



2nd ARUA Centre of Excellence for Unemployment and skills Development - International Conference, 2021 (ARUA, CoE-USD 2021)



THEME:

THE DRIVE FOR INNOVATIVE SOLUTIONS TO YOUTH UNEMPLOYMENT IN AFRICA: Policy and Practice Imperatives

BLENDED INTERNATIONAL CONFERENCE
(Physical and Virtual)

August 25 - 27, 2021
University of Capetown,
South Africa

Conference sponsored by the ARUA-UKRI Capacity Grant



UNIVERSITY OF GHANA



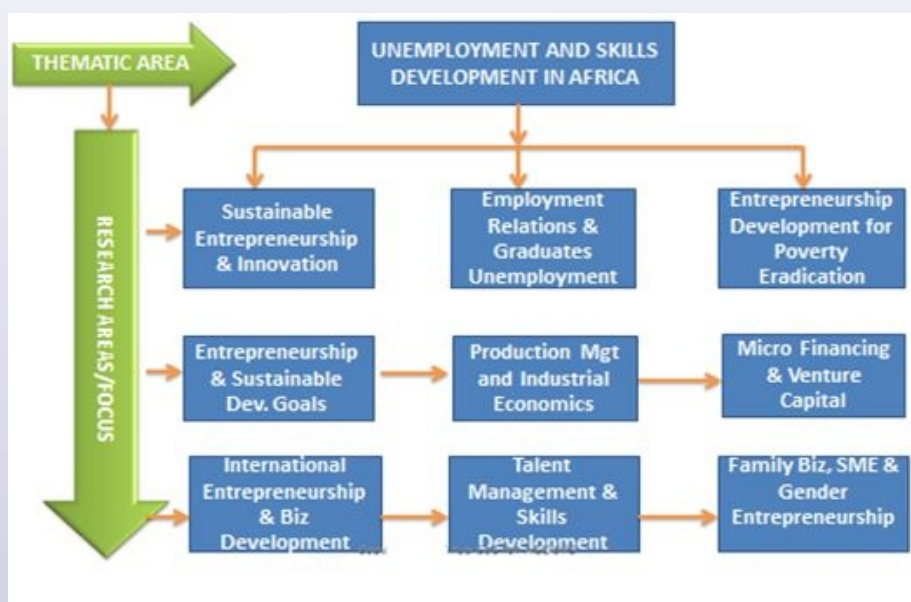
UNIVERSITY OF KWAZULU-NATAL
INYUVESI YAKWAZULU-NATALI



UNIVERSITY OF NAIROBI

ARUA CoE-USD Objectives

- Engender strong collaboration among researchers and experts in Africa focusing on entrepreneurship and skills development as intervention tools to the challenges of unemployment in Africa.
- Capacity building of young faculty members in doctoral and postdoctoral training in partnership with ARUA universities in Africa and ARUA partners across the world to build team of experts that will constantly research into youth unemployment in Africa and the needed entrepreneurship and innovation interventions that can provide lasting solutions to this menace in Africa;
- Annual conferences and workshops, seminars and stakeholder engagement meetings that will bring the town and gown together to harmoniously work together to build the African youth to believe in themselves to combat unemployment;
- Empower African youth with the entrepreneurial skills for self-reliance to fight unemployment and poverty across Africa;
- Promote entrepreneurship innovation and design thinking capable of igniting the best collaborative research that can help discover the hidden treasures of Africa;
- Discover and develop the creativity and entrepreneurial skills in students and Faculty Members toward product development and new business ventures that can emerge into companies of African origin that will be globally competitive;
- Establish a broad network of stakeholders (i.e. African governments, multinational corporations, captain of industries, government development agencies, NGOs, etc.) that will be committed to promoting solutions to youth unemployment and skills development
- Foster collaboration among researchers by enhancing the international mobility within Africa and across the United Kingdom (UK) and North America for enhancement of knowledge and shared brainstorming on structural policies capable of encouraging innovation, soft skills and business development skills that will reduce unemployment and aid the future of work in Africa.
- Establish a state-of-the-art Incubation and Accelerator Centres for ideation and developing start-ups in business Champions across African region:
- Promote Student's entrepreneurship Ideas (SEI) by encouraging clusters of undergraduates working in teams to turn ideas into reality through venture creation and business across Africa, thereby depopulating the future unemployment and poverty group:
- Provide training opportunities for entrepreneurs in Africa for capacity building and business development and scale-up strategies





National Anthem

Nkosi Sikelel' iAfrika
(God Bless Africa)
Maluphakanyisw' uphondo lwayo,
(Raise high Her glory)
Yizwa imithandazo yethu,
(Hear our Prayers)
Nkosi sikelela, thina lusapho lwayo
(God bless us, we her children)

Morena boloka setjhaba sa heso,
(God protect our nation)
O fedise dintwa le matshwenyeho,
(End all wars and tribulations)
O se boloke, O se boloke setjhaba sa heso,
(Protect us, protect our nation)
Setjhaba sa South Afrika - South Afrika.
(Our nation South Africa - South Africa)

Uit die blou van onse hemel,
(Ringing out from our blue heavens)
Uit die diepte van ons see,
(From the depth of our seas)
Oor ons ewige gebergtes,
(Over our everlasting mountains)
Waar die kranse antwoord gee,
(Where the echoing crags resound)

Sounds the call to come together,
And united we shall stand,
Let us live and strive for freedom,
In South Africa our land.





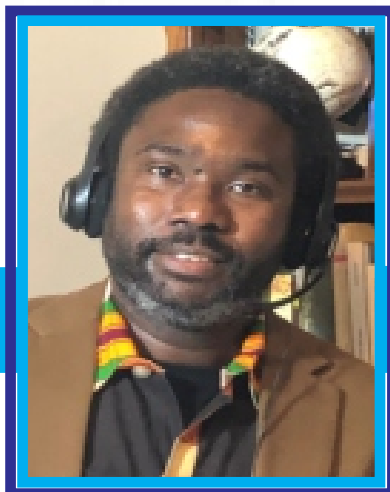
PROFESSOR Mamokgethi PHAKENG
Vice Chancellor, University of Capetown,
South Africa



PROFESSOR Oluwatoyin OGUNDIPE, FAS
Vice Chancellor, University of Lagos, Nigeria



PROFESSOR Ernest ARYEETAY
Secretary-General (ARUA)



PROFESSOR Dimy DORESCA, CGBP
Director, Institute for International Business
University of IOWA, IOWA, USA



DR Sunday ADEBISI
Director, ARUA CoE for Unemployment and Skills Development
University of Lagos



DR Sunday ADEBISI

Director, ARUA CoE for Unemployment
and Skills Development

Distinguished Conference Special Guest Lecturer; Associate Professor (of Practice) Dimy Doresca, Director of International Business, John Papajohn Entrepreneurship Centre, University of Iowa, the ARUA Secretary General; Professor Earnest Aryeetey, the Vice-Chancellor, University of Cape Town, South Africa, Professor Mamokgethi Phakeng, The Vice Chancellor, University of Lagos, Nigeria (who is the Host University of the Centre), Deputy Vice Chancellor, Research and Internationalisation, Professor Sue Harrison, her Counterpart in Lagos, Deputy Vice Chancellor Academic and Research, Professor Oluwole Familoni, Management Teams of Both Universities, Deans and Professors here present, physically and virtually, Conference participants, Guests, Academic colleagues, Gentlemen of the Press, Ladies and Gentlemen both physical and virtual.

It is my utmost delight to welcome you to the 2nd ARUA Centre of Excellence for Unemployment and Skills Development - International Conference, 2021 (ARUA, CoE-USD' 2021) in South Africa. I am also proud to say, that this conference is the second first blended physical and virtual conference to be organised by ARUA, CoE-USD since the beginning of the new order as a result of the challenges of COVID-19. We are particularly very happy to host this year Conference at the University of Cape-Town campus in our strategic response to coping with transiting the pandemic era. This conference hopes to build on and also surpass the success of the 1st ARUA, CoE-USD 2020 international conference held in University of Lagos, Nigeria on December 2-4, 2020 where we had Dr. Jumoke Oduwole, Special Adviser to the President of the Federal Republic of Nigeria on Ease of Doing Business delivered the Conference lecture on the topic: **“The Deepening Youth Unemployment Crisis in Africa Occasioned by COVID-19 Pandemic: What Options Available for the Rescue?”** I am happy that the outcomes of the conference led to the revolution of focus and attention of the Nigerian Government on the youth population since January, 2021 after the Conference in September. We are very happy at this national impact in Nigeria and we will look towards greater impact in South Africa and the rest of the African Countries after this 2nd edition of our Conference.

Presently, countries of the world are facing unemployment crisis on a continuous basis, and this has been exacerbated by the reality of COVID-19 pandemic. As the world continues to battle with the disruptive implications of the pandemic, several nations of the world have moved into recession, leading to deepened economic crisis. The United Nations (June, 2021) has predicted that the economic crisis caused by the COVID-19 pandemic is expected to result in global unemployment of more than 200 million people in 2022, heightened from 187 million recorded in 2019, with women and youth workers worst-hit.

To this end, youth employment has continued to decline, falling 8.7 per cent in 2020, compared with 3.7 per cent for adults. In sub-Saharan Africa and many parts of Africa, data on direct unemployment rate hardly exists, but problems of massive underemployment and poverty persists in these low-income regions. International Labour Organisation in June, 2021 warned that the consequences of this economic downturn and disruption of the early labour market experience of young people could last for years in African countries which has witnessed the most pronounced fall. As it is now, it has reverted the working poverty back to 2015 levels when the 2030 Sustainable Development Agenda was set.

Pandemic-related disruption has also brought catastrophic consequences to the world's two billion informal sector workers and startups. Compared to 2019, an additional 108 million workers worldwide are now categorized as “poor” or “extremely poor” barely living from hand-to-mouth. The lack of adequate social protection and support policies in Africa made matters worse and many few decent jobs owned by the youth are gradually winding up on a daily basis.

Without innovative solutions to accelerate the creation and sustainability of decent jobs, and policy support structure for small businesses, and the recovery of the hardest-hit economic sectors, the lingering effects of the pandemic could be with us for years in the form of lost human and economic potential and higher poverty and inequality in Africa as a whole.

Notable articles of researchers from the last international conference have revealed the little attention being paid to systematic research on policy and practice to drive initiatives capable of tackling youth unemployment for which reason ARUA has designated one of its Centres of Excellence to researching into innovative solutions that can end the menace of youth unemployment in Africa. ARUA CoE for Unemployment and Skills Development is poised to research into methods and techniques that can equip the African youth and its entire population with the indispensable and phenomenal innovative, skills, resilience skills and creative skills that can drive policy reformation and sustainable practices in the economy. It is in the light of the above that our Centre of Excellence focuses on the following among others:

- Engendering strong collaboration among researchers and experts in Africa, focusing on entrepreneurship and skills development as intervention tools to the challenges of unemployment in Africa;
- Capacity building for young faculty members in doctoral and postdoctoral training in partnership with ARUA universities in Africa and ARUA partners across the world;
- Building team of experts that will constantly research into youth unemployment in Africa and the needed entrepreneurship and innovations that can provide lasting solutions to this menace in Africa;
- To network and collaborate with agencies and industry players to build hubs and co-working spaces where innovative solutions and disruptions to global economy can culminate to drive policies and practices that will end unemployment in Africa.
- Organizing Annual conferences and workshops, seminars and stakeholder engagement meetings that will connect town and gown to harmoniously work together to build African youths to rise up to combat unemployment; and Empower African youth with entrepreneurial skills for self-reliance to fight unemployment and poverty across Africa.

As part of the effort to achieve these noble goals, the Centre has organised this eminent conference titled **“THE DRIVE FOR INNOVATIVE SOLUTIONS TO YOUTH UNEMPLOYMENT IN AFRICA: POLICY AND PRACTICE IMPERATIVES”**. This conference has become a necessity to examine how to combat the aggravating state of youth unemployment through policies and practices that can drive innovative solutions. Transiting to post-pandemic era has not been an easy ride for most economies and the youth have become more jobless, idle and in

dire need of quick intervention. A report by the Africa Union estimates that in the post-pandemic, more than 20 million jobs, both in the formal and informal sectors, are threatened with destruction. The big question is what is the way forward?

We strongly believe that in tackling this question, there is need for urgent action that will spur innovative solutions to solve this unemployment crisis. This is a cogent reason why the conference is also featuring a doctoral workshop and the Youth Business and Innovation Challenge (YoBIC) (Business Hacharton Competition) to raise potential entrepreneurs and wealth creators from Africa so as to gradually wane unemployment state in Africa. As you may be already aware, the conference is a blended one; holding physically and virtually, where participants would have access to connect online as COVID-19 Pandemic is still ravaging seriously. I implore us to have an exchange of knowledge with innovative solution-based focus which is able to determine the way forward in respect to the resolutions that we all seek so that we can, together, envisage the future of a sustainable human and economic growth devoid of unemployment in Africa.

I thank the Government of South Africa for allowing us to gather minimally for the purpose of this intellectual interactions and discussion, Vice Chancellor University of Cape Town our host, the Vice Chancellor of University of Lagos who has given all the supports necessary to sustain the ARUA CoE-USD at the Hub Centre in Lagos.

We want to appreciate our funder, United Kingdom Research and Innovation (UKRI) Global Challenges Research Fund (GCRF) for the financial supports through the ARUA-UKRI Partnership and Capacity Building Grant. This Conference in South Africa and all its participants physically and virtually have been sponsored through the support of ARUA-UKRI Grant without any registration fee. Also, Best Papers in each of the Tracks competes for GBP200 to support such scholars to do more research that are novel and impact driven. We are grateful to all the participants and promise you all a very exciting moment in this Conference. Our Next conference in 2022 shall be in University of Nairobi, Kenya and we should then be rounding-up our primary project of **“Partnership, Research and Capacity-Building for Youth Unemployment Solution in Africa (PRAC-4-YUSA)”**.

I implore us to kindly observe all COVID-19 protocols and social distancing by all of us that physically on site at the Conference venue. Let us combat the menace of COVID-19 spread together by doing the minimum of wearing our Masks, maintaining social distancing, watching and sanitizing our hands regularly

We look forward to a great experience for every single participant present physically and virtually in this 2nd International Conference.

PROFILE



PROFESSOR Mamokgethi PHAKENG
 Vice Chancellor, University of Capetown,
 South Africa

Mamokgethi Phakeng is Professor of Mathematics Education and Vice Chancellor of the University of Cape Town. She holds a PhD in Mathematics Education from the University of the Witwatersrand. She has published over 80 reviewed articles and five edited volumes. She is a B1 NRF-rated scientist, which indicates she has considerable international recognition. She has been invited as a speaker and visiting professor at international conferences and universities in Australia, Botswana, Brazil, Canada, Denmark, Finland, India, Italy, Jamaica, Kenya, Lebanon, Lesotho, Mexico, Mozambique, Namibia, New Zealand, Pakistan, Senegal, South Korea, Sweden, UK and USA. She has won several awards for her research and community work, including the Order of Baobab (Silver) bestowed upon her by the President of South Africa in April 2016 and the CEO

magazine most influential woman in academia in Africa in 2015. She was elected as a member of the Academy of Science of South Africa (ASSAf) in November 2007; an honorary member of the Golden Key International Honour Society in May 2009 and an honorary life member of the Association for Mathematics Education of South Africa (AMESA) in July 2009.

She serves as trustee of the FirstRand Foundation and member of the Board of the Oprah Winfrey Leadership Academy for Girls (OWLAG). She has served as member of the board of the CSIR from 2015 to 2017, President of Convocation of Wits University from 2011 to 2016, national president of the Association for Mathematics Education of South Africa (AMESA) from 2002 to 2006, chairperson of the Board of the South African Mathematics Foundation (SAMF) from 2005 to 2006 and secretary and member of the executive committee of the International Group for the Psychology of Mathematics Education (PME) from 2003 to 2007.



PROFESSOR Sue Harrison
Deputy Vice Chancellor
Research & Internationalisation

Sue Harrison is a Professor and was appointed the Deputy Vice-Chancellor for Research and Internationalisation since August 1, 2019. Her portfolio includes advancing the research quality, quantity and impact across the university, enhancing UCT's African agenda, internationalization and research partnerships, growing and transforming the postgraduate sector and oversight of interdisciplinary university research institutes.

She has a long, varied track record in management and leadership, starting with her headship of Chemical Engineering some 20 years back, through serving as Deputy Dean: Postgraduate and Research for 6 years.

Her research and teaching career extend over some 30 years. She has led research groupings and championed interdisciplinary research capacity at UCT, as well as the role of soft-funded researchers. Her contribution to UCT's research management is shown through her ongoing involvement with research and postgraduate committees and working groups at UCT.

Her contribution to research nationally has been demonstrated through her leadership role in the nurturing of innovation and in the implementation plans for the bioeconomy strategy. Prior to becoming the DVC (Research & Internationalisation), Professor Sue Harrison occupied several administrative positions including the SARChI Research Chair in Bioprocess Engineering; Director, Centre for Bioprocess Engineering Research (CeBER); and the Director, Future Water Research Institute.

