NAPEP) to alleviate poverty.

The absence of basic infrastructure like health care system, water, education, electricity, lack of financial security and so on has worsened the poor state of Nigerians. More so, most Nigerians are engaged in Agricultural business, farming, small trading and other self-employed activities. This is due largely to insufficient capital to finance their businesses which lead to shortage of other basic infrastructure for acceptable standard of living (Abu, 2015).

Many small businesses does not have access to loan in all financial institution because of lack of collateral document to back up with the loan and this lead to high rate of poverty and unemployment in Nigeria and they rarely have bank accounts and are usually not interested or profitable to traditional lenders. They cannot access loans to trader, and they remain in a cycle of poverty. Federal government understands the plight of the over 20 million Nigerians small businesses and in dire needs of capital to grow their business through the equity grant by introduced trader money which can ease your business cash problems and make your life better. The loan comes from recognition of the genuine contribution of petty traders to the growth of the nation's economy. Consequently, the loan will not only help the local traders to expand their businesses, but also change their standard of living, thus, aiding in poverty alleviation and stability in the country economic outlook. The loan aims at reducing short term poverty by direct cash transfer and fight long term poverty by increasing human capital among

the poor through conditional cash transfer (Adekunle, 2018).

This problem was to determine whether Cash transfer loan scheme has been a tool in reducing poverty incidence in Nigeria. Therefore, this research work intends to examine the extent of the impact of the cash transfer scheme through the Marketmoni in Ikeja, Lagos state, Nigeria. Some of the important and activities under the marketmoni in Ikeja include provision of training skill, working tools, vocational job and micro-credits for self-reliance, self-actualization and employment opportunity.

Considering the lingering unemployment and poverty reduction problem in Nigeria with the attendant developmental challenges it has posed, any step that would lead to the creation of additional job would no doubt be welcomed by any reasonable person. This is why various efforts at seeking to address employment cum developmental challenges of the country such as the institution of the National Directorate of Employment (NDE), Small and Medium Enterprises Development of Nigeria (SMEDAN) and National Poverty Eradication Programme (NAPEP) at various stages in the annals of the nation have often been greeted by citizens enthusiasms as well as scholarly appraisals.

This problem will determined whether empowerment initiative which was introduced by federal government such as Presidential Youth Empowerment Scheme (P-YES) which is one of the latest entrants among these developmental strategies have as at the time of this discourse only had scanty literature and barely any critique on it. This problem has brought to light the desire to examine the effect of Government employment initiatives on urban economic

development in Ikeja Metropolis, Lagos State, Nigeria.

## **Literature Review**

### **Conceptual Framework**

#### **Cash Transfer Loan Scheme**

Cash transfers may take the structure of conditional cash transfers (CCTs) entailing meeting educational, nutritional, and health requirements as well as provision of labour before qualification for transfer or unconditional cash transfers (UCTs) where cash is received without having to do anything (Samson, van Niekerk & Quene, 2010; Narayanan, 2011). Income transfer schemes could be universal or targeted to cover the poor or vulnerable (Narayanan, 2011). Typical models of UCT programmes include Renta Dignidad in Bolivia, Kalomo SCT scheme in Zambia, Basic Income Grant (BIG) in Namibia and SCT Scheme in Malawi (Bold, Porteous & Rotman, 2012; Covarrubias & Davis, 2012). Classic examples of CCT schemes include the Bolsa Família in Brazil, Solidario-Programa Puente in Chile and Oportunidades in Mexico (Paes-Sousa, Regalia & Stampini, 2013).

Much of the discourse on cash transfers have been on their effect on poverty levels (Arnold, Conway & Greenslade, 2011; Debrah, 2013). However, even though some studies (Magen et al., 2009; Narayanan, 2011; Pellerano & Barca, 2014) have explicitly or implicitly stated some arguments about SCTs, such debates have often been peripheral. This suggests that debates about SCTs exist but in bits and pieces, and are scattered in the body of literature in no particular ordered way. This review is, therefore, an attempt to fill this gap by codifying some of the arguments inundating SCTs that appear to have been left on the sidelines. The authors caution

that this exercise should not be perceived as being exhaustive of the entire debates on the subject under consideration.

