



**ARUA Centre of Excellence for Unemployment and skills Development - International Conference, 2020 (ARUA, CoE-USD 2020)**



**THEME:**

**THE DEEPENING YOUTH UNEMPLOYMENT CRISIS IN AFRICA OCCASIONED BY COVID - 19 PANDEMIC:**

*What Options Available For The Rescue?*

**BLENDED INTERNATIONAL CONFERENCE**

*(Physical and Virtual)*

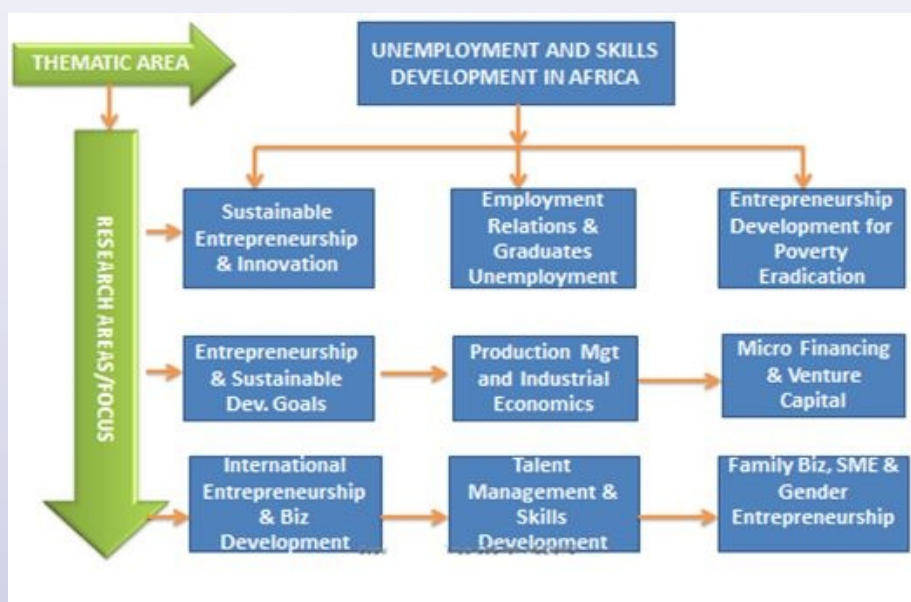
**December 2 - 4, 2020  
University of Lagos. Nigeria**

*Conference sponsored by the ARUA-UKRI Capacity Grant*



## 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 (ie. 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

Arise, O compatriots, Nigeria's call obey  
To serve our fatherland  
With love and strength an faith  
The labour of our heroes past  
Shall never be in vain  
To serve with heart and might  
One nation bound in freedom,  
peace and unity

Oh God of creation, direct our noble cause  
Guide our leader's right  
Help our youth the truth to know  
In love and honesty to grow  
And living just and true  
Great lofty heights attain  
To build a nation where peace  
and justice shall reign

## National Pledge

I pledge to Nigeria my Country  
To be faithful, loyal and honest  
To serve Nigeria with all my strength  
To defend her unity  
And uphold her honour and glory  
So help me God.



**PROFESSOR Oluwatoyin OGUNDIPE, FAS**  
Vice Chancellor



**DR Jumoke ODUWOLE**  
Special Assistant to President of Nigeria  
on Ease of Doing Business  
*Conference Special Guest Speaker*



**PROFESSOR Ernest ARYEETAY**  
Secretary-General (ARUA)



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





# Introductory Remarks

by the Director, ARUA CoE-USD



**DR Sunday ADEBISI**

Director, ARUA CoE for Unemployment and Skills Development

Distinguished Conference Special Guest Lecturer; Dr Jumoke Oduwole, the ARUA Secretary General; Professor Earnest Aryeetey, the Vice-Chancellor; Professor Oluwatoyin Ogundipe, University's Management Team, 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 1<sup>st</sup> ARUA Centre of Excellence for Unemployment and Skills Development-International Conference, 2020 in Nigeria. I am also proud to say that, this is the first ever blended physical and virtual conference on our campus in our strategic response to coping with the new normal occasioned by the Corona Virus Pandemic also known as COVID-19. Today, countries of the world are faced with increasing unemployment rate on a daily

basis given the economic meltdown and the casualties of COVID-19 pandemic.