PROFILE



PROFESSOR Dimy DORESCA, CGBP
Director, Institute for International Business
University of IOWA, IOWA, USA

Dimy Dorezca is a Certified Global Business Professional (CGBP), an international Business Specialist and Consultant, and an International Trainer in Entrepreneurship. He is the Director of the Institute for International Business, Lecturer in International Business and Entrepreneurship, and International Recruitment Advisor at The University of Iowa. He is also the Academic Director of the Mandela Washington Fellowship Program at the University of Iowa.

In the last 20 years his professional experience includes international market research, doing business overseas, risk analysis, strategic planning, budgeting, financial management, business development and operations, contracts administration and negotiations, claim analysis, and international banking, international business and entrepreneurship training in many countries in the Middle East, Asia, Sub Sahara Africa and the Caribbean. Dimy holds a BA in International Business from Augustana College and an MS in Foreign Service (International Affairs) from Georgetown University's School of Foreign Service.

PROFILE



PROFESSOR Azeez BUTALI, DDS, Ph.D, FICD
University of IOWA, IOWA, USA

Azeez Butali is a Professor at the College of Dentistry, University of Iowa. He graduated as a dentist from the College of Medicine, University of Lagos in 2000 and obtained his PhD in Genetics Epidemiology in 2010 before proceeding for his post-doctoral training in Craniofacial Genetics at the University of Iowa. In 2016, he obtained a Certificate in Genetics and Genomics at Stanford University. He currently serves as PI of the Butali Laboratory;

Director, African Craniofacial Anomalies Network;
Director, College of Dentistry Biorepository, University

of Iowa; and Director, Massive Open Online Course (MOOC) for Topics in Human Genetics. His lab discovered CTNNA2 and SULT2A as cleft palate candidate genes. He is a reviewer for 25 international peer-reviewed journals, NIH (Genetics of Human Disease Study Section), National Science Foundation of Poland, Swiss National Science Foundation, Wellcome Trust and South Africa's National Research Foundation (NRF). Prof. Butali has received many national and international awards. These awards include being named as a recipient of the Dental Scientist Career Development Award (K99/R00) by the NIDCR/ NIH in 2012 and the first dentist to receive the Harold Amos Scholar award which was exclusively for Medical doctors for 25 years. He is the co-founder of Help My Pikin, a non-profit that helps to prevent infant and neonatal mortality in Nigeria, Founder of Azeez Butali Foundation that supports widows and orphans in Nigeria. He is a member of the Smile Train Research and Innovations Advisory Council; member, Nominating committee of the American Society of Human Genetics, sits on the board of Suicide Research and Prevention in Nigeria (SURPIN) and Omosi (Girls) STEM in Nigeria. He is a member of the American Association for Dental Research, International Association for Dental Research, American Society for Human Genetics, American Academy of Science, and the American Cleft Palate Association. He is also a fellow of the International College of Dentists. He is passionate about entrepreneurship and currently supporting several starts-ups in Agro, media, and energy as well as small businesses in Nigeria. Finally, he is happily married with three children and enjoys reading, playing football and table tennis.

Plenary Speakers

PROFILE



PROFESSOR Tony BAILETTI
CARLETON UNIVERSITY
CANADA

Dr. Tony Bailetti holds a faculty appointment in Carleton University's Sprott School of Business and the Faculty of Engineering and Design (carleton.ca). He is the past Director of Carleton's Technology Management Innovation (TIM) program (timprogram.ca). He is also the founder of the Scale Early, Rapidly and securely community (globalgers.org) and the TIM Review (timreview.ca). He is the Chair of the Board of the Nigeria-Canada Trade and Investment Group (nctig.org). He is the lead for the *AI for Local Value*, a program designed to accelerate the deployment of AI to create value for companies and cities.

His areas of expertise include: i) Technology entrepreneurship; ii) Scaling companies early, rapidly, and securely; and iii) Cross-border ecommerce. He has supervised the completion of 130 theses and projects from students in masters' programs in engineering and business.

Dr. Bailetti has published in IEEE Transactions on Engineering Management, Research Policy, R&D Management, Technology Innovation Management Review, Journal of Product Innovation Management, Information Technologies and Control, Journal of Innovation Economics, European Journal of Marketing, and the Int. J. Product Development. He has also contributed articles to many conference proceedings.

Dr. Bailetti earned a Ph.D., and an MBA from the University of Cincinnati, Ohio, USA, where he was a Fulbright Scholar from 1971 to 1975.



PROFESSOR Jackson MAALU
Dean, School of Business
University of Nairobi, Kenya

Professor Jackson Maalu is an Associate Professor of Entrepreneurship in the Department of Business Administration, School of Business, University of Nairobi. Professor Maalu is currently the Dean, School of Business. Holder of PhD in Business Administration, Master of Business Administration from University of Nairobi and Bachelor of Education in Business Studies and Economics from Kenyatta University. Prof. Maalu played a leadership role in the introduction of entrepreneurship programmes in the University and has taught entrepreneurship for over twenty five years, supervised over thirty masters and seven doctoral students to completion. Has held various administrative positions in the University including being the Director of Mombasa Campus of the University of Nairobi for five years, Director Students Welfare Authority for four years. Has been the coordinator of the MBA programme for four years.

Has extensive experience in research, teaching and consultancy in entrepreneurship and strategic management. Has been a member of various research teams including Successful African Firms and Institutional Change (SAFIC), Entrepreneurial leadership research project among others. Current research activities focusing on influence of institutions on firm performance: Firm level dynamics and capabilities.

Prof. Maalu is a Kenya Co-spoke leader of the ARUA, CoE-USD.

Plenary Speakers

PROFILE



Dr. Akintoye AKINDELE
Chairman, Platform Capital

Dr. Akintoye Akindele is Lecturer, Nurturer and Builder of future minds at leading schools in Africa and globally. He is also an investor, entrepreneur, lecturer and philanthropist. Dr. Akindele is Founder & Chairman of Platform Capital; Chairman of Unicorn Group; CEO & Chairman of Duport Midstream; Founder, CEO & Chairman of Atlantic International Refineries & Petrochemicals Limited; Co-Chair of WhiteSpace X, and CEO & Chairman of Diatom Impact.

He is also the Founder of Synergy Capital Managers and Advisers and was Managing Partner of Synergy Capital Managers up until November 30th 2019. Dr. Akindele's family office, Platform Capital, is a growth markets focused, sector agnostic, principal investment firm with a portfolio value in excess of US\$2bn. Platform has presence in 8 countries across

5 continents, and over 100 investments in 7 sectors. Platform deploys patient, value accretive capital alongside international and local value investors to create champion businesses with the ability for regional scale. He sits on boards of international companies such as Koniku, Koko Networks, Strap, Saferoom and Ada Animation.

Through Unicorn Group, pan-African, investment company targeting innovative ideas, start-ups and early-stage companies in the technology and technology-enabled sectors across Africa; that have the potential to emerge as unicorns, Dr. Akindele has impacted over 10,000 youth entrepreneurs in Africa and internationally. Dr. Akindele is also a faculty member at the University of Lagos Business School, lecturing on finance and entrepreneurship.

Dr. Akindele completed his tertiary education in Nigeria, obtaining a bachelor's degree in Chemical Engineering with honours from the Obafemi Awolowo University. He received a doctorate degree in Business Administration (Finance) from the International School of Management - Paris, France. Dr. Akindele is a CFA charter holder and a trustee of the CFA society of Nigeria. He is also an alumnus of the London and Said Business Schools, having attended various senior executive programmes in Management and Strategy, Advanced Corporate Finance and Private Equity amongst others.

Dr. Akindele is passionate about the development and growth of entrepreneurs in Africa. He is a frequent speaker at leading business schools, conferences and seminars on investing in Africa, private investment in Africa and the role of entrepreneurship in Africa's evolution. He supports and donates to various institutions that provide grants to entrepreneurs.

PROFESSOR URMILLA BOB

Prof Urmilla Bob is a Full Professor of Geography in the School of Agriculture, Earth and Environmental Sciences at the University of Kwa Zulu-Natal, South Africa. She is also the University Dean of Research. She conducts research on a range of developmental and environmental issues, including socio-economic impact assessments of developmental projects in relation to conservation and tourism projects as well as sustainable livelihoods in both rural and urban contexts. Much of the research undertaken adopts a gendered perspective and utilizes mixed methods approaches, drawing on qualitative and quantitative research. She has been involved in collaborative research with national and international academic organizations and NGOs, attending several conferences and workshops worldwide. She is involved in several training programmes and skills development initiatives. She has training expertise in quantitative (questionnaire surveys, SPSS, participatory GIS, etc.) and qualitative (participatory rural appraisal, mental mapping, problem ranking, focus groups, etc.) methodologies and techniques, monitoring and evaluation, development of indicators and environmental impact assessments, and gender analytical methodologies.

DR OLASUPO AJAYI

Olasupo is a Computer Scientist and IT consultant, with a main goal of creatively applying IT to solving work related challenges and improving lives through research. Leveraging on the offerings of the fourth industrial revolution, he seeks to advance research in the areas of cyber-physical systems for healthcare, agriculture and transportation. Though capable of independent work, he is an advocate for collaboration and team work. He is currently a Post-doctoral Research Fellow at the University of the Western Cape, working on research centred around but not limited to Cloud/Edge/Fog Computing, IoT and Cyber-Physical Systems.

PROGRAMME OF EVENTS

Tuesday, August 24, 2021

Time	Duration	Event	Presenter / Facilitator
ARUA USD CoE Doctoral Workshop - (Virtual)			
10:00 am 10:10am (SA Time)	10 minutes	Welcome Address	Associate Professor Sunday ADEBISI Director, ARUA CoE-USD University of Lagos
10:10 am 10:15am (SA Time)	5 minutes	Program Outline	Professor K. S. Govinder
10:15 am 11:30am (SA Time)	30 minutes	Research and Publication Ethic (Conducting ethical research and avoiding plagiarism)	Dr. N. Umeokafor
11:30 am 12noon (SA Time)	30 minutes	BREAK	
12:00 am 13:30pm (SA Time)	1 Hr 30 minutes	Literature review and developing conceptual frameworks	Professor A. Windapo Dr. A. O. Aiyetan
13:30 pm- 14:30pm (SA Time)	1 Hr.	BREAK	
14:30 pm- 16:00pm (SA Time)	1 Hr 30 minutes	Paper writing	Dr. S. Naidoo
16:00 pm- 16:30pm (SA Time)	30 minutes	BREAK	
16:30 pm- 17:30pm (SA Time)	1 Hr.	Data gathering and Analysis	Professor U. Bob
17:30pm (SA Time)	END		

PROGRAMME OF EVENTS

Day 1 - Wednesday, August 25, 2021

Time	Duration	Event	Presenter / Facilitator
Conference Opening Ceremony - (New Conference Centre)			
10:00 am 10:59am (SA Time)	59 minutes	Introductory Remarks	Associate Professor Sunday ADEBISI Director, ARUA CoE-USD University of Lagos
		Welcome Address	Professor Mamokgethi PHAKENG, FAS Vice Chancellor University of Cape Town
		About ARUA Network in Africa	Professor Ernest ARYEETAY Secretary-General Africa Research Universities Alliances (ARUA)
Keynote Session - (New Conference Centre)			
11:00 am 11:45am (SA Time)	45 minutes	" The Drive for Innovative Solutions to Youth Unemployment in Africa: Policy and Practice Imperative"	Professor Dimy DORESCA, CGBP Director, Institute for International Business, University of IOWA, IOWA, USA
11:46 am 11:59am (SA Time)	13 minutes	TEA / COFFEE BREAK	

PROGRAMME OF EVENTS

Time	Duration	Event	Presenter / Facilitator
First Parallel Sessions			
12:00 - 2:00 pm (SA Time)	2hrs	Track A - Youth Unemployment Crisis -	USD ROOM
		Track B - Role of Sustainable Development Goals (SDGs) 2030 -	UKRI ROOM
		Track D - Innovation and Technopreneurship	ARUA ROOM
		Track I - Intellectual Property	AFRICA ROOM
2:01 pm - 2:30 pm (SA Time)	30 minutes	L U N C H	
First Plenary Session - (New Conference Centre)			
2:31 - 3:00 pm (SA Time)	30 minutes	“The Aggressive Innovative Technological Drive Capable of Redefining Youth Employment in Africa: Whose Responsibility”	Professor Azeez BUTALI University of IOWA, IOWA, USA
Second Parallel Sessions			
3:01 pm - 4:30 pm (SA Time)	1hr. 30 minutes	Track C - Agropreneurship	USD ROOM
		Track G - Family Business and Gender Entrepreneurship in Africa	UKRI ROOM
		Track H - Informal and Social Entrepreneurship	UKRI ROOM
		Track D - Innovation and Technopreneurship	ARUA ROOM
4:30 pm - 5:00 pm (SA Time)	30 minutes	Networking among Participants	
Close of Day 1			

PROGRAMME OF EVENTS

Day 2 - Thursday, August 26, 2021

Time	Duration	Event	Presenter / Facilitator
Second Plenary Session - (New Conference Centre)			
10:00am - 10:30 am (SA Time)	30 minutes	'Innovative Financial Imperatives to Curb Youth Unemployment in Africa : Examining All Stakeholders' Responsibilities	Dr. Akintoye AKINDELE Chairman, Platform Capital
10:31am - 10:59 am (SA Time)	28 minutes	T E A / C O F F E E B R E A K	
Third Parallel Sessions			
11:00 am - 12:30 pm (SA Time)	1hr. 30 minutes	Track E - Talent Management and Skills Development	USD ROOM
		Track F - Entrepreneurship Areas	UKRI ROOM
		Track J - Policies and Intervention	ARUA ROOM
1:30 pm - 2:00 pm (SA Time)	30 minutes	L U N C H	
Third Plenary Session - (New Conference Centre)			
2:01 pm - 2:30 pm (SA Time)	30 minutes	"Discovering and Harnessing the Asset Potentials of the African Youth Population for Entrepreneurship, Innovation and Economic Development"	Professor Tony BAILETTI Carleton University Canada
Fourth Parallel Sessions			
2:31 pm - 4:00 pm (SA Time)	1hr. 30 minutes	Track E - Talent Management and Skills Development	USD ROOM
		Track F - Entrepreneurship Areas	UKRI ROOM
		Track J - Policies and Intervention	ARUA ROOM

PROGRAMME OF EVENTS

Time	Duration	Event	Presenter / Facilitator
4:01 - 4:30pm (SA Time)	30 minutes	Networking among Participants	
Fourth Plenary Session - (New Conference Centre)			
4:31pm - 5:00 pm (SA Time)	30 minutes	'Leveraging Family Business System to Grow Decent Jobs Creation in Africa : The Options and Desirable Policy Imperatives"	Professor Jackson MAALU Dean, School of Business University of Nairobi, Kenya
Close of Day 2			
Day 3, Friday, August 27, 2021 (Morning)			
African Youth Business and Innovation Competition (African-YoBIC) Harchaton			
10:00am- 12:00pm (SA Time)	2hrs	Team Ghana Team Kenya Team Nigeria Team South Africa	Virtual Presentations by the teams
12:00 - 1:00pm (SATime)	1hr	Decision and Evaluation by the Juries	USD ROOM
1:00-2:00pm (SATime)	1hr	Break	
Day 3 - Friday, August 27, 2021 (Evening)			
Lunch and Conference Awards (2:00pm SA Time)			
1:30-2:00pm (SATime)	30 minutes	Arrival of Conference Delegates	
2:00-2:05pm (SATime)	5 minutes	Chief Host Address	
Presentation of Awards			
2:05pm- 2:50pm (SA Time)	45 minutes	Best Paper Award in Track - A (Youth Unemployment Crisis)	
		Best Paper Award in Track - B (Role of Sustainable Development Goals (SDGs) 2030)	
		Best Paper Award in Track C (Agropreneurship)	
		Best Paper Award in Track D & G Combined - (Innovation and Technopreneurship/ Family Business and Gender Entrepreneurship in Africa)	
		Two (2) Best Paper Awards in Track E (Talent Management & Skills Development)	
		Best Paper Award in Track - F (Entrepreneurship Areas)	
		Best Paper Award in Tracks - H & I Combined (Informal and Social Entrepreneurship/ Intellectual Property)	
		Two (2) Best Paper Award in Track - J (Policies and Intervention)	
Announcement of the YoBIC Harchaton Winners			
2:50pm- 2:55pm (SA Time)	5 minutes	3rd Position Award 2nd Position Award 1st Position Award	
2:55-3:00pm (SATime)	5 minutes	Farewell Speech by the ARUA-UKRI Grant	
3:05-3:10pm (SATime)	5 minutes	Conference Appreciation and Closing Speech	
3:10pm- 4:00pm (SATime)	50 minutes	Lunch, Networking and Dancing	
Closing and Announcement of 3rd ARUA, CoE for Unemployment and Skills Development International Conference and YoBIC 3.0 in Kenya 2022 (University of Nairobi, Nairobi) <i>The Conference Local Organising Committee will ensure that COVID-19 Protocols are followed all through in the Conference for physical attendees</i>			