The paper only captures certain essential arguments and concentrate on inspiring further debates among academicians and policy makers on the need for or elimination of cash transfer schemes. These debates are critical due to many countries and nongovernmental Organizations hastening to implement cash transfer schemes, which raise issues of programme sustainability and exit.

### **Determinants of Equity Grants**

Although stock options are a ubiquitous feature of executive compensation contracts in U.S. firms, no theoretical model, to our knowledge, formally derives stock option grants to be a component of optimal compensation contracts. Instead, most papers have taken the form of the option contract as given and then analyze its features relative to other forms of compensation.

The hypothesized incentive effects of options are based on their general characteristics; the option's payoff is a convex function of stock price performance, employees must hold options for a non-trivial amount of time before the options vest, employees cannot sell the options, and, employees generally must exercise or forfeit their options shortly after leaving the firm.

In particular, prior empirical papers hypothesize the following economic determinants of equity grants to employees:

1. Tax Rate: Options that are granted at the money are not taxed to the employee or deductible to the firm at the time of the grant, but may have tax effects later (depending on the

type of option). Therefore, the stock option literature argues that firms should use more stock options in periods when their current tax rates are low.

2. Cash flow: In contrast to salary and most forms of annual bonus, compensating employees using stock options does not require a current outlay of cash by the firm. As a result, firms experiencing cash flow difficulties are expected to make greater use of options.
3. Investment opportunity set: Agency theory suggests that more incentives are used in situations where the manager's actions have a larger impact on firm value. If the investment opportunity set is large and managers have considerable ability to expand the opportunity set through their efforts and to choose among investments within this set (and the associated combination of risk, expected return, and timing of return), more long-term equity incentives was used.
4. Firm size: Prior studies provide conflicting hypotheses regarding the relation between the use of equity grants and firm size. One hypothesis is that it is more difficult to monitor managers in larger firms, and thus there is more need to use options as an incentive device in these organizations.
5. Stock Price Volatility: The stock option literature also provides conflicting hypotheses regarding the relation between equity grants and stock price volatility. One argument is based on a static view of decision-

- making. Under this view, high volatility means that stock price is a noisy indicator of employee performance, and therefore imposes more risk on the employee.
6. Past Firm Performance: Hypotheses regarding the relation between option grants and past firm performance are based on the dynamics of the employment relation. One argument is that firms grant more equity compensation following periods of good performance to "catch up" for compensation deficiencies in the past.
  7. Leverage: Firms with high levels of leverage are hypothesized to provide greater monitoring of managerial actions (and results) by debt holders. The greater level of monitoring makes it less necessary to use price-based incentives such as options to motivate and discipline managers.

### Urban Economic Development

High-growth companies, as measured by employment expansion rates, represent a significant proportion of jobs created, and are key players in the country's economic growth. Among these companies, SMEs have higher net job creation rates than larger companies. Different studies have shown that SMEs are important job creators. Such studies have found that in all countries, job creation and job contraction go hand in hand. It is frequently observed in the same industry or in the same market, some companies cut jobs while others gain, and some of them show a significant growth of the labour force (OECD, 2002).

Urban economic development has been one of the most significant social forces

in the process of planned change during the last three decades. In the past change have occurred without plans or guidance, but today the increasing trend towards planned change enabled large segments of people to participate in the planning and change creating programs which affect their lives. Urban economic development as an instrument of change has become a controversial topic and one hopes this will change the attitudes of policy makers. Urban economy is a master system encompassing social forms and cultural behavior in interdependent subsidiary systems (Hillery, 1955).

Urban economy is therefore a social system composed of people living in some spatial relationship to one another, who share common facilities and services, develop a common psychological identification with the locality symbol. And together frame a common communication network. A community may be organized along residential boundaries; a functional lineament need not demand exclusive territorial precedence.

A community is also recognized as social unit, such as a group or association based on common needs, interest, values and function (Arthur, 1970). Then, a community accentuates, in addition to territorial definition, such essential constituents as a common bond, membership in a group, the sharing of common interests and a identity, together with an acknowledgement of the rights and responsibilities of other community members.