Schedule for Paper Presentation

DAY 1 – WEDNESDAY, AUGUST 25, 2021				
First Parallel Sessions				
Time	Parallel Session 1.1	Parallel Session 1.2	Parallel Session 1.3	Parallel Session 1.4
Track Themes	Track A Youth Unemployment Crisis (ARUA ROOM)	Track B Role of Sustainable Development Goals (SDGs) 2030 (UKRI ROOM)	Track D Innovation and Technopreneurship (ESDC ROOM)	Track I Intellectual Property (ESDC ROOM)
12:30 - 2:00pm	Chair: Prof. Duro Oni Paper Presentations: USD-A01: Olatide, ALE; USD-A02: Olayinka Akanle; USD-A03: Olatide, ALE USD-A04: Paulina, Williams - Onyeji USD-A05: K. A. Anangwe	Chair: Prof Kesh Govinder Paper Presentations: USD-B01: Oluwaseun ADEOSUN; USD-B02: Bolajoko, MALOMO; USD-B03: Gideon, OKODUWA; USD-B04: T. F, JIBOYE USD-B05: Haseena MAJID	Chair: Prof Rotimi Job Paper Presentations: USD-D01: Saidi, Adelekan; USD-D02: Z. Gitywa; USD-D03: David, Akinwamide; USD-D04: Jennifer, Ezenwankwo;	Chair: Prof Ayodele Atsenuwa Paper Presentations: USD-I01: TheminkosiMkhize; USD-I02: Donatus Ayitey; USD-I03: Taiwo, Ayedun; USD-I04: Patience Okenwa
Second Parallel Sessions				
Time	Parallel Session 2.1	Parallel Session 2.2	Parallel Session 2.3	
Track Themes	Track C Agropreneurship (USD ROOM)	Track G& Track H Family Business: Gender Entrepreneurship: Informal and Social Entrepreneurship (UKRI ROOM)	Track D Innovation and Technopreneurship (ESDC ROOM)	
3:00 - 4:30pm	Chair: Prof Emmanuel Oyatoye Paper Presentations: USD-C01: O. L, Anifowose; USD-C02: A.D, Dada; USD-C03: Ademola, Oluwabiyi; USD-C04: Bright, Mukwedevea; USD-C05: Ibrahim, Muhammad Abdul	Chair: Dr. Joy Kiru Paper Presentations: USD-G01: Olubunmi, Jagun; USD-G02: Adebisola, Akinyugha; USD-G03: Johnson Nehege; USD-H01: Damilare, Odu-Onikosi; USD-H02: Waziri, Adisa; USD-H03: Adebowale, Ayobade	Chair: Prof Abimbola Windapo Paper Presentations: USD-D05: Ifunanyachukwu, IGBOANUGOI; USD-D06: Johnson, ADETOOTO; USD-D07: Wuraola, OLUWATOSIN;	

Schedule for Paper Presentation

DAY 2 – THURSDAY, AUGUST 26, 2021

Third Parallel Sessions

Time	Parallel Session 3.1	Parallel Session 3.2	Parallel Session 3.3
Track Themes	Track E Talent Management and Skills Development (AFRICA ROOM)	Track F Entrepreneurship Areas (ARUA ROOM)	Track J Critical Analysis of Government Policies (AFRICA ROOM)
11:00am – 12:30pm	<p>Chair: Prof. Mopelola Olusakin</p> <p><u>Paper Presentations:</u> USD-E01: Abidemi, Adeboye; USD-E02: O, Olubunmi; USD-E03: Kehinde, Olanipekun; USD-E04: Ishola, Shobowale; USD-E05: Oyekunle, Yinusa</p>	<p>Chair: Prof. Isaac Abereijo & Mrs. Detounogwo</p> <p><u>Paper Presentations:</u> USD-F01: Olusegun, Alao; USD-F02: Worimegbe, Maxwell; USD-F03: Oladele, Agbaje; USD-F04: Bukola Amao-Taiwo;</p>	<p>Chair Prof. Adejoke Oyewunmi</p> <p><u>Paper Presentations:</u> USD-J01: Tomisin, Aruleba; USD-J02: Babafemi, Ilori; USD-J03: Segun, Adetipe; USD-J04: Oluymemisi, Agboola; USD-J05: Oyeboode, Oyetoro</p>

Fourth Parallel Sessions

Time	Parallel Session 4.1	Parallel Session 4.2	Parallel Session 4.3
Track Themes	Track E Talent Management and Skills Development (AFRICA ROOM)	Track F Entrepreneurship Areas (ARUA ROOM)	Track J Critical Analysis of Government Policies (AFRICA ROOM)
2:30 – 4:00pm	<p>Chair: Dr. Bola Ademilua</p> <p><u>Paper Presentations:</u> USD-E06: K. O, Adiat; USD-E07: Oluymemisi, Agboola; USD-E08: Janet, Okebiorun; USD-E09: Oyekunle, Yinusa; USD-E10: Oladotun, Anifowose</p>	<p>Chair: Prof. Jackson Maalu</p> <p><u>Paper Presentations:</u> USD-F05: Ajibola, Asekun USD-F06: Mustapha Aliyu; USD-F07: Abimbola Windapo; USD-F08: Damilare, Odu-Onikosi;</p>	<p>Chair Dr. Pricilla Baffour</p> <p><u>Paper Presentations:</u> USD-J06: ParitaShah; USD-J07: Ayobami Idowu; USD-J08: Adetoro, Banwo; USD-J09: Lungile Dube; USD-J10: Anthonia, Otsupius</p>

TRACK - A Chair



Prof. Duro ONI

Professor Duro Oni's research interests are in Theatre Arts, Design and Aesthetics and the Nigerian Film Industry. He was Deputy Vice-Chancellor at the University of Lagos from 2013 to 2017, Dean of Arts from 2009 to 2013 and Head, Department of Creative Arts from 2006–2009. He was also the DG/CEO of the Centre for Black and African Arts and Civilization from 2000–2006. Professor Duro Oni has ten books and over 60 articles in national and international outlets. He holds a Ph.D. in Theatre Arts from the University of Ibadan and is a Fellow of the Nigerian Academy of Letters.

TRACK - B Chair



Prof. Kesh Govinder

Kesh Govinder is a Professor of Applied Mathematics at the University of KwaZulu-Natal (UKZN). He researches in the area of differential equations. His applications span the fields of general relativity and mathematical biology. To date he has published over 100 papers in top international journals and has graduated over 25 postgraduate

Currently, he leads the Diversity, Inclusivity and Equity Committee of the Astrophysics Research Centre as well as being the (acting) Assistant Dean of Research at UKZN. Most recently, he was appointed as the South African Co-Focal Spoke Lead of the ARUACoE for Unemployment and Skills Development.

TRACK - C Chair



Prof. E. O. OYATOYE

Professor Emmanuel Oyatoye is a Professor in the Department of Business Administration, University of Lagos, Nigeria. He specializes in Operations Management, Risk Management and Analysis, and Production. Prior to his services with the University of Lagos, he had prior working experience in the industry. He was the Senior Manager, The Chartered Institute of Bankers' of Nigeria (CIBN); the Head of Business Development, Material Management Services Limited; the Executive Director (Logistic/Planning), Procurement & Materials Management Consultants Limited; and the Managing

Consultant, Tri-Log Materials Management Limited. He is an astute administrator with years of experience.

He has effectively served on several committees/panels/boards of the University of Lagos. He has successfully supervised two hundred and fifty (250) MBA graduate and sixty (60) M.Sc Operations Research graduates. He has authored several scientific publications in learnt Journals.

TRACK - D Chair



Prof Rotimi J.O.B

Professor James Olabode Rotimi is an Associate Professor and Dean of Construction, College of Sciences at the University of New Zealand. Since 2010 when he obtained his Doctoral degree from the University of Canterbury, he has been committed to the advancement of knowledge in the fields of construction project management, construction supply chain, and post-disaster reconstruction. He is also versed in the fields of building and real estate management.

Professor James Rotimi is one of the numerous academic diaspora with passion for social services and knowledge development in his home-country. He underlines the significance of university-industry collaborations and emphasizes that both the construction and real estate sectors will in a sustainable manner when both the State and the private sector places premium on the quality of research and development (R&D) in the construction sector.

At present, he is a corporate member of the Chartered Institute of Building. He also holds other numerous fellowships within the construction space.

TRACK - D Chair



Abimbola WINDAPO

Abimbola Windapo is an Associate Professor at the Department of Construction Economics and Management, University of Cape Town, with more than 30 years of experience in practice, teaching and research.

She is a C2 Rated researcher with the National Research Foundation (NRF) and a Professional Construction Project Manager and Mentor registered with the South African Council for the Project and Construction Management Professions (SACPCMP) and Registered with the Council of Registered Builders of Nigeria (CORBON).

Her research is interdisciplinary and focusses on construction industry development, management of the business of construction and projects from a performance perspective. She has a significant network of academics in and outside South Africa to support her research. She is the University of Cape Town Spoke contact for the ARUA Centre for Unemployment and Skills Development in Africa and the Urbanization and Habitable Cities in Africa. She is also the Editor, Journal of Construction Business and Management (JCBM) (<http://journals.uct.ac.za/index.php/jcbm/index>) hosted by the University of Cape Town Libraries.

She is the recipient of several awards including the prestigious NSTF-South32 Engineering Research Capacity Development "Science Oscars" Award.

TRACK - E Chair



Professor Mopelola Olusakin is a Professor of Educational Foundation with special interests in Guidance and Counseling. She is an astute administrator with years of experience. She has effectively served on about 59 committees/panels/boards of the University of Lagos. She has successfully supervised two hundred (200) Post-Graduate students' projects and dissertations.

Prof. M. OLUSAKIN

She has also supervised twenty-four (24) doctoral theses. She has authored several scientific publications in learnt Journals. She is a Fellow of several Professional bodies locally and international.

At present, she is the Director of Academic Planning of the University of Lagos.

TRACK - E Chair



Dr 'Bola Ade-Ademilua is an Associate Professor of Medicinal Plant Physiology, a seasoned Research Administrator, a trained Science diplomat and a design-thinking trainer. She as put in over two decades of teaching and research in University of Lagos.

Dr. O. E. ADE-ADEMILUA

She is the Co-Center Leader of the African Center of Excellence for Drug Research, Herbal Medicine Development and Regulatory Science (ACEDHARS) and the Deputy Director of the Centre for Biodiversity Conservation and Ecosystem Management (CEBCEM). She is the Chief researcher in the Plant Tissue Culture laboratory and in the Soilless farming Open Laboratory of the University of Lagos.

TRACK - F Chair



Prof. Jackson MAALU

Professor Jackson Maalu is an Associate Professor of Entrepreneurship in the Department of Business Administration, School of Business, University of Nairobi. Professor Maalu is currently the Dean, School of Business. Holder of PhD in Business Administration, Master of Business Administration from University of Nairobi and Bachelor of Education in Business Studies and Economics from Kenyatta University. Prof. Maalu played a leadership role in the introduction of entrepreneurship programmes in the University and has taught entrepreneurship for over twenty five years, supervised over thirty

masters and seven doctoral students to completion. Has held various administrative positions in the University including being the Director of Mombasa Campus of the University of Nairobi for five years, Director Students Welfare Authority for four years. Has been the coordinator of the MBA programme for four years.

Has extensive experience in research, teaching and consultancy in entrepreneurship and strategic management. Has been a member of various research teams including Successful African Firms and Institutional Change (SAFIC), Entrepreneurial leadership research project among others. Current research activities focusing on influence of institutions on firm performance: Firm level dynamics and capabilities.

Prof. Maalu is a Kenya Co-spoke leader of the ARUA, CoE-USD.

TRACK - F Chair



Prof. I. O. ABEREIJO

Isaac O. Abereijo is a Professor of Entrepreneurship Studies in the Institute for Entrepreneurship & Development Studies of Obafemi Awolowo University, Ile-Ife

His research interests include technological innovation, entrepreneurship education, SME development and design thinking. He has 35 publications to his credit comprising of edited book, book chapters and refereed journal articles, with focus on SMEs development in the context of business development services and technological innovation. Aside his teaching and research activities, he is also involved in consultancy and industrial extension services providing training and in-plant counselling.

He is currently the Director of the Institute where he works



Mrs. Detoun OGWO

Detoun Ogwo is a Development & Human Resources Practitioner passionate about making a difference in the skills & youth employment sector. An Ashoka fellow with a 20 year career, spanning firms such as Diageo, British Airways, BAT, Stanbic IBTC, T-Mobile & Halifax Bank Plc. She sits on the board of The Skills Development Practice, Abira Foundation & was pioneer ED & Co-founder of a National Career Centre, AGDC. A doctoral researcher at the University College London's Institute of Education,

Detoun is currently External Collaborator on the International Labour Organization's mapping process of Nigeria's National Youth Employment Action plan, along strategic action lines of "4Es": Employment, Entrepreneurship, and Employability, Equality and Rights.

TRACK - G Chair



Dr. Joy KIIRU

Dr. Joy Kiiru is a Senior Lecturer at the School of Economics, University of Nairobi. She is an expert in impact evaluations. Among other areas, Joy Kiiru has researched and published in the areas of microfinance, entrepreneurship, youth employment, Inclusive growth and gender. Joy's research has received international recognition. In 2011 the Global Development Network (GDN) recognized Joy's research and awarded a First Prize award for her research in Microfinance. She was a finalist and was feted as an outstanding Scientist at the Africa Science week - Kenya 2018. She holds a PhD from Bonn University; Center for Development Research (ZEF), Germany. She also holds an MA (Economics) from Chancellor College, University of Malawi and BA (Economics and Philosophy) from the University of Nairobi.

Dr. Joy Kiiru is a Board Member of Mawazo Institute. Mawazo Institute is a non-Profit Organization based in Kenya that supports women researchers by providing research grants, expert mentorship and research dissemination support. The overall objective of Mawazo is to increase the number and visibility of African women researchers.

TRACK - H Chair



Dr. Joy KIIRU

Dr. Joy Kiiru is a Senior Lecturer at the School of Economics, University of Nairobi. She is an expert in impact evaluations. Among other areas, Joy Kiiru has researched and published in the areas of microfinance, entrepreneurship, youth employment, Inclusive growth and gender. Joy's research has received international recognition. In 2011 the Global Development Network (GDN) recognized Joy's research and awarded a First Prize award for her research in Microfinance. She was a finalist and was feted as an outstanding Scientist at the Africa Science week - Kenya 2018. She holds a PhD from Bonn University; Center for Development Research (ZEF), Germany. She also holds an MA (Economics) from Chancellor College, University of Malawi and BA (Economics and Philosophy) from the University of Nairobi.

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TRACK - I Chair



Prof. Ayodele
ATSENUWA

Ayodele (Ayo) Atsenuwa is a lawyer, Professor of Law and current Deputy Vice Chancellor (Development Service), University of Lagos. She specialises in Public Law with teaching and research interests straddling human rights, gender and the law, health law, criminal law and criminal justice.

Her versatile approach to the interconnectedness of Public Law fields enables her to engage the wide breadth of her research interests cohesively. She comes to legal academics from a development-oriented perspective and has been acknowledged for her efforts at bridging the gap between legal academics, legal practice and the national development agenda.

Alongside others, she paced the teaching of Human Rights Law, Gender and the Law and Health Law within the formal legal education curriculum in Nigeria and her book: *Feminist Jurisprudence: An Introduction* is a seminal piece for introducing legal scholars and activists to the implications of feminist theories for the development of legal philosophy and legal action for transformative justice.

She is the Chair of the Board of Directors of the Inter-Faculty LLM. in Human Rights and Democratization in Africa (HRDA) Programme hosted by the University of Pretoria, Director of the West African Regional Centre for Law and Religion Studies (WARCLARS) and a member of the Board of the Institute of African and Diaspora Studies, UNILAG and the Governing Council of the Nigerian Institute of Advanced Legal Studies. She chaired the Criminal Law Reform Committee, which produced the 2011 Criminal Law of Lagos State of Nigeria and is involved in the ongoing reform of the law.

TRACK - J Chair



Prof. A. OYEWUNMI

Professor Adejoke Oyewunmi holds LL.B (1988) and Ph.D (2011) degrees of the Obafemi Awolowo University, Ile-Ife; an inter-departmental LL.M degree of the University of Lagos (1991) and a specialized LL.M in Intellectual Property of the Franklin Pierce Law Centre, University of New Hampshire, Concord, USA (2000). Her teaching and research interests are in Intellectual Property and ICT Law, Labour Law, Business Law, Insurance and Gender.

Between 2008 and 2016, she served as pioneer adjunct lecturer/professor in the Masters in Intellectual Property Programme jointly established by the World Intellectual Property Organisation, African Regional Intellectual Property Organisation and Africa University, Mutare, Zimbabwe to develop intellectual property capacity for Africa.

TRACK - A (Youth Unemployment Crisis)

(USD-A02) The Youth Unemployment Quagmire of Africa: Graduates in Artisanal Sector of Southwestern Nigeria

Peju ODUNLAMI¹ and Olayinka AKANLE^{1,2}

¹Department of Sociology, University of Ibadan, Nigeria

²Department of Sociology, University of Johannesburg, South Africa

Corresponding Email: yakanle@yahoo.com

Abstract

Unemployment remains one of the single most formidable and life threatening problems of Africa. In fact, nearly all development problems of Africa are linkable to unemployment. African unemployment thresholds are problematic and appear intractable. Unfortunately, this unemployment debacle affects the youths more profoundly and the continent is experiencing the youth bulge largely as demographic burden development challenge. Youth unemployment is a major threat and must be well understood and addressed to save the continent from imminent calamity. Conservative estimates from The World Bank and African Development Bank put African youth unemployment at 60 percent. It is against this background that the empirical study that informed this paper investigated involvement of university and polytechnic graduates in artisanal sector of the informal economy of Southwestern Nigeria. The general orientation of this paper is to understand the interfaces of youth unemployment and socioeconomic development, informal sector entrepreneurship and creativity as well as sustainable pathways out of youth unemployment in Africa through the case study of Southwestern Nigeria. Data were collected through primary and secondary approaches. Secondary data were gathered through peer reviewed journals, books, unclassified government documents, development partners' databases, books, newspaper clippings and reliable online sources. Primary data were gathered through structured questionnaire, In-depth interviews (KIIs), Focus Group Discussions (FGDs) and observation. Data were analysed with the aid of Statistical Package for the Social Sciences (SPSS) and NVivo for qualitative data analysis. Findings covered (1). Real experiences of graduates in artisanal works in Lagos, Ogun, Oyo and Osun states of Southwestern Nigeria (2). Push and pull factors (3). This abstract contributes to knowledge on innovative employment creation, youth adaptive strategies in creating self-survival in precarious economic situations, human capital development and national as well as continental development.

Keywords: Youth Unemployment, Graduate Artisans, Southwestern Nigeria, Africa

(USD-A04) The Imperativeness of Language as a Medium of Engaging Youths in Entrepreneurship Areas

Paulina Oluwafunmilayo, WILLIAMS - ONYEJI

Department of Languages & Linguistics, Anchor University, Lagos, Nigeria

Email: pwilliams@aul.edu.ng

Abstract

This research seeks to reflect on the imperativeness of language as a medium of engaging youths through the use of innovative solutions with youths entrepreneurship, green entrepreneurship, international entrepreneurship and born-global entrepreneurship, economics and finance entrepreneurship, management, marketing and political entrepreneurship etc. Entrepreneurship refers to the concept of developing and managing a business venture in order to gain profit by taking several risks in the corporate world, developing skills and continuously motivating them to improve their performances through creating a motivated workforce who will stay in long run through skills development towards achieving productive capabilities acquired through all levels of learning and training, occurring in formal, informal and on-the-job setting. The acquisition of such capabilities depends on many factors, including a quality lifelong learning system and a supportive learning environment via an appreciable spoken language which is by using conventional sign, or written symbols means of which human beings, as members of a social group and participants in engaging youths in the various entrepreneurship areas.

TRACK - A (Youth Unemployment Crisis)

This paper is to reveal the imperativeness of language as a medium of engaging youths through the use of innovative solutions with youth in the various entrepreneurship areas. A framework of social science research paradigms is used to categorize this research to unveil the importance of language as a medium of engaging youths through the use of innovative solutions in various entrepreneurship areas. This paper has extensively examined the significance of language and hereby affirms that it enhances the empowerment of skills development towards achieving productive capabilities attained through lifelong learning system in a supportive environment via an appreciable spoken language. Having gone through a critical evaluation on the usefulness of language as a medium through diverse entrepreneurs, this paper therefore opines that a supportive learning environment through an appreciable language should be used in the entrepreneurship processes as to enable the attainment of maximal result from various entrepreneurships.

Keywords: Entrepreneurship, Language, Innovative, Solution

TRACK - B (Role of Sustainable Development Goals SDGs 2030)**(USD-B01) Policy and Practices of Sustainable Development Goals: A Veritable Tool in Combating Youth Unemployment in Africa**

Oluwaseun Titi ADEOSUN; Akeem Olalekan, BELLO; and Tomisin James ARULEBA
Bamidele Olumilua University of Education, Science & Technology (BOUESTI), Ikere-Ekiti
Corresponding Email: adeosunoluwaseun07@gmail.com

Abstract

Despite the global adoption and progress towards the Sustainable Development Goals (SDGs), Nigeria has made little progress when compared to other countries. Specifically, Nigeria has done little in terms of socioeconomic and political development. This is evident with the low school enrollment of children and the surge of poverty in Nigeria. Many have argued that the low scorecard of Nigeria on development is motivated by incessant conflict and recently, by the tragedy of COVID-19. However, the problem is more the nature of policies enacted and application of same. All these factors have impacted the rating of Nigeria in respect of SDG. To attain the SDGs-2030 set by the United Nation General Assembly in 2015, Nigeria needs to review its policies and adopt progressive practices that will engender sustainable development. Its development agenda must be youth-centered for it to attain its potentials through aggressive and sustainable policies on school enrollments and review of school curriculum to accommodate contemporary modules of development. This paper seeks to know: the existing policies and practices in eradicating poverty in Nigeria, the existing policies and practices for the attainment of qualitative education in Nigeria, the innovative policy and practices that could eradicate poverty and improve quality education in Nigeria. The foregoing questions will be answered relying on secondary sources, using Qualitative research technique for collection and analysis of data, while also applying structural functionalist theory for smooth interrogation of the subject of this study

Keywords: SDGs, Unemployment, Youths, Policy and Practices, Quality Education

(USD-B02) Eradicating Poverty Through Social Support for Educational Development of Nigerian Youth: Baseline Data to the Rescue

Bolajoko I. MALOMO
Department of Psychology, University of Lagos, Nigeria
Corresponding Email: bmalomo@unilag.edu.ng

Abstract

One of the objectives of the Sustainable Development Goals (SDG) 2030 is the eradication of poverty in all ramifications. The Sub-Saharan African region shares a high quantum of people living in extreme poverty. One of the channels of reducing poverty through the SDG is the allocation of resources to vulnerable groups, of which the youth is one. Lack of planning, and available baseline data of funding needs of youth are among the challenges of eliminating poverty. This has prompted the author of this study to examine education of youth as a panacea for breaking poverty chain in families. Current status on the sources of funding for the educational development of youths is unclear. To bridge this gap, an online survey was administered to students of the University of Lagos to identify their sources of educational funding. Preliminary results of the current responses from 120 students indicate 66.1 % male and 33.9% female respondents. Average age ranges from 22 to 24 years. Family type is 89.6% monogamous while average number of siblings in each family is 4. The major parent income status is middle income (53.8%) while the major sources of funds are from family members (81.8%). School admission and maintenance expenses are also majorly funded by family members. Thus, these results and others from the preliminary findings suggest lack of government funding and social support in the educational development of Nigerian youth. More responses and results will be reported by conference time. The implication of these results suggests that students whose families are unable to fund their education adequately would seek for funds through self-efforts or other means, a situation that may cause distraction or a drop out from educational pursuit. It is highly recommended that social support mechanisms through loans, bursary awards and scholarship programmes be set up especially by all tiers of government as succour for the youth. This will create the enabling

TRACK - B (Role of Sustainable Development Goals SDGs 2030)

environment for achieving their educational needs and breaking poverty cycles in their families and eventually for achieving the SDG 2030. Thus, it is hoped that the result of this study will give insight on the adequacy or otherwise of funding of youth education which is a veritable channel for driving innovative solutions to tackle unemployment crises.

Keywords: Sustainable Development Goals; Eradication Of Poverty; Social Support; Nigerian Youth; Educational Development.

(USD-B03) An Impact Analysis of Education Investments on Unemployment Rate in Nigeria

Ademola A. ADEBISI; Gideon O. OKODUWA & Ayodele. I. SHITTU

Department of Economics, University of Lagos, Nigeria

Corresponding Email: gideonokoduwa3@gmail.com

Abstract

Unemployment as a major macroeconomic problem in Nigeria can be traced to the inability of the educational system to be able to impart practical skills needed by employers. Evidences abound that there is a mismatch between what employers need and the skills Universities instill in students across the country. The role of poor public investment in higher institutions of learning across the country has also been stressed as a factor limiting Universities' quests for skills acquisition and industry-fit talent development. Thus, this study investigates the effect of "public" investments in education on unemployment rate in Nigeria. The study estimates the Ordinary Least Squares (OLS) regression model using secondary data lagged over a 30year period for unemployment, government budgetary allocation on educational sector and economic growth. The findings show that there is a significant positive relationship between government budgetary allocation to education sector and unemployment rate. This is an indication that increased budgetary allocation to education has not mitigated the rising unemployment rate in the country over the last 30 years. The finding has practical implications. Specifically, it creates awareness on the need to reconsider the government spending efficiency, especially as it relates to the delivery of the promises of Higher Education of Learning (HEL) in Nigeria. Policies enhancing practical and soft skills development for the ease of graduates' transition into either the labour market or entrepreneurship.

Keywords: Education, Higher Institutions of Learning, Public Investment, Skills Mismatch, Unemployment Rate.

(USD-B04) Entrepreneurship and Retirement in Nigeria: Models for Sustainable Employment and Livelihoods

Temitope. F, JIBOYE; O.O, ADEJUMO and C.A.O., AKINBAMI

Obafemi Awolowo University, Ile-Ife, Osun State, Nigeria

Corresponding E-mail: tfjiboye@gmail.com

Abstract

Retirement is an inevitable process. Extant literatures have shown that different categories of workers are either disengaged naturally or suddenly from their jobs. Incidentally, most workers fail to either plan or plan adequately for these processes; hence, rejoining the league of unemployed either as youth, agile adults or aged. This has inadvertently exacerbated the challenges of unemployment and resulted in unpleasant issues such as frustration, depression, criminal vices, health challenges, poverty, diminished living standard, as well as premature death. However, retirement can be worthwhile when retirees maintain social and economic relevance. It is against this background that the study explores alternative entrepreneurial models which could support job creation and youth mainstreaming among would-be retirees and retired personnel. Using Atlas.ti 8.4 package, thematic and

TRACK - B (Role of Sustainable Development Goals SDGs 2030)

content analysis were drawn from interviews conducted among the target group. The study finds models such as investments, re-training, parallel systems, spousal overseers and partnerships as options for currently engaged workers to create alternative jobs for themselves and even employ upcoming youths either as employees or mentees. Thus, the study proffers annexable options to current and prospective retirees on entrepreneurial dimensions that can engender sustainable employment and living standards during and after retirement from active service.

Keywords: Entrepreneurship, Retirement, Employment, Sustainable Livelihood.

(USD-B05) The role of Sustainable Development Goals (SDGs) 2030 to create innovative opportunities for youth employment in South Africa

Haseena, MAJID and Ganzamungu, ZIHINDULA
Tekano for Health Equity and Social Justice, South Africa
Corresponding Email: haseenamajid102@gmail.com

Abstract

South Africa is one of the countries where youth unemployment rate stands at 43% to date, yet in the absence of youth employment strategies most of the SDG's will not be achieved by 2030. Despite an alignment between the SDG's and the South African National Development Plan (NDP), there has been no remarkable progress toward job creation for youth. This research is being conducted by way of a desktop review to ascertain the role played the SDG's to create innovative opportunities for youth employment and to identify where these have been implemented. Relevant documents to be considered for inclusion include national labour reports, country strategic plans and published papers on youth (un)employment in South Africa. A narrative approach was adopted and content analysis was carried out. The results show that South Africa is lagging behind in implementing innovative approaches for job creation. No innovative approaches for youth employment have been implemented and achieving the SDG's for South Africa by 2030 is threatened by corruption, lack of adequate monitoring and evaluation for the implementation of programs as well as racial and gender inequity inherited from the apartheid regime. We call upon government to establish a team led by youth to be central to the planning and implementation process for programs aligned with the NDP. We conclude that the current policies in place are ineffective and we recommend a refreshed approach for addressing youth employment through Public-Private Partnerships with state, private and civil society stakeholders.

Key Words: Youth Employment, SDG2030, Unemployment, South Africa

TRACK - C (Agropreneurship)
(USD-C03) Nigeria-China Relations and Nigeria's Sustainable Food Security

Ademola Oluwabiya

Covenant University, Sango-Otta, Ogun State, Nigeria
Corresponding Email: ademola.oluwabiyipgs@stu.cu.edu.ng

Abstract

The origin of recognized and actual bilateral relations between Nigeria and China could be traced back to 1971. Since this period, the bilateral relationship surrounding Nigeria and China has been among the largest in Africa, with both parties possessing potentials of deepening and sustaining a humongous market structure for each other. However, the nature of bilateral relationship between these countries have been somewhat unequal, with China enjoying the largest share of profits. Despite the interest accorded to this configuration in International Studies, the implication of the same on Nigeria's quest for food security and its sustainability has not been given much attention. This study therefore aims to fill that gap through investigating and establishing the relationship, if any, between Nigeria-China bilateralism and sustainable food security in Nigeria. In other to achieve this, the research adopted qualitative and descriptive methods. Also, data was sourced from secondary outlets. This paper finds that although there exists an unequal bilateral relationship between Nigeria and China, this relationship is relatively balanced compared to the relationship with the west. Ultimately, the study recommends that Nigeria should improve her competitiveness through the diversification of her oil-dependent economy.

Keywords: Nigeria, China, food security, bilateral

(USD-C05) Access for Post-Harvest Management Technologies and Information Sources among Youth and Women Tomato Retailers in Kano State, Nigeria

Ibrahim, MUHAMMAD ABDUL and Badamasi SULEIMAN

Nigerian Stored Products Research Institute, Kano State, Nigeria
Corresponding Email: Ibrahimmuhammadabdul8@gmail.com

Abstract

The need for economic development through an outstanding system of managing the postharvest losses along the value of agricultural produce, wealth creation among youth and women as well the constant demand for the rescue of youth unemployment in Nigeria and Africa at large, make this study inevitable. The study assesses the access for technologies and information sources on postharvest management among youth and women tomato marketers in Kano State. Specifically, the study aims at: describing the socio-economic profile of the participants, assessing the traders' access to postharvest management technologies and information sources, and finally to identify the various postharvest management technologies and information sources available to the participants in the study area. Gwale and Dala LGAs were purposively selected for the study due to relatively high number of tomato retailers in the LGAs. Fifty four (54) streets/roadside stands and home based tomato sellers (comprising of 38 youths and 16 women) were interviewed using structured questionnaire. The information gathered were analyzed using descriptive statistics to achieve the stated objectives of the study. The results of socioeconomic profile of the participants depicts that majority (77.7%) were married with mean age of 35yrs and 45yrs for both youth and women respectively, which implies participants being in their active age and would be able to undertake the marketing activities within expected vigor and strength. Also, from the result, the marketers (90%) had formal education with majority having above 5yrs of experience. On the basis of access to postharvest technologies, all the respondents (100%) have access to traditional raffia baskets and local sacks, as a means for storage as well as transportation. For the sources of information, majority (90.7%) get information from co-marketers and

TRACK - C (Agropreneurship)

wholesalers at market centers with few sources from radio. In conclusion, the research observed inadequate and cost of modern postharvest technologies, inadequate finance or capital, lack of extension agents visitation as major bottlenecks to tomato traders market performance. In line with this, the study therefore recommends government agencies like NSPRI to come in by sensitizing on the available modern postharvest technologies such as Plastic crates basket, collapsible wooden crates etc. thereby making them available and affordable to the marketers so as to reduce the postharvest losses along the value chain.

Keywords: Youth, Women, Marketers, Access, Information, Technology

TRACK - D (Innovation and Technopreneurship)

(USD-D01) Financial Technology Innovation and Small and Medium Enterprises Competitiveness

Saidi Adedeji, ADELEKAN

Dominican University, Samonda, Ibadan, Oyo State, Nigeria

Corresponding Email:adelekan.s@dui.edu.ng

Abstract

The success of small and medium-sized enterprises (SMEs) is a critical component of the Nigerian economy. The SME sector is a major engine that promotes employment opportunities and value creation in the country's economic structure. SMEs' performance plays an important role in the reinforcement and improvement of the country's economic development. Sustainable performance and higher SME competitiveness will create a plethora of doors for tangible and intangible employment opportunities. Existing literature has revealed how financial technology (FINTECH) innovation has become critical for enterprise performance. Due to technological advancements (such as technology and the internet) and their global adoption, market dynamics are evolving. Many start-ups and SMEs are developing innovative financial technologies that can drive their business operations, create values, and sustain their competitiveness. Financial innovation's phenomenon plays a critical role in the Nigerian financial industry, assumed to be liberalized. While studies that look at the impact of financial innovation on economic growth in Nigeria, only a few have looked at how it affects SMEs competitiveness. However, the few that exist are microstudies that focus on specific regional firms. As a result, the scarcity of empirical studies at the macroeconomic level necessitates this study, addressing the existing literature gaps. Over the last few years, the SME sector has grown rapidly. This research aims to investigate the SME's long-term competitive advantage and illustrate its growing significance by creating and adopting FINTECH innovations. Similarly, the impact of the financial innovation technology was provided in enhancing SMEs competitiveness. In a broader sense, this study would present some applicable inferences and substantive suggestions on how FINTECH innovations could drive SMEs competitiveness. Furthermore, this study will serve as a reference point for promoting and orienting SMEs' effectiveness toward competitiveness. It will thus contribute to SMEs' sustainable promotion and active growth and provide critical financial technology innovations that will lead to economic expansion.