Urban economic development has gained universal recognition in the last three decades as a substantial force for inducing planned change. Rapid technological advances have resulted in a series of

inescapable social realities, and community development can help adapt to these new realities. Urban economic development provides the possibility of altering by democratic means,, at times antihuman directions of technology, urbanization towards more human ends.

### **Theoretical framework**

This study presents new insights through findings for building on the existing knowledge of Government employment initiatives and urban economic development that includes different levels of contributions in theory. It has expanded the existing literature on Government employment programmes from theory that include systems theory.

### **Systems theory**

This theory views government as system with input coming from the masses in the form of demands for economic and social well-being as well as the provision of basic necessities of life by the government for the overall benefit of the citizenry. The government serves as the processing unit which takes inputs in form of demands, processes them and sent out outputs in form of authoritative decisions in form of policy initiatives in the instant geared towards poverty reduction. The theory shows how government reacts to people's plight in terms of the provision of the basic necessities of life.

The theory highlight hoe demands of the peoples are presented to government, government actions on the said demands and the out being the programme that will enhance the well-being of the peoples (Bisong, 2019).

### **Research Method**

This study adopted quantitative data analysis for this study; the survey research design was employed. The scope of the study covers Ikeja Metropolis, Lagos State, Nigeria. The respondents who are owners of businesses in the areas were purposively selected in order to accomplish the objective of the study. Primary method of data collection was used for this study through a field survey of businesses with the aid of purposive well-structured questionnaires. The questionnaires instrument was designed using five (5) likert's scale, as well as through an in-depth personal interview guided by the questions raised in the questionnaire which proved to be most effective due to the fact that most respondents could not fill in their responses or due to time constraints. A sample of 120 respondents was identified from a population of 172 small and medium businesses within the study area using purposive sampling method of Marcor S.S (2019) Calculator and Raosoft (2019) calculator based on reports of the number of small and medium businesses in the study area and approximately 96.7% of the administered questionnaires were retrieved.

Each of the dependent and independent variables of the research construct were measured by four (4) items each validated by different authors found in extant literature. Pre-test was also conducted through a pilot study which was carried out for the research instrument's validitytest results is 0.780. Split half method of reliability test results on the split halves 0.734 and 0.864 respectively show that research instrument is reliable (Garson, 2009).

**Data Analysis and Interpretation of Results**

Pearson Product Moment Correlation via SPSS 20.0 was used to test the research hypotheses and analyze the dependent and independent variables.

**Hypothesis 1**

$H_{01}$ : Cash transfer loan scheme has no significant effect on Employment generation.

$H_{a1}$ : Cash Transfer Loan Scheme does not have a significant effect on Employment Generation

**Table 1: Model Summary of Cash Transfer Loan scheme and Employment Generation**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.129 <sup>a</sup>	.017	.008	1.51121

a. Predictors: (Constant), Cash Transfer Loan Scheme

**Table 2: ANOVAa of Cash Transfer Loan Scheme and Employment Generation**

Model	Sum of Squares	Df	Mean Square	F	Sig.
1 Regression	4.404	1	4.404	1.928	.168 <sup>b</sup>
Residual	260.346	114	2.284		
Total	264.750	115			

a. Dependent Variable: Employment Generation

b. Predictors: (Constant), Cash Transfer Loan Scheme

**Interpretation of Results**

The result from the model summary table revealed that the extent to which the variance, employment generation can be explained by cash transfer loan scheme is 1.7% (R Square = 0.017). The ANOVA table

shows the Fcal 1.928 at 0.168 significant level. The table shows that there is no significant effect between cash transfer loan scheme and employment generation.

**Table 3: Coefficients<sup>a</sup> of Cash Transfer Loan Scheme and Employment Generation**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig.
	B	Std. Error	Beta		
1 (Constant)	3.318	.686		4.838	.000
Cash Transfer Loan Scheme	.245	.176	.129	1.389	.168

a. Dependent Variable: Employment Generation



### Decision

The above result implies that there is a significant effect between cash transfer loan scheme and employment generation i.e. since our P value (0.000) is less than 0.05. Thus, the decision would be to reject alternative hypothesis (H1) and accept null hypothesis (Ho), i.e. there is no significant impact between cash transfer loan scheme and employment generation.