Keywords: Innovation, Technology, Competitiveness, Businesses and Organisation

(USD-D03) Digital skills and Real Estate Entrepreneurship in Nigeria: Practitioner's Experience

David Oluwatofunmi, AKINWAMIDE

Department of Estate Management and Valuation, Federal Polytechnic, Auchi, Nigeria

Corresponding Email:oluwatofunmidavid@gmail.com

Abstract

Real estate industry is one of the fastest growing sector in Africa, thus contributing greatly to the continent's economy. The lucrativeness of real estate business has therefore offered employment opportunities for both the skilled and unskilled youths in practice. However, the introduction of innovative technologies in real estate practice has further demanded for the adoption of digital skills to achieve a successful real estate entrepreneurship. This study therefore investigates the effectiveness of entrepreneurship skills and the adoption of digital skills among practitioners in Nigeria real estate business. Using Abuja as the study area, 177 registered Estate Surveying and Valuation firms were randomly selected while 100 retrieved questionnaires were found suitable for data analysis. Descriptive statistics such as weighted mean score and frequency distribution were adopted for data analysis. Findings depicted that business ethics, communication, digital skills, and Human Resources Management were the most effective entrepreneurship skills in real estate business. Digital marketing, business branding, and networking were the most adopted digital skills for real estate entrepreneurship among the surveyed practitioners. To drive for innovative solutions to youth unemployment in

TRACK - D (Innovation and Technopreneurship)

Africa, this study recommends that youth should be empowered with employability skills such as digital skills for a successful real estate entrepreneurship in Nigeria and Africa at large.

Keywords: Digital Skills, Real Estate, Entrepreneurship, Employability skills, NIESV, Nigeria

(USD-D04) The Role of Business Incubation and Co-Working Spaces in University-Based Entrepreneurship Ecosystem

^{1,3}Sunday. A, ADEBISI; ^{2,3}Ayodele SHITTU; and ⁴Jennifer EZENWANKWO

¹*Department of Business Administration, University of Lagos, Nigeria*

²*Department of Economics, University of Lagos, Nigeria*

³*ARUA CoE for Unemployment and Skills Development, University of Lagos, Nigeria*

⁴*BOI-UNILAG Incubation and Co-Working Hub, University of Lagos, Nigeria*

Corresponding Email: jenniferezenwankwo@gmail.com

Abstract

The rising youth unemployment rate orchestrated by lack of job creation opportunities, and challenges associated with school-to-labor market transitions are predominantly on the increase in Africa. University students across Africa are abreast of these challenges, which have increased their quest for innovation and idea generation. Transforming these innovations and ideas into resilient, commercial, and scalable campus-based ventures, requires agile university-based entrepreneurship ecosystem that is well equipped with quality infrastructure, inclusive of business incubation and co-working spaces. This study examines the role of business incubation and co-working spaces in a University-based entrepreneurship ecosystem. The study uses the qualitative research design. First, a systematic literature review is used to identify the definitions, dimensions, and functions of business incubation and co-working hubs. Second, we use the **thematic analysis** to explore the roles of business incubation and co-working hubs, especially in a university-based entrepreneurship ecosystem. Contrary to the conventional academic - office cycle of an average African student which is failing, the establishment of business incubations and co-working spaces in the university provides spring boards for Africa's next innovators and inventors through entrepreneurship.

Keywords: Business Incubation, Co-working Space, Entrepreneurship, University-based Entrepreneurship Ecosystem; Techpreneurship

(USD-D05) Promoting Private investments in Entrepreneurship Incubation Hubs: Implications for Youth Entrepreneurship Development in Nigeria

Ngozi. M, NWAKEZE; Ayodele SHITTU; and Ifunanyachukwu. N, IGBOANUGO

Department of Economics, University of Lagos, Nigeria

Corresponding Email: ifunanyadiette@gmail.com

Abstract

Incubation hubs are critical infrastructural needs for sustainable entrepreneurship development. These have the potentials to ignite, nurture, as well as create new startups thereby creating more employment opportunities, curbing youth unemployment, and helping the nation to harness its demographic and economic dividends. Unfortunately, the lack of awareness of the utilities of incubation hubs in entrepreneurship ecosystem, its capital intensity, and the limited appreciation of youth entrepreneurship development policies have underestimated the value of investments in the development of incubation hubs across the country. Often times, there are few available incubation hubs which are mostly provided by government and international development partners. This study, therefore, seeks to: (i) establish the correlation between provision of incubation hubs and youth

TRACK - D (Innovation and Technopreneurship)

entrepreneurship development; (ii) examine the financing of incubation hubs in Nigeria; as well as (iii) providing a justification for private sector involvement in the development of incubation hubs in Nigeria. The study adopts a qualitative research approach in order to achieve the set objectives. Specifically, the study employs an expository style of investigation and deductive methods in defining the relevance of incubation hubs in entrepreneurship development and eliciting the possible returns of investment in incubation hubs. The findings reveal that: (i) there is a positive and significant relationship between investments in incubation hubs and youth entrepreneurship development; and (ii) public sector-led investments dominate the incubation ecosystem in Nigeria. The findings of the study have both policy and practical implications. From the practice perspective, the study argues that private sector-led investments in incubation hubs is the way to go if we are serious about promoting innovation-driven youth entrepreneurship development in Nigeria, and across Africa at large. From the policy point of view, there is an urgent need for policy makers to drive bottom-up youth entrepreneurship development policies that is inclusive and enhances diversity in entrepreneurial talent development. This study provides evidences of the relevance and returns of investments in incubation hubs and hopes to support policy documents that are targeted towards financing investment in incubation hubs.

Keywords: Demographic Dividends; Incubation Hubs; Innovation-driven Entrepreneurship; Private Investments; Youth Entrepreneurship

(USD-D06) Digital Enterprise as strategic tool for mitigating Youth unemployment in South Africa

Johnson, ADETOOTO and Kehinde, ALADE
University of Cape Town, South Africa
Corresponding Email: adtjoh001@myuct.ac.za

Abstract

Youth unemployment has been a global issue, especially in developing countries. In South Africa, statistics have shown that youth unemployment is highest among the youths without a higher education degree. Unemployment, poverty, crime, vulnerable employment, and underemployment abound, particularly among these youth groups, which need special attention. This study argues that the Digital Enterprise has enormous potential for mitigating unemployment. However, these potentials remain untapped for the benefit of the disadvantaged youth in South Africa. Through a systematic review of relevant literature and NVivo analysis, this research identifies various digital enterprise prospects and strategies for mitigating youth unemployment. It emerged that digital labour, digital entrepreneurship, digital literacy, and digital access are digital enterprise prospects and strategies that will help reduce youth unemployment. The study concludes that the less educated youth have not maximized the potential of digital enterprises in South Africa because they are digitally illiterate and don't have the financial resources to access the digital economy. Government, Non-Government organizations, and the private sector interested in reducing the youth unemployment crisis in South Africa would benefit from the study because the study develops a digital enterprise framework for reducing the youth unemployment rate in South Africa.

Keywords: Youth, Unemployment; Digital Entrepreneur; Digital Labour; Digital Skills

TRACK - D (Innovation and Technopreneurship)

(USD-D07) Leveraging Technology to Accelerate Entrepreneurship Success and Employability among Youths

AbdulAzeez. O, HUSSEIN and Wuraola L, OLUWATOSIN
Department of Arts & Social Sciences Education, University of Lagos, Nigeria
Corresponding Email:wuralawal@gmail.com

Abstract

The unemployment report for the Y2021 published by the National Bureau of Statistics (Nigeria) revealed that about 35% of Nigeria's population are struggling to secure and keep sustainable employment. Mostly affected are the youths who consequently become frustrated and seek entrepreneurship as a survival option. Another monumental key factor in the drive for youth entrepreneurship has been the unprecedented buzz and growing proliferation of technology that has facilitated digital entrepreneurship that offers comfort to the frustrated and unemployed youths. This requires little time to learn and acquire the basic technology skills and a meager amount to afford a smartphone to set up a digital shop on social media platforms, Nigerian youths now own diverse businesses. However, other factors exist that have made technology adoption a herculean task for both Nigerian entrepreneurs and employment-seeking youths. It's in this regard that this study sought to examine the disruptive effect of technology on businesses and employability. Specifically, the study provided answers to four (4) research questions and tested two (2) hypotheses at a 0.05 level of significance. A descriptive research design was adopted for the study. Simple random sampling was employed to collect data from 118 youths across the 6 regions in Nigeria, using a structured web questionnaire. Percentages and tables were employed to analyse the collected data while chi-square was used to test the hypotheses at 5% level of significance. The findings revealed that technology has a significant impact on youth-led business developments and their employability. Majority of the respondents (93%) agreed that technology makes it easier to reach business targets, while 94% confirmed that technology leads to business growth. Also, many respondents (87%) agreed that technology jobs are prevalent while many more agreed that technology training enhances employability. The study therefore, recommended that tertiary institutions should make intense efforts to enable technology use in teaching and learning and promote its use among students and lecturers. Also, youths should defy laziness and hostility and leverage on the free resources available for learning at least one technology skill to improve their employability

Keywords: Technology, Entrepreneurship, Employability, Youths, Business

TRACK - E (Talent Management and Skills Development)

(USD-E01) - Technology Adoption, Skill Development and Employment by SMEs in Sub-Saharan African Countries

Abidemi C. Adegboye and Anthony O. Osobase
Department of Economics, University of Lagos, Nigeria
Corresponding Email:cornabi@gmail.com

Abstract

In general, technology adoption has been shown to matter for productivity growth, income expansion, and the overall welfare of societies. However, technology adoption by firms in recent times has evolved into series of automation processes, artificial intelligence (AI), and robotics, with divergent implications for employment, especially for developing countries. While there are arguments that technology tends to reduce workspaces thereby making workers redundant, there are other views that consider modern technology as capable of creating better job opportunities, especially from smaller businesses. One clear issue is that investment in technology by SMEs can be associated with employment reallocation and substitution outcomes often involving difficult adjustments for firms and individuals. This is because technological change may be skill biased, requiring workers to develop new skills in order to fit into modern workspaces. Thus, widespread technology adoption by businesses may lead to high levels of displacement and unemployment. In this study, the effect of technology adoption by small and medium enterprises in sub-Saharan African (SSA) countries on employment is examined. The role of skills development in either aggravating or mitigating the technology-employment nexus is also investigated. For the analysis, the type of new technology adopted by businesses is considered in terms of product-oriented technology and process-oriented technology. The effects of both forms of technology adoption on employment are assumed to differ, especially with regard to skill-mitigating relationships. In this direction, the study seeks to answer the following questions: does technology adoption influence the employment strategy of SMEs?; Has technology adoption created more jobs within SMEs in SSA countries?; How does technology adoption influence the level of job-related skills required for the labour force as a whole among SSA countries?; What skills do youths in the labour market require to effectively adapt to technological changes within SMEs in SSA countries?; What policies can be adopted to help workers adjust to technological changes in the workplace among SAA countries. Data for selected African countries was obtained from the World Bank Enterprise Surveys. The study finds that SMEs with focus on technology acquisition tend to place less importance on employment. For those that have increased employment, skilled workers are the main target. It was also found that that technology has improved entrepreneurial employment but has also led to less employment within smaller firms among SSA countries. In general, adoption of technology was found to be creating a demand-side barrier to the employment of low-skilled youth among SSA countries. The study therefore recommends a retooling scheme (in terms of technology-related skills) among young people that are transiting from education into the labour force in order for the job-seekers to be more relevant for employment. Programmes that support employers to expand quality apprenticeship and internship should also be encouraged in order for the youth to develop soft skills and skills that complement automation in the workplace should also be pursued by government.

Keyword: Employment; Skills Development; SMEs; Technology Adoption

TRACK - E (Talent Management and Skills Development)

(USD-E02) Vocational Skills Acquisition and Career Development: Merger for Job Creation and the Future of Work

Olubunmi. O, JAGUN; Oluwabukunola. O, OLAWOLE; and OSHIONEBO, E. E.
Department Of Educational Management, University Of Lagos, Nigeria
Corresponding Email: bunmi.anne@yahoo.com

Abstract

The future starts now. This requires a strategic plan towards achieving the stated future goals of the Nigerian youth becoming entrepreneurs, job creators, intrapreneurs, employers and employable in the nearest future. Vocational Education is one of the key aspects of Nigerian Policy of Education towards reducing or outrightly eradicating youth unemployment in Nigeria. Vocational skill is a product of vocational education which prepares the students at secondary school level for the world of work or further studies. Career awareness is a suitable option at this level through school subjects' content, deliberate guidance and counselling programme in schools, parental and mentorship involvement among others in helping the students to transit from this stage of career development into the stage of career involvement. This study attempted to answer three research questions and tested 2 hypotheses at 5% level of significance. A self-structured questionnaire was developed by the researchers for data collection while a descriptive survey design was adopted for the study with 500 students and 100 teachers as the sample population for the study. The research questions were analysed using mean and standard deviation while a multiple regression analysis was used to find the relationship between vocational skill acquisition and career development and job creation and the future of work respectively. The findings revealed that vocational skill acquisition enhances job creation. And career development promotes the future of work as they work hand-in-hand. Therefore, this study recommends that more attention be given to pre-vocational education at all levels of education, with evidence to show to all students that irrespective of their career preferences/ choices, vocation can be carved out of every career, thereby training them to be job creators rather than job seekers. Every seriousness and awareness injected in vocational skills acquisition at this level through quality and practical evidences of production of goods/ services useful for human consumption and exchange for money automatically create in them the dignity, value and experience of the world of work, upon which they can build for job creation and the future of work.

Keywords: Entrepreneurship; Intrapreneurship; Employability; Vocational Skills Acquisition

(USD-E03) Stakeholders Perception in Creating Entrepreneurial Mindset to Develop and Generate Wealth among Secondary Schools Students: A Case Study of Secondary Schools in Akinyele Local Government, Ibadan, Oyo State

Kehinde A. OLANIPEKUN, Gbemisola OGUNDOLIRE, Temitope. J, ARULEBA
University of Ibadan, Oyo State, Nigeria
Corresponding Email: ka.olanipekun@mail.ui.edu.ng

Abstract

Entrepreneurship education has been seen as an effective tool to reduce unemployment and bring about economic growth and development. Research findings have shown that Nigerian graduates cannot translate their knowledge into job creation. Past studies on entrepreneurship education focused on the inclusion of entrepreneurship education at the University level and Vocation studies in secondary schools but, the need to train the secondary schools' students on entrepreneurial skills that will make them to transfer the knowledge acquired into job creation have not been clearly indicated. This study examined the need to create entrepreneurial mindset among secondary students seeking the opinions of the stakeholders. This study adopted the descriptive method

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for data collection, where quantitative data was used. A total of 177 stakeholders were purposively selected for the study. The result showed that stakeholders have a positive attitude towards entrepreneurship as the weighted mean showed 3.20 which was above the cut off mean 2.5. In the same vein, the level of understanding of the stakeholders was high based on the believe that entrepreneurship is the same as skill acquisition, the result showed a weighted mean (3.12) which was greater than the cut off mean. The weighted mean for the level of interest of stakeholders was (2.93) which means that stakeholders are actually interested in the teaching of entrepreneurship in secondary schools. Also, the study revealed that there were factors hindering the teaching of entrepreneurship education in secondary schools. These factors are poor teaching methods, lack of facilities, poor application of creativity in teaching and lack of teachers to teach entrepreneurship. The study recommended that the teaching of entrepreneurship should be encouraged in secondary schools to increase the intention of students towards entrepreneurship which can lead to employment opportunity and wealth generation after graduation from higher institutions. Schools should also involve trained entrepreneurship teachers. Government equally should create enabling environment by providing the necessary facilities that would enhance the teaching of entrepreneurship in secondary schools.

Key words: Perception, Entrepreneurial mindset, Career choice, Secondary school Students.

(USD-E05) X-Raying the Dimensions of Employability Programmes in Selected Public and Private Higher Education Institutions in South West, Nigeria

Oyekunle, YINUSA and Adeku Salihu OHIANI
University of Lagos, Nigeria

Corresponding Email: yoyekunle@unilag.edu.ng

Abstract

Employability of young graduates has become more important than ever in the 21st century world of work. Higher education institutions (HEIs) churn out millions of graduates annually into the labour market, however, the assumption of the employers of labour is that these set of graduates lack requisite employability skills that can make them productive and competitive. This study, therefore, examines the common dimensions of programmes that can engender the experiences and employability of young graduates in public and private higher education institutions in Nigeria. Common dimension of programmes such as job placement, entrepreneurial orientation, soft skills, career guidance and management programmes are observed in this study with a comparative analysis between selected universities in public and private universities in Nigeria (University of Ibadan, Olabisi Onabanjo University, and Babcock University). This represents the three first generation universities in Federal, State and Private institutions in South-West, Nigeria. Three research questions were raised and answered with the aid of structured interview, and purposive sampling method was employed to select five (5) students from each selected university that have involved in employability programmes, and five (5) staff from each selected university that either mentored or engaged students on employability programmes. The data from the interviews were analysed with the adoption of thematic analysis. The findings of the study revealed that private institutions offered more robust employability programmes compared to the public institutions. However, the programmes offer in these three institutions can foster employability skills in young graduates, but there is more to be done in the areas of implementation and evaluation particularly in the public institutions. The study concludes that employability programmes can expand in scope if internalized into the higher education curriculum in response to the global economic dynamics, national specification and changing nature of labour market. Among the recommendations of this study is that the involvement of employers' perspective in programme development and organisation is germane for responding to labour market requirements and meeting students' aspirations. Also, a

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modern employability model that can engender effective implementation and evaluation is important for the young graduates to be equipped with contemporary employability skills.

Keywords: Career Guidance, Entrepreneurial Orientation, Job Placement, Soft Skills

(USD-E06) COVID-19 Pandemic: Implications for Employees' Job Security in Nigeria

Kadir. O, ADIAT and D. I.AKINTAYO

Osun State University, Osogbo, Nigeria

Corresponding Email: kadir.adiat@uniosun.edu.ng

Abstract

This paper addresses COVID-19 pandemic: Implications for employees' job security in Nigeria. Developing countries like Nigeria have been badly hit by this pandemic with its effect on actors in industrial relations in Nigeria, that is, the employees, employers and government. Impact of COVID-19 has negatively affected the labour market generally. The researchers examined the implications of Corona Virus pandemic on the functions of employees, employers and the government using qualitative approach. The conceptual framework for COVID-19, job security and ways to militate against its spread and effect on the generality of the Nigerian economy was also examined. The paper explores the efforts of the government as the largest employer of labour to ensure that employees' retrenchment was curtailed to the barest minimum while some recommendations were presented as it affects the employers, the government and organizations in general. It was also recommended that employees should take Agricultural business as an alternative engagement to cope with any eventuality while schools including the Universities were advised to review their curricula to accommodate entrepreneur training for all their students before graduation in order to arrest any devastating implications of COVID-19 pandemic outbreaks.

Key Words: Coronavirus, Employment, Job Security, Retrenchment, and International Labour Organization

(USD-E07) Technical, Vocational Education, and Training (TVET) as an Innovative Solution for Solving youth unemployment in Nigeria

Oluyemisi AGBOOLA

Ekiti State University, Ekiti State, Nigeria

Corresponding Email: agboolaoluyemisi@gmail.com

Abstract

This paper examined the need of Technical Vocational Education and Training (TVET) as an innovative solution to solving Youths Unemployment in Nigeria. The growing youth population has placed immense pressure on African countries especially Nigeria to address youth unemployment, but their ability to generate employment among sectors such as agriculture and manufacturing is limited by infrastructure constraints. The youth's lack of entrepreneurial skills limits their ability to develop businesses that can generate employment and growth, and their lack of capital to exploit business opportunities limits their chances of starting and sustaining a business, hence the paper examined the relevance of (TVET) in solving youth unemployment in Nigeria. Two research questions and hypotheses were formulated for the study. Survey design was adopted for the study. A sample of 450 respondents from South Western, Nigeria was used for the study. The instrument used for data collection was a structured questionnaire designed online and sent to different youths on WhatsApp. Mean and standard

TRACK - E (Talent Management and Skills Development)

deviation were used to answer the research questions, while t-test was used to test the hypotheses at 0.05 level of significance. It was found in the study that the major problems of TVET in providing innovative solution to solving youth unemployment in South Western Nigeria are shortage of training facilities, trained qualified teachers and infrastructure. Based on the findings it was recommended that the Nigerian Government should strengthen and provide the necessary human and material resources for these centers to survive and improve the entrepreneurial skills of the youths .There is also need to encourage private sector participation by the government through the creation of enabling environment, providing free taxation for companies who engage in TVET training and development of the youths, and subsidizing training costs and apprenticeship wages for the Nigerian youths.

Keywords: Youth unemployment, Innovation, Technical and Vocational Education, Skill acquisition.

(USD-E08) Talent Management And Skills Development: The Lost Coins Of Adult Education Programmes As Innovative Solutions For Job And Employability Skills In Nigeria

Janet Omojola, OKEBIORUN
Department of Adult Education, University of Lagos, Nigeria
Corresponding Email: jokebiorun@unilag.edu.ng

Abstract

The issue of talent management has become a major debate in the field of human resource management the world over. Hence, a research in this area is a good attempt. Again, relevant adult education programmes are not entrenched into the list of the programmes saddled as innovative solutions for decent jobs, employability skills and the future of work. The shift in the fundamental nature of work mostly in the 21st century skills and innovation necessitated the right talent management programmes found in the field of adult education. The 21st century organizations aim to obtain high-quality talented employees, this is because organization's success depends on the employees' know-how, know-what and know-why their prosperity depends on them. To achieve this, organizations must be willing to motivate and develop employees' skills, and engage them in mandatory continuous learning. Investing in employees' talent development creates the opportunity for organization to develop the ideal employees as well as assisting the employees in achieving their full potentials. The study ascertains the roles of adult education programmes as an innovative solution to decent jobs, employability skills and the future of work. A descriptive research design of survey type was used for the study. The study population comprised all the employees in the three purposively selected manufacturing companies in Oregun, Lagos. A simple random sampling technique was used to sample 300 respondents. A self-developed questionnaire titled "Talent management and adult education programmes questionnaire" (TMAEPQ) was used to collect data. The instrument was validated by specialists in Test and measurement from the faculty of education, University of Lagos. The questionnaire had a reliability coefficient of 0.78 obtained using Cronbach Alpha, established through test-retest. The data was analysed using descriptive and multiple regression analyses. The results obtained indicate that talent retention and talent attraction are positively related to organizational success. Based on this, it was recommended among others that talent management is a must for any organisation for surviving in this competitive global market.

Keywords: Talent Management, Mandatory Industrial Training, Mandatory Continue Education, Employability Skills, Jobs and Training

TRACK - E (Talent Management and Skills Development)

(USD-E09) Mentorship and Internship as Correlate of Business Start-Ups among Young People in Lagos State, Nigeria

Oyekunle, YINUSA and Adeku Salihu OHIANI

University of Lagos, Nigeria

Corresponding Email: oyekunleyinusa@gmail.com

Abstract

The rise of business startups in Nigeria have been threatened by the inability to remain viable and stand the test of time in the competitive market. This has resulted in many startups folding up nearly on a daily basis. Mitigating these challenges requires the possession of skills and expertise by the small business owners which could be acquired through mentorship and internship. The study therefore aims to examine mentorship and internship as correlate of business startups among young people in Lagos state, Nigeria. Two research questions were raised and answered to guide this study. Also, the study considers constructivism as underpinning theory to examine the effectiveness of learning under mentorship and internship on business start-ups among youths. Descriptive survey research design was employed for this study. The population of the study comprised graduates of a training institute with specific focus on potential entrepreneurs, and the coordinators of Lagos State Chamber of Commerce and Industry (LSCCI), and Bank of Industry (BOI) respectively who are in charge of training and development units. In order to gather information from particular characteristics that can give relevant and useful responses to the research questions, purposive sampling technique was deployed to select 10 respondents each from LSCCI and BOI, and a coordinator each from these two government agencies. In all, 22 respondents were selected for this study comprising of 20 trainees and two coordinators. Interview was used for gathering of qualitative data to establish how mentorship and internship serve as correlate for business startups among young people. The analysis of the qualitative data was done using thematic analysis. Findings from the study reveal that mentorship has improved the orientation and skills of young people towards start-ups, and that internship has relationship with the start-ups among young persons in Lagos. The study concluded that mentorship and internship have relationship with start-ups among young people in Lagos, but it is obvious that mentorship has more influences. The study therefore recommends that, mentorship and internship programmes should be strongly promoted in the higher institutions of learning, and every established training outfit in such a way that the entrepreneurial skills and orientation of young people could be more enhanced towards starting and scaling up businesses rather than seeking for jobs that are not readily available.

Keywords: Mentorship, Internship, Constructivist Theory of Learning, and Start-Ups

(USD-E10) Corruption and Its Impact on Entrepreneurship in Nigeria

Oladotun, L. Anifowose

The Federal University of Technology, Akure, Ondo state, Nigeria

Corresponding Email: olanifowose@futa.edu.ng

Abstract

Emerging empirical literature on corruption advocates that its impact on overall national economic performance and micro-level firm performance is inconclusive. As such corruption is said to either 'grease' or 'sand' in the wheels of entrepreneurship, affecting firm performance (at the micro-level) and, ultimately, economic growth (at the macro-level). This study examines this issue using unique and exceptionally rich of Corruption Perception Index (CPI) and Global Entrepreneurship Index (GEI) for the period of 2012 to 2020. The aim of the research paper is to present the two relevant indexes – Corruption Perception Index and Global Entrepreneurship Index

TRACK - E (Talent Management and Skills Development)

and to analyze the connection between corruption and entrepreneurship through comparing these important indexes. Using statistic methods like covariance method and the regression method, Corruption and entrepreneurship represent two opposite dimensions. Less corruption exists, more opportunities for entrepreneurship will exist. The result validates this hypothesis and shows through statistic methods a direct and an intense connection between two global representative indexes, which apparently are independent - Corruption perception index and Global entrepreneurship index, also being explained the methodology of its calculating. In conclusion, this study finds evidence that corruption retards the wheels of entrepreneurship for Nigeria's entrepreneurs, due to the improved business ecosystem.

Keywords: Nigeria, corruption perception index, global entrepreneurship index, Covariance method

TRACK - F (Entrepreneurship Areas)

(USD-F01) Green Entrepreneurship Empowerment of Business Education Students for Sustainability: Policy and Practice Imperatives for Nigeria

Olusegun Ezekiel ALAO and Priscilla Onyinye ALAO

Department of Arts and Social Sciences Education, University of Lagos, Nigeria

Corresponding E-mail:ealao@unilag.edu.ng

Abstract

In spite of the unique opportunities available to the Nigerian youth and graduates to explore the innumerable natural resources for innovative job creation in green entrepreneurship, the rate of youth unemployment continues to escalate uncontrollably. This unpleasant situation stirred up concerns and brought about the commitment of the world leaders to embark on innovative policy development agenda and sustainable entrepreneurship education for proper empowerment of the youth. There are diverse economic, social and environmental improvements especially in the advanced nations due to their adoption of green entrepreneurship policy and practices in the educational systems. The National Policy on Education of Nigeria also advocates for quality and functional educational curriculum and instruction that can inculcate community spirit and commitment to national goals in the learners. However, Business Education, as a vocational programme, has not adequately aligned its curriculum policy and practice with the teaching and learning of green entrepreneurship in Nigeria. The study develops a conceptual framework of green entrepreneurship empowerment for Business Education students' sustainability which is anchored on the theoretical framework of systems theory. Specifically, the study emphasises that policy supporting the inclusion of green entrepreneurship curriculum and instruction should be clearly stated in the philosophy of Business Education programme in Nigeria, especially in the general (Benchmark Minimum Academic Standards) curriculum by the National Universities Commission. The study also recommends the instructional practices of green entrepreneurship such as management and recycling of wastes, commercialization of green products, and engagement in agribusinesses, among others, by Business Education students. Ultimately, green entrepreneurship empowerment of Business Education students would produce social, economic and environmental sustainability, among other outcomes, in Nigeria. **(268 words)**

Keywords: Green Entrepreneurship, Empowerment, Business Education, Policy and Practice, Sustainability

(USD-F02) Corporate Greening And Small And Medium Enterprises Survival

Powel, M. WORIMEGBE¹ and Temitope, M. WORIMEGBE²

¹Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria

²Redeemers University, Ede, Osun State, Nigeria

Corresponding Email:powelmaxwell@yahoo.com

Abstract

In recent years, the market, government institutions, the corporate sector, and non-governmental organisations have urged businesses to improve their environmental performance. Despite the apparent pressure from different stakeholders, recent studies indicate that only large companies embrace an environmental sustainability business model, whereas SMEs respond to external factors and incorporate a structured method. Emerging world's economies presently have a more significant proportion of the world environmental concerns, thus the need for this study. In light of these concerns, the paper examines the role of stakeholders in assisting SMEs in shifting from a reactive to a proactive environmental behaviour pattern. The study seeks to investigate how SMEs could incorporate corporate greening into their activities to sustain their survival. The study will also create a conceptual model that will explain how SMEs could implement corporate greening practices in their operations.

TRACK - F (Entrepreneurship Areas)

Corporate greening refers to all the related projects and activities to assist different forms of enterprises to minimise the environmental implications of their business processes and activities while also aiding them to conserve their finance and other strategic resources. This implies that businesses will utilise less energy, natural resources, and raw materials, resulting in less waste, preventing the environment from damages, and lowering operating costs. Corporate greening is also a strategy executed by those who generate economic value through environmental sustainability practices. Industries have been compelled to keep innovating and lessen their environmental effects as public awareness of the environment has grown. Small and Medium Enterprises (SMEs) may have been left out of regulative and societal expectations for various reasons. The time has come when neglecting SMEs' environmental consequences is no longer an option. Although the aggregate contribution of SMEs to environment degradation issues has not been recorded, some researchers believe it to be equal to, if not greater than, that of large corporations. As a result, SMEs' significant contribution to a healthier society may not yet be discovered.

Key Words: Corporate Greening, Small and Medium Enterprises; SME Survival

(USD-F03) Mentoring as a Driver of Small and Medium Enterprises Competitiveness

Agbaje Ifedayo Oladele

Olabisi Onabanjo University, Ago-Iwoye, Ogun State, Nigeria

Corresponding Email: agbajenov13@gmail.com

Abstract

Employees mentoring a human resources management strategy is an integral part of intellectual capital that all entities that want to enhance their skills should consider. How mentoring could drive the performance of an enterprise is still an ongoing issue in the existing literature. Mentoring entails pairing a competent person with a learner in order to facilitate the flow of technology, managerial capabilities, and expert knowledge. It also allows for more flexibility in terms of learning location and time. On-the-job learning, which includes mentorship, internship programs, learning by doing, and off-the-job training, is the skills that occur and should be developed in an organisational context. Small and medium-sized enterprises (SMEs) play a significant role in an emerging economy such as Nigeria, but the evolving nature of the market has generated a competitive incentive for businesses to strengthen their vital position of intellectual capital (KM) and related skills to generate new business. More entrepreneurs, innovative thinking, and development are required, and this can be achieved in part by assisting young people who want to be business owners but lack the necessary development and skills. This study aims to evaluate the role of mentoring as a strategy of training and development for SMEs. The study looks into the mentoring process, the different types of learning needs that are met, how mentoring is implemented, and how mentors' experiences and learning outcomes are affected. Traditional training and development opportunities are sometimes too formal and not adapted to the needs of SMEs. Instead, more informal social mechanisms and face-to-face contact were discovered to be necessary for these businesses. In the existing literature, informality has been discussed as being important in SME networking, with many SMEs consulting traditional intermediaries such as close contacts. Informal channels are utilised to access information, the direction of purpose, valuable ideas and suggestions, and guidelines to resolve various business support issues, though there is still a critical challenge in providing high-quality, unbiased support. This creates the need to see how mentoring could drive SMEs competitiveness in a dynamic and volatile economy such as Nigeria.

Key Words: Competitiveness; Mentoring; Small and Medium Enterprise

TRACK - F (Entrepreneurship Areas)

(USD-F04) Deepening Entrepreneurship Skills Development in Higher Institutions of Learning: Should We Care About Teaching-Learning Resources?

Bukola AMAO-TAIWO, Ayodele SHITTU and Jennifer EZENWANKWO
University of Lagos, Nigeria
Corresponding Email: bataiwo@gmail.com

Abstract

Challenges of availability and accessibility to teaching-learning resources that support the delivery of entrepreneurship education programmes undermine the successful development of entrepreneurship skills and mindset among university students. This study examined the relationships between teaching-learning resources and entrepreneurship skills development in eight universities domiciled in Lagos and Ogun states, Nigeria. The study was hinged on David Kolb's theory of experiential education and two dimensions of teaching-learning resources namely: access to teaching-learning resources and availability of teaching-learning resources were examined. A mixed method research design was adopted in order to answer the research questions and also test the stated hypotheses. The unit of analysis of the study consists of undergraduate students of eight (8) Universities in Lagos and Ogun States. A multistage sampling technique was adopted in selecting participants. A structured survey questionnaire was administered to 2394 final year students while Six (6) Directors of entrepreneurship development centers were engaged in in-depth interviews. Quantitative data were analysed using descriptive and inferential statistics while the qualitative data obtained were analysed in narrative form using the verbatim reports and the emerging themes and patterns. The results showed that a positive and significant relationship exists between teaching-learning resources and entrepreneurship skills development. Notable is the finding that availability of teaching-learning resources commands a stronger effect on entrepreneurship skills development than access to teaching-learning resources. It was also established through the key informant interviews that that teaching-learning resources had been a critical tool that reinforced key concepts embedded in entrepreneurship education curriculum and programs. Based on the findings, the study argues that the availability of resources should be backed up with knowledge and capacity development for facilitators on best ways to utilize such resources in a way that provides maximum benefit for students.