### Discussion Of Findings

This study empirically investigates the impact of Government employment initiatives on urban economic development an evidence of Ikeja Metropolis, Lagos State. It provided evidence on how cash transfer loan scheme and equity grant affects and influence employment generation and job opportunities specifically small and medium businesses, in the study area in Lagos State, Nigeria.

The hypothesis one result implies that there is no significant effect between cash transfer loan scheme and employment generation i.e. since our **R square** value (0.017) is positive and low significant. Thus, the decision would be to reject alternative hypothesis (H1) and accept null hypothesis (Ho), i.e. there is no significant effect between cash transfer loan scheme and employment generation. This finding is consistent with previous study Agboeze and Onwuka (2014); World Economic Forum (2005) & Mohan (2006).

Financial inclusion affords several benefits to the consumer, regulator and the economy alike. The establishment of an account relationship between the “marketmoni” beneficiaries and the banks cannot pave the way for the customers to avail the benefits of a variety of financial products which are only standardized but

also provided by institutions that are regulated. In essence, access to finance through “marketmoni” could not open more opportunities to the beneficiaries to access credits, insure their business in a regulated financial system.

The hypothesis two results imply that there is a significant impact between equity grant and job opportunities i.e. since our **r** value (0.736) is positive and high significant. Thus, the decision would be to reject null hypothesis (Ho) and accept alternative hypothesis (H1), i.e. there is a significant impact between equity grant and job opportunities. This finding is consistent with previous study Anyebe (2016) & FGN, (2018). The goals of the programme include; reducing the rate of unemployment in the country, facilitate the transfer of entrepreneurial, technical skills and employability ability and to bring solution active public service and government diversification policy.

### Conclusion

Government employment initiatives have assumed a great significance in the present day’s context among petty traders in Ikeja Metropolis. In view of the importance of awareness of the Government employment initiatives on urban economic development, it therefore becomes expedient to examine how Government employment initiatives affect the urban economic development. Government employment initiatives (cash transfer loan, and equity grants) affecting urban economic development were looked into.

It was however discovered that Government employment initiatives is not the only factor that determines urban economic development, but to a large extent

affect urban economic development, and that other factors, most especially exogenous variables such as economy, entrepreneurial development factors (skill acquisition, innovative and creativity), and the political environment all influence the urban economic development.

To this end, it is high time for petty traders small and medium scale enterprises owners/entrepreneurs attach more importance and pay attention to the areas of Government employment initiatives as government employment initiatives grants loan and to a large extent positively affects urban economic development.

### Recommendations

Having discussed the findings of the study, summary and conclusion, it then becomes germane to put forward some important recommendations that will help to urban economic development in relation to Government employment initiatives. These include;

- a) Government should increase provision of adequate financial loan with very loan interest rate if not zero-interest rate, in order to make employment initiatives more meaningful to alleviate poverty among the petty traders.
- b) Government must ensure that its social investment programmes, particularly the “marketmoni”, “farmermoni” and “tradermoni” is not politicized. This will not guarantee the sustainability of the programmes.
- c) Government should introduce mandatory training and workshops especially in areas such as ICT and agriculture for volunteers to increase

their employability after the expiration of the scheme.

- d) The government should ensure that an initiative like this is enshrined in our constitution because this is one of the programs by this government that has actually empowered and touched the poor masses financially or otherwise without knowing or having connection with someone in government.

### Limitations and Suggestion for Further Studies

The study's' limitations and recommendations that are deduced from the findings suggest more avenues for future research. This study places emphasis on the impact of cash transfer loan and equity grant on urban economic development, but does not explain the impact of empowerment initiatives and unemployment rate both of which are germane in Government employment initiatives discourse on urban economic development. Another limitation is the use of questionnaire and a cross sectional study approach. A number of creative methods (in-depth interviews, case study and so on) and use of a longitudinal study could be used in the future for research purposes. Lastly, further researches like the impact of entrepreneurship bank on employability among Nigerians Youth should be intensities and worked upon to expand the theoretical opinionating of the subject matter.

Also, the You-Win connect programme that was re-launched by the federal government in 2018 and 2019, should be sustained to assist the ever mass graduating students to be gaining fully employed by the scheme's funding abilities which is more pronounced in the area of

crowd funding, angel investors and co-operatives and thrifts association.

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