Keywords: Entrepreneurship Education; Entrepreneurship Skills Development; Higher Institutions of Learning; Teaching-Learning Resources

(USD-F05) Self-Efficacy, Personality Type, and Social Capital as Predictors of Social Entrepreneurial Intention among Young Graduates

Wakil Ajibola ASEKUN
Department of Psychology, University of Lagos, Akoka, Lagos, Nigeria
Corresponding Email: wasekun@unilag.edu.ng

Abstract

The need to attract more youths into social enterprise has become compelling in view of numerous social problems confronting many countries in the world today. This study examined the psycho-social variables that motivate young people to take up social entrepreneurship, thus It investigated the extent to which self-efficacy, personality type, and social capital could predict an individual's social entrepreneurial intention. The sample consisted of 350 young graduates at the National Youth Service Camp in Lagos, Nigeria. It was a cross sectional survey research in which the participants responded to a questionnaire that was prepared based on validated reliable instruments found in literature. Collected data was analysed using descriptive and inferential statistics. The study found that youths who were high on self-efficacy scale were also high on social entrepreneurial intention measure. Social capital was found to account for a significant variance on participants' social

TRACK - F (Entrepreneurship Areas)

entrepreneurial intention. The study also found a significant relationship between personality type and social entrepreneurial intention, and the result of the multiple regression analysis showed that self-efficacy, personality type, and social capital jointly predicted social entrepreneurial intention. The study highlighted the need to help graduating students develop and improve their psycho-social competencies for social entrepreneurship.

Keyword: Entrepreneurship, Entrepreneurial Intentions; Social Capital, Young Graduates

(USD-F06) Entrepreneurship Intentions and New Enterprise Creation among Youths in Kwara State

Mustapha, O. ALIYU; Ismaila, B. KADIRI; and Jamiu I. YAHAYA

University of Ilorin, Ilorin, Kwara State, Nigeria

Corresponding Email: aliyu.om@unilorin.edu.ng

Abstract

Entrepreneurs distinguish themselves from others by intentionally linking and organizing their own and other resources to build an enterprise that adds value to the community and the economy at large. However, the study aims to examine the influence of entrepreneurial intentions and new enterprises creation among teeming youth in Kwara State. The study employs a mixed quantitative and qualitative technique and the population of registered 3,168 retail owners in Ilorin metropolis. The sample size was determined using Taro Yamane's formula to arrive at 355. Both structured questionnaires and in-depth interviews were employed as a research instrument. The data were analysed using linear regression (r) and analysis of variance to test the hypotheses formulated in this study. The result of the Simple Regression Analysis revealed that F-value is statistically significant at 1 per cent. The estimated coefficient of multiple determination (R^2) value of 0.745 indicated that 74.5% of the variance in entrepreneurial innovation can be explained by entrepreneurship intention. This shows that entrepreneurship intention is an important factor that positively and significantly influences entrepreneurial innovation. The study concluded that entrepreneurship intention improves the entrepreneurial innovativeness, competencies and desirability to start a new or expanding existing business. Based on this, the study recommended that there is a need to encourage youths to embrace entrepreneurship intention or training and the evolvement of the national culture of entrepreneurship education which would re-orientate the youth to make them innovative, creative and inventive thereby changing their mindsets from job-seeking mentality to entrepreneurial innovativeness.

Keywords: Entrepreneurship Intention, New Enterprise Creation, Innovativeness, Youths.

(USD-F07) Key Entrepreneurship Skills Driving Sustainable Contractor Development

¹Abimbola, O. WINDAPO, ¹Kehinde, T. ALADE, ¹Lindelani MATSHIDZE and ²Kesh GOVINDER

¹*Department of Construction Economics and Management, University of Cape Town, South Africa*

²*University of Kwa-Zulu Natal, South Africa*

Corresponding Email: abimbola.windapo@uct.ac.za

Abstract

With current high levels of construction company failure, the focus of the Construction Industry Development Board (cidb) in South Africa has been on short-term interventions to prevent existing contractors from failing, while long-term interventions such as contractor entrepreneurial attributes towards sustaining the business are

TRACK - F (Entrepreneurship Areas)

not considered. This has resulted in the continuous failure of construction businesses. Scholars view that entrepreneurial skills can positively impact the sustainability of construction businesses. Therefore, this study examines the skills possessed by entrepreneurs in the management of construction companies and whether these impact their sustainable development. A detailed literature review with a focus on entrepreneurship skills is conducted. Further review of how the entrepreneurial attributes relate to sustainable contractor development was undertaken. A multi-case study research design was used in data collection employing semi-structured interviews and company documentation (secondary data). The research found that the CEO/Leader possesses requisite entrepreneurial skills – networking abilities and creativity, which enable them to operate sustainable construction companies. Their network abilities enable them to maintain rewarding relationships that provide the company with business opportunities. The creative ability of the CEO/leader enables them to create new opportunities – products or services, adding something entirely new, which gives the company a competitive edge. Based on these findings, the study concludes that the sustainable development of construction companies is impacted by the creative and networking abilities of the company founder/CEO.

Keywords: Case Study, CEO, Contractor Development, Diversification, Networking, Innovativeness

TRACK - G (Family Business and Gender in Africa)

(USD-G01) Education of The Girl-Child as a Driver for Women Empowerment, Youth Employment Creation and Poverty Alleviation

JAGUN, O. O.; EZENWOSU, Jane; OLAWOLE, O. O.; and OSHIONEBO, E. E
Department Of Educational Management, University Of Lagos, Nigeria
Corresponding Email: bukky.olawole@yahoo.com

Abstract

“Educate the girl child and you educate a nation” is a popular saying. However, the patriarchal african society has greatly influenced the unleashing capacity of the women folks from assuming their maximum potential until recent times. Gender discrimination which has its source either from religion, ethnic or traditional inclination is a major contributor to poverty which is still a puzzle in Nigeria and Africa at large. This study examined the potentials of the girl-child education towards women empowerment, youth job creation and poverty alleviation. The descriptive survey design was adopted for the study. Five research questions and two hypotheses guided the study. Purposeful sampling technique was adopted with a sample population of 500 participants. A self-structured questionnaire was used as a means of data collection. Mean, Standard deviation and weighted mean score were used to test the hypotheses at 0.05 level of significance. The findings revealed that youth can create employment and drastically alleviate poverty if they are consciously empowered with quality education, either formally or informally as a 'Girl-child or a woman'. Thereby in training a girl-child, you eventually train the nation because of the ripple effects and impact of the female gender on their children in the home or family setting in Nigeria. Consequently, this study recommends a "catch them young approach for the girl-child through functional education (be it formal, informal or non-formal) and conscious awareness of the creative power of the mind which if harnessed effectively can create more jobs and reduce poverty to the barest minimum. While the women also require timely intervention through empowerment and conscious effort of appropriate bodies laden with the responsibility.

Key words: Education, Girl-child, Women empowerment, employment creation, Poverty alleviation and training

(USD-G02) Effect of Succession Planning on the Sustainability of Family-Owned Businesses in Lagos State Nigeria: The Role of Gender

Ajayi, M. O., Ayedun, T. A. and Akinyugha, A. A.
The Federal University of Technology, Akure, Nigeria
Corresponding Email: moajayi@futa.edu.ng

Abstract

Family Business represents the oldest and most prevalent type of business organisation worldwide. Despite these positions with major contributions to economic growth, survival rate appears uncertain, few of them survive more than one generation. In Nigeria, their survival rate beyond the founder's generation is extremely low especially as 94.2% of entrepreneurs do not have a succession plan and have left behind the female gender. Several factors such as lack of planning, not keeping abreast with prevailing economic situations, reckless spending among others have been attributed to the closure of family-owned businesses. This trend is even more prevalent as many family businesses, no matter vibrant have closed down at the death of the founder. This study investigates the effect of succession planning on sustainability of selected family businesses in Lagos State using competitive advantage. Survey research design was adopted for the study from a population of 5,105 registered family-owned schools in Lagos State. A sample size of 371 is determined using Cochran's formula. Snowballing technique was used to proportionately select the sample size from the twenty local government areas in the study area. Primary data was collected through structured questionnaire on the respondents and data analysis was

TRACK - G (Family Business and Gender in Africa)

carried out using descriptive and inferential statistics to test the hypotheses. Result revealed that there is a significant effect of succession planning on competitive advantage of family business at p-values = 0.00; 0.95% significant levels. The mediating effect of gender on the sustainability of family business shows a weak significant effect. The study concludes that succession planning strategies are good predictors of sustainability of family businesses. The study recommends deliberate succession planning strategy and mentorship program for family businesses to ensure it succeeds, more involvement of female siblings in family businesses based on their entrepreneurial skills. Further study should focus on other parts of the country considering the cultural differences of the country.

Keywords: Succession Planning, Family Businesses, Sustainability, Gender

(USD-G03) Female Entrepreneurship and Informal Sector Capitalization in South-East Nigeria: A Positive Step towards Youth Employment Creation

Johnson NCHEGE

Department of Economics, University of Nigeria, Nsukka

Corresponding Email:johnson.nchege@unn.edu.ng

Abstract

This study empirically examined the relationship between female entrepreneurship and informal sector development in Southeastern Nigeria based on the neo-Schumpeterian framework. Female entrepreneurship role in the development of the informal sector is constrained by finance and there is need to tackle this constraint so that female entrepreneurship role in informal sector development will be fully actualized. Descriptive technique and Ronald Fisher's ANOVA test were employed to examine the differences in female entrepreneurship characteristics across states in the Southeastern region. The Ordinary Least Square (OLS) technique was used to investigate the impact of female entrepreneurship on informal sector capitalization. Empirical results showed significant differences in female entrepreneurship characteristics across states in the ownership structure of businesses and sources of entrepreneurial finance. Female entrepreneurship also had a positive and significant impact on informal sector capitalization. It was also found that limited understanding of the benefits of SMEs development fund policy, poor negotiation ability on their loan package, fear of possible legal battle in case of failure to pay back were among the most constraining factors to access entrepreneurial finance. Based on the above, the study recommended that government and donors should encourage (female) entrepreneurs and support them through grants and aid. Also, it can partner with other countries around the world so as to leverage economies of scale and innovation from across the World, provide mentorship and counsel at start-up, expanding market for entrepreneurs, support entrepreneurship development programs, and show more concern in new ventures expansion and the development of major subsectors of the informal sector that are underserved presently, especially with regard to the procedure of job creation.

Keywords: Female Entrepreneurship, Informal Sector, Capitalization, South-East Nigeria.

TRACK - H (Informal and Social Entrepreneurship)

(USD-H02) Navigating the Urban Space with Bribes: Street Traders and Survival Strategies in Lagos, Nigeria

Waziri B., ADISA; Adebowale, AYOBADÉ and Ayodele SHITTU
University of Lagos, Nigeria
Corresponding Email: wadisa@unilag.edu.ng

Abstract

Street trading business is one of the several ways by which millions of people respond to the challenges of unemployment in contemporary Africa. In Nigeria, it has remained a means of livelihood for millions of people who want to work in the formal sector but are cut off by lack of employment in the sector. Although, street trading is a major source of income for many Nigerians, it is seen largely as a deviation from urban regulations. This posture of urban regulators and government officials, has increasingly led to the contestation for urban space using bribes and other informal strategies to remain on the street. Therefore, this study examines the role of bribery of task force and government officials in the retention of public space for street trading. The study utilizes a qualitative data obtained from 30 street traders and 15 task force officials across the three senatorial districts of Lagos State to examine the various ways by which street traders used bribes to penetrate the urban spaces. The study reveals that experience and understanding of the street trading markets are key determinants of the nature and type of bribes paid to government officials. The study also reveals that women face multiple bribes including sexual harassment than their male counterparts thereby increasing their vulnerability to abuse. Based on the findings of the research, the study suggests a review of the Street Trading and Illegal Market Law of Lagos State, in a way that it accommodates and gives voice to the vendors and protect their right to the city.

Keywords: Navigating, Urban Space, Street Trading, Lagos

(USD-H03) Street Work is our Survival Strategy: The Vendors and Contestation for Urban Space in Lagos Nigeria

¹Adebowale, AYOBADÉ; ²Waziri B, ADISA, and ³Ayodele, SHITTU
¹*Department of Social Work, University of Lagos, Nigeria*
²*Department of Sociology, University of Lagos, Nigeria*
³*Department of Economics, University of Lagos, Nigeria*
Corresponding E-mail: ayobade2000@yahoo.com

Abstract

The contest for urban space in order to vend goods and overcome the problem of poverty is one of the many challenges faced by street traders in Nigeria. This study examines the various modes of contesting the urban space with the Lagos State Government by street traders whose livelihoods depend on the street work. The study argues that, although, the Lagos State Government is committed to the implementation of the modernist agenda of creating a mega city, the enforcement of its law on street trading has remained an instrument of suppression of the right of vendors to the city. Using a qualitative method of data collection to interrogate why street trading has persisted in Lagos State, the study conducted a total of 30 In-depth- interviews for vendors, 15 for buyers and 15 Key Informant Interviews for officials of Lagos State. Data obtained from the study was analyzed with ethnographic content analysis. Findings from this study reveal that street trading business is a major contribution to Lagos economy but is a tough battle for the participants. The study reveals further that street traders adopt different strategies in order to evade arrest and remain in urban space. These include: hiding of their goods from task force officials, bribing task of officials, exploring informal actors who usually help negotiate a space, paying multiple taxes (recorded and unrecorded), running or moving to a new location, developing a relationship with

TRACK - H (Informal and Social Entrepreneurship)

the task force officials, and allowing the officials of government to take part of their goods. The study reveals resilient use of individual street trader's agency to navigate the urban space thereby corroborating the agency theory of street vending in the Global South. In order to create an enduring urban environment for the growth of informal economy, the study advocates for a policy that recognizes the rights of street vendors to urban space.

Key Words: Informal Economy; Street Traders; Urban Spaces; Vendors; Lagos

TRACK - I (Intellectual Property)

(USD-I01) role of manufacturing Small, Medium and Micro Enterprises in eThekweni Municipality: A case of uMkhumbane Entrepreneurial Support Centre

Theminkosi Gervase, MKHIZE
University of KwaZulu Natal, South Africa
Corresponding Email: tgmkhize1987@gmail.com

Abstract

Small, medium and micro enterprises (SMMEs) have received much credit as drivers of economic growth. At a global stage, the EU and the United States economies indicate how small and medium enterprises (SMEs) account for almost half of the gross domestic product (GDP). Current reports and studies are commending the critical role SMMEs can play towards poverty alleviation, economic growth and job creation. Scholars have argued that they provide the much-needed innovation, social stability and dynamism that can help an economy to recover if given the relevant support. Hence, SMMEs have become commonly referred to as the 'backbone of economic recovery'. While prior literature recommends the role of SMMEs as a route for economic recovery and growth, in developing countries such as South Africa the environment has not been friendly and conducive towards supporting their growth and survival. With South Africa experiencing critical economic challenges such as high unemployment, increasing inequality gap, and deepening poverty, SMMEs can play a crucial role in closing this gap. Therefore, to help provide a detailed insight on the various challenges and impediments to the role of SMMEs in South Africa, the study seeks to evaluate the performance of SMMEs in the manufacturing sector in uMkhumbane Entrepreneurial Support Centre (UESC). The study will use a mixed-methods case study design to conduct surveys and key informant interviews. Entrepreneurs who have gone through the UESC program will be sampled for surveys (n=100). Key informants (n=10) will be sampled from economic experts and relevant stakeholders associated with the UESC. The use of a case study approach will help reflect on the contextual challenges that can be generalized to understand the broader issues affecting the role of SMMEs in addressing critical economic setbacks in South Africa.

Key words: Entrepreneurship, Small Business Development, Business Sustainability, Business Performance; and Competition

(USD-I02) Perspectives On Intellectual Property Policy Options for Value Capture and Financing for Ghana Beyond Aid Agenda

Donatus Ayitey and Augustine Yeboah
Ho Technical University, Ho, Ghana
Corresponding Email: dayitey@yahoo.com

Abstract

The vision of 'Ghana beyond aid' (GHBA) has been a subject of debate since it was first championed by the government. In fact, some broad policy goals have been outlined for GHBA and these include emphasis on: 1) Strong macro-economy, 2) Job creation, 3) Value addition activities, 4) Infrastructural Development, 5) Digitization, 6.) Education, and 7) Private sector development, as key to the realization of GHBA agenda. However, all these broad policy goals by the government can only be achieved if the authority is able to mobilize adequate resources to support various projects and programmes that would be outlined and implemented. The question is what are other policy options that could be relied upon to help mobilize resources for the realization of the vision and how can the existing revenue sources be improved upon to make the country less reliant on aid? This paper contributes to the discussion of how the vision of Ghana Beyond Aid can be achieved from international and development finance perspectives with the focus on intellectual property management, innovation, global value chains and value capture. Specifically, the study defined three financing targets namely

TRACK - I (Intellectual Property)

Ghana's ability to meet on sustainable basis its : 1) basic infrastructural financing needs from domestic resources, 2) all budget financing needs from domestic resources, and 3) all economic financing needs from domestic resources for the country to become less reliant on aid. Drawing on the analysis of various computed indices on institutional structures such as ability to mobilize tax revenue and control of corruption in the country, the study revealed enormous resource gaps and revenue shortfalls in the system due to weak institutional structures, little or no participation in global value chains and lack of policy emphasis on value capture through intellectual property management in the quest to promote innovation, value addition and trade. The paper also highlights some financing policy options emphasizing the need to ensure the rule of law for improved fiscal compliance and higher revenue inflow, the need to integrate into global value chains and to open up new avenue for revenue and foreign exchange inflow and the need for intellectual property rights management to capture more value and make the vision of Ghana Beyond Aid a reality.

Keywords: Intellectual Property, Value Capture, Innovation, Ghana Beyond Aid Agenda

(USD-I03) Financial Literacy and Financial Innovation on the Growth of Small and Medium Enterprises (SMEs) in South-West Nigeria

Taiwo. A, AYEDUN and Babafemi. D, ILORI.
The Federal University of Technology, Akure Nigeria.
Corresponding Email: taayedun@futa.edu.ng

Abstract

Recent statistics showed that Small and Medium Enterprises (SMEs) in Nigeria contributes 48% of national Gross Domestic Products (GDP), account for 96% of businesses, and 84% of employment. Despite the significant contributions of SMEs to Nigeria economy, many challenges still persist which include, lack of access to finance because of low level of financial literacy, lack of adequate knowledge of financial innovations, high cost of doing business, among others. However, a gap has been identified in the literature whereby there are no sufficient studies on the combined effects of financial literacy and financial innovation on enterprise growth. Survey research design was adopted with the collection of primary data on a sample size of six hundred and forty-one (641) respondents from South-West States (Lagos, Ekiti, Ondo, Ogun, Oyo & Osun) from a population of seventeen thousand, five hundred and thirty-three (17, 533) of registered SMEs in South-West region of Nigeria. Data analysis was carried out by employing descriptive statistics and inferential statistics to test the hypotheses. The results revealed that 28.9% of the business owners were neither financially literate nor having relationships with any financial institutions. In addition, 37.4% of the entrepreneurs were not making use of any financial innovation platforms, but rather kept their sales inflows as cash and used it directly to buy from their suppliers. The results from inferential statistics demonstrated positive effect of financial literacy on enterprise growth with ($\beta = 0.856$; $R^2 = 0.742$; $t\text{-value} = 35.397$; $p < 0.00$) at 5% significant level. Also, financial innovation had a positive significant effect on enterprise growth with ($\beta = 0.716$; $R^2 = 0.675$; $t\text{-value} = 27.456$; $p < 0.00$). The policy implication is that, SMEs still lack adequate knowledge of financial products and services that could enhance their business growth as a result of a low level of financial literacy. This also had effect on the awareness and utilization of financial innovations. Moreover, SMEs are prone to liquidity risk as a result of holding on to cash for their business transactions which can result in fund diversion. It was recommended that Nigeria government should focus on more awareness programmes on financial literacy and different financial innovations that could be harnessed to ease business transactions of SMEs, thus contributing to business growth.

Key Words: Business growth, financial literacy, financial innovation, Nigeria, SMEs

TRACK - I (Intellectual Property)

(USD-I04) Covid-19: An Opportunity for Technological Development

Patience Okenwa

Department of Educational Management, University of Lagos, Nigeria

Corresponding Email: okenwapatience@gmail.com

Abstract

Technologies emanate through circles of long period of incremental change which enhance an existing technologies, displace out-dated, inferior technologies and give rise to improved, modern, superior technologies. Innovation in science and technology is the process by which improved and modern technologies are introduced into the economic system; this involves the recognition of new technology and the organisation of the resources (human and material) required to transform the ideas into products. Social change and economic development have directly or indirectly dependent on innovation in science and technology. In recent times, notable companies having robust budget and even government sponsor innovations in science and technology, for instance internet, medicine, air craft, agriculture and even education to mention but a few. Innovations in science and technology have led to increased industrial turnover, market shares, exports, profit and GDP. To cap it all, innovation in science and technology is related to educational level whose content changes from time to time in order to absorb the new knowledge. This paper examines the opportunities and threats of digital technological development in the face of the new normal (COVID-19 Pandemic). It scrutinises the background of the various experiences and attempts made at the use of digital technology among young teachers before, during and after COVID-19. The approach adopted was historical, capturing educational set-up from the origin of COVID-19 in Wuhan, China in August, 2019 to the outbreak of the virus in January, 2020 which led to closure of schools, worship centres, night clubs, markets and total lockdown of no movement. Textual method of data collection was used, and secondary sources were utilized while 7th edition referencing was adopted for this study. Literature was reviewed based on two categories: theoretical discourse and conceptual discourse. The paper argued that developing countries such as Nigeria have challenges with power supply, economic divide and internet accessibility. It concluded that only the few young teachers who were able to improve their knowledge of digital technology were absorbed back into the system of education due the blended teaching-learning method brought about by the pandemic.

Key words: COVID-19, Technological development, Opportunity, Pandemic, Digital technology

TRACK - J (Critical Analysis of Government Policies on Youth Unemployment)

(USD-J01) Appraisal of Youth Empowerment Policy in the Democratic Dispensation: Programmes Meant to Reduce Youth Unemployment in Nigeria

Tomisin James ARULEBA; Kehinde Adefiola, OLANIPEKUN; Oluwaseun Titi ADEOSUN
Bamidele Olumilua University of Education, Science & Technology, Ikere-Ekiti, Nigeria
Corresponding Email: tomisin245@yahoo.com

Abstract

Nigeria being the most populous nation on the continent is bedevil with hundreds of immoral and social vices such as unemployment majorly among the youths, different government has come up with strategies to combat youth unemployment. The rate of unemployment in Nigeria on daily basis is worrisome, as the National youth service corps roll about 300,00 graduates —(Kazaure, 2017) from the one-year compulsory service to our father's land. Nigeria government has from time-to-time instituted policies aimed at curtailing youth unemployment, which have high capacity to reduce social vices in the country. This study intends to focus on SURE-P, YOUWIN and Npower as youth empowerment programmes initiated by the federal government of Nigeria between the period of 1999 till date. YOUWIN was established in the year 2011 (Odigwe, 2019; Olugbenga, 2015); (Nwosu & Ugwuera, 2014) indicated that SURE-P was launched in 2012 and; (Daura et al., 2020) asserted that Npower was launched in 2015 while (Aruleba et al., 2019) claimed that her maiden set got enrolled in 2016. Also, the authors opined that about 300, 000 Nigerian graduates were enrolled into the Npower programme between year 2016-2018. However, the third batch is yet to be successfully implemented, as applicants have only applied and done online test. Before this time (Odeh & Okoye, 2014) emphasized that National Directorate of Employment (NDE), the National open Apprenticeship Scheme (NOAS), the National Poverty Eradication Programme (NAPEP), Better Life, Family Support and the Family Economic Advancement Programme (FEAP) have been put in place as youth empowerment programmes. Generally, the study aims to ascertain if the mandates of the programmes have been achieved and; look painstakingly into the three programmes initiated by former President Goodluck Jonathan and the current President Muhammadu Buhari. Therefore, the specific objectives are to appraise SURE-P, YOUWIN and Npower empowerment programmes in Nigeria, as policy meant to drastically reduce unemployment amongst youth in the country within the confines of threats to the programmes, advocate for solution, has the programmes been able to achieve her mandate and; has the government be able to sustain the programmes? A scoping review was employed i.e literature review, this type of research is supported by the inquiries of (Adhikari et al., 2020; Ogechukwu, 2017). The statistical tool adopted for the study is meta-analysis, precisely the direct aggregate data, (Haidich, 2010; Mikolajewicz & Komarova, 2019) made justification for the adoption and usage of such statistical tool.

Keywords: Democratic Dispensation; Youth Unrest; Social Vices; Nigerian Government; Npower

(USD-J03) An Assessment of Employers Requirements as a Drive to Bridging Graduates Unemployment

Segun. J, ADETIPE and Kehinde, A. OLANIPEKUN
University of Ibadan, Oyo State, Nigeria
Corresponding Email: adetipesegun@gmail.com

Abstract

Employers, Universities and professional bodies agree that Nigeria needs to develop professionals who are highly skilled and ready to face the challenges of increased competition. Nigeria employers require new graduates who understand the part they can play in building their organization and have the practical skills to work effectively in their roles. Higher education is much more than a production line for work-ready graduates. Nevertheless, there is no denying that people see higher education as a stepping stone to secure good job. The

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study adopts a descriptive research design of the correlational type. The reason for the adoption of this type of research design was to enable the researcher describe employer skills requirement and minimum job entry level the relationship between employability skills and task performance among graduates. Two research questions were raised and one hypothesis was formulated. Multi stage sampling technique was adopted for the study. The first stage involved the use of stratified random sampling technique to divide local government areas where industries are located in Oyo State into Urban, Semi Urban, and Rural, The second stage involves the use of probability proportionate to size (PPS) of 30% to select samples of LGAs to be included in the study while The third stage involved equal allocation of two (2) industries each to be used across the selected LGAs both in Urban and Semi urban area and allocation of seven (7) industries from Rural area respectively and the final stage involved the use of enumeration sampling technique to include all employer of labour at the selected industries in the study .A total of 55 respondents who were employers of labour (graduates) from four different industries were selected for the study. The survey method used involves structured questionnaire. The reliability of the instrument (questionnaire) was tested using the Cronbach Alpha Coefficient method. The reliability coefficient of the instrument was 0.662 which shows high level of consistency in the items of the instrument. The data collected in the course of the study were analyzed using descriptive and inferential statistics. There are certain employability skills which are important to and highly sought for by all the employers in those industries. These are communication (written and oral), learning, Creativity, presentation skills and the use of technology. Skills mismatches occur when workers have either fewer or more skills than jobs require. Some mismatch is inevitable, as the labour market involves complex decisions by employers and workers and depends on many external factors. But high and persistent skills mismatch is costly for employers, workers and society at large. The research therefore recommends that partnership between Higher Institutions and Employers need to be effective, sustained and equitable, the design of degree courses (and student experience in general) should articulate with the needs of business and curriculum should be jointly planned by Tertiary institutions in collaboration with the governments and labour market.

Keywords: Employability, Employability Skills, Graduates, Industries

(USD-J06) Water As Lifeline For Sustainable Development

Parita SHAH^{1*}, Anthony NDUNGU², Anne NDIRITU³, Caroline Njue⁴ and Geoffrey TANUI⁵
University of Nairobi, Nairobi, Kenya
Corresponding Email: parita@uonbi.ac.ke

Abstract

Clean water for hygiene and sanitation is a deprivation in informal settlements. The focus of this paper is on Kibera slum in Nairobi where water shortage leading to poor hygiene and sanitation is a reality. This project will provide clean water to residents through cleaning River Ngong - the main source of the water and rehabilitating Nairobi Dam which will collect rainwater throughout to ensure sustainability of water provision to meet supply and demand and prevent floods. This will be done in collaboration with stakeholders involving the youth. Through this project youths and women from Kibera slums will also be equipped with economic empowerment skills as well as interventions to promote their participation in developing green economy. This project seeks to prove that potential multisector, user centered planning and design of community-based project in informal settlements. To ensure adequate representation of the population in Kibera slums in the initial phase of the project, stratified random sampling will be used to select beneficiaries from all villages, households and household members. Through this approach, all villages will be considered for the study. Within each village, twenty percent (20%) of the households will be selected. Individuals will then be randomly selected from the households. We recommend a youth-led and multi sectoral approach to addressing the cited challenges facing the

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youth in the region. This project will demonstrate the potential usefulness of a multisectoral and user centered planning and design of community-based projects. We aim to provide a sustainable water provision and hygiene promotion project with multiple benefits to the communities in Kibera which include, creation of employment for the youth, establishment of income generating activities among youth and women, provision of low-cost clean water, environmental protection and sensitization on economic empowerment using a strength-based approach. The project aims to improve the quality of life for at least 3000 young people living in Kibera directly through its interventions and 10,000 more indirectly within a period of three (3) years. A youth-led and multi sectoral approach is crucial to addressing the cited challenges facing the youth in the youth in informal settlements. This project will demonstrate the potential usefulness of a multi-sectoral and user centered planning and design of community-based projects.

Key words: Economic; Environmental; Social Innovation; Employment; SDGs

(USD-J08) Chinese and Nigerian Political Leadership Visions: A Case-study of National Policies

Adetoro, O. BANWO

Department of Linguistics, African and Asian Studies, University of Lagos, Nigeria

Corresponding Email: abanwo@unilag.edu.ng

Abstract

This study is a case-study that examines the political leadership of two great nations and its ability to craft visions that would impact on its nation's modernization process. This work identifies that political leaders have the responsibility to create, formulate, implement and execute both short and long term realistic plans that would plunge their nation towards the path of economic prosperity and development. It argues that the development of any society hinges on a visionary, stable and ideological political leadership traits of the country which aims to transform the economic, political and cultural tenets of the society. Leadership must be engineered towards people's welfare, poverty and crime reduction and the distribution of resources with the sole goal of achieving a common prosperity. Data were obtained through homogenous purposive sampling and content analysis was used to study this work. Certain factors such as political leadership, economic policies, ideological thoughts, Chinese and Nigerian visions were selected as parameters to guide this work. It adopts the theory of change as the framework to comprehend this study. It ascertains that political leadership traits and abilities can facilitate a comprehensive design, implementation and execution of any vision, either Chinese or Nigerian. Thus, any successful vision of modernization cannot be deviated from the political leadership of the country. This work concludes that the path to economic development is based on a stable political leadership, a vision, a goal and an objective which can invoke short- and long-term realizable policy action that meets the demands and the aspirations of the people.

Keywords: Political leadership, Chinese Vision, Nigerian Vision, Policy-making, ideological thoughts and economic development.

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(USD-J09) Critical analysis of Government Policies on Youth Unemployment and the Innovative Options Available: What policies are working or not working and the way forward

Lungile Quiny, DUBE
Nelson Mandela University, South Africa
Corresponding Email: lqdube@gmail.com

Abstract

Unemployment is not just a pandemic but is gradually becoming a mental devastation within our society, especially in the youth (Lannoy, Graham, Patel & Leibbrandt, 2018). The main problem is how the policy makers do not use a critical self-reflexive and inclusive approach towards policy making and reviews. This affects how their positionality while thinking and working on the policies on youth unemployment results in a rather top-down approach of “thinking for the people” instead of a “thinking with the people” as a consciousness raising strategy for liberation. The purpose of this paper was to review government policies on youth unemployment so to point out working policies and arguably introduce new ways of thinking and doing within the sector of more especially youth unemployment. The South African government needs a more critically self-conscious way for including the people when making and reviewing policies that will get to a more stretched and open-minded response rather than a structured, and plagiarized approach. A critically reflective approach called the Experiential Learning Cycle tool developed by David A. Kolb in 1984 is used in the analysis of the topic. This is a holistic approach in critically analyzing the policies, through concrete experience of the youth, reflective observations, analysis for making meaning of praxis by the government. Thereafter, the paper engages on implementation and recommendations for the analysis of what is working and what is not working with government policies on youth unemployment. Recently, with large investments on programs such as the Expanded Public Works Programs and the Employment Tax Incentive as relief for the youth, the assumption is that the numbers of youth unemployment would dramatically drop therefore proving that the issue is not after all a national emergency. Contrary to that assumption, Statistics South Africa (2020) reports that the rate of unemployment within youth has been persistently high within the ages of 15 – 34 years from the first quarter of the year 2020. Supply policies have proven feasible to enhance youth employment growth however, the idea of borrowing policies from other countries is what makes it hard for government to fail at implementation and monitoring and evaluation of the policies. Our problems and background differ from those of the countries of which we have borrowed from. What I have come to gather from experiential learning is that the solution for the category of youth unemployment does not depend in government sector-driven job creation strategies, but rather in supporting aspiring entrepreneurs to put their innovative ideas into action.

Keywords: COVID-19 Pandemic; Entrepreneurship; Job-Creation Strategies; Youth Unemployment

(USD-J10) Assessment of Entrepreneurship Curriculum in Nigeria Universities as an Innovative Solution to Youth Unemployment

Anthonia Ighiebemhe, OTSUPIUS
Edo State University Uzairue, Edo State, Nigeria
Corresponding Email: otsupius.anthonia@edouniversity.edu.ng

Abstract

Entrepreneurship is the activity of setting up a business and become self-employed while also becoming an employer of labour. Over the years, youth unemployment has been a reoccurring factor in the Nigerian society. The Nigerian government has introduced and implemented different policies aimed at reducing youth unemployment in Nigeria. Several studies have examined the effectiveness of these policies. The findings of

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some studies indicates that youth unemployment has existed in Nigeria despite the efforts made by various institutions to implement policies on reduction of youth unemployment. The persistence of these challenges necessitated the introduction of entrepreneurship into the curriculum of all Universities in Nigeria by the National University Commission (NUC). The objective of this innovative approach is to ensure that all graduates of Nigeria Universities are empowered with the required skills, knowledge and attitude to set up their own business and become self-reliance. A careful examination of available literature indicates that adequate attention is not been given to the assessment of how the entrepreneurship curriculum in Nigerian Universities has contributed to empowering graduates to become self-reliance. This research tends to assess the effectiveness of the entrepreneurship curriculum as innovative solution to youth unemployment. In addition, the mode of delivery and its application for graduates of Nigerian universities towards starting their own businesses. This study will make use of both primary and secondary sources of data. This study will be anchored on the theory of planned behaviour which states that entrepreneurial intents of an individual are shaped through a complex procedure with some experiences. The findings of this study will be very useful to all stakeholders and will provide valuable insight on the appropriateness of entrepreneurship curriculum in Nigeria Universities as an innovative solution to youth unemployment.

Keywords: Entrepreneurship Curriculum, Nigeria Universities, Innovative, Self-reliance, Youth Unemployment

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