The advent of COVID-19 in the world did not spell health doom alone, but a major event that send the nation of the world that have not witnessed recession in many decades into economic crisis. In April 2020, the U.S. economy lost about 20 million jobs, and about 33.4 million U.S. citizens filed for unemployment within seven weeks due to the lockdown effect caused by corona virus (Statista, 2020). In fact, African countries have lost count of unemployment rate in 2020 and this has exacerbated the over 500 million population in extreme poverty. The youth are the worst hit for more than one out of six youths across the world (Africa inclusive) have lost their jobs as a result of the Pandemic (ILO, 2020). The more pathetic issue is the loss of the various informal jobs that support large numbers of African youth to the lockdown palaver at the height of the infection mid this year. The lack of adequate social protection and support system in Africa made matters worse and many few decent jobs owned by the youth were lost to the pandemic. Apart from the challenges brought about by the COVID-19 to the African nations, lingering problems of poor industrialization, inconsistency government policies, systematic marginalization and neglect of young people at many levels of governance and development policies contributed in no small measure to the deepening youth unemployment in Africa as a whole.

Observations of researchers over the years have shown that little attention is paid to systemic research on tackling youth unemployment for which reason ARUA has designated one of its Centres of Excellence to researching into viable solutions that can bring an end to the reign of this 'monster' called 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 populace with the indispensable and phenomenal innovative skills, risk taking abilities, creativity and business management skills that will help African youths become employers of labour rather than employees of labour. It is in the light of the above that our Centre of Excellence focuses on the following objectives among others:

- Engendering strong collaboration among researchers and experts in Africa,

# *Introductory Remarks*

by the Director, ARUA CoE-USD

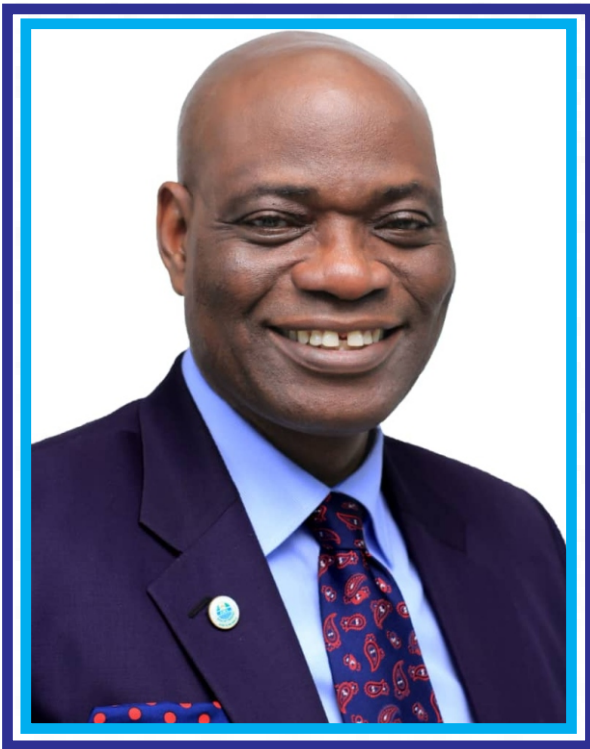
- focusing on entrepreneurship and skills development as intervention tools to the challenges of unemployment in Africa.
- Capacity building of young faculty members in doctoral and postdoctoral training in partnership with ARUA universities in Africa and ARUA partners across the world
- Building team 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; and Empower African youth with the 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 conference titled **“THE DEEPENING YOUTH UNEMPLOYMENT CRISIS IN AFRICA OCCASIONED BY COVID-19 PANDEMIC: WHAT OPTIONS AVAILABLE FOR THE RESCUE?”** This conference has become a necessity to examine the worsening issue of youth unemployment which has become more aggravated as a result of the COVID-19 pandemic. The pandemic which took the world by storm has made more youths jobless, idle and in need of a serious help. According to ILO 2020 report, it was affirmed that young people are two or three times affected by COVID-19 which is causing a lot of depression. This is highly worrisome. The big question is what is the way forward?

We strongly believe that in tackling this question, there is need for urgent action which must begin here. This is the reason the conference is also featuring the **Youth Business and Innovation Challenge (YoBIC) Hacharton Competition** to raise potential entrepreneurs and wealth creators from Africa so as to gradually reduce unemployment in Africa. As you may be already aware, the conference is a blended one; holding physically and virtually, where some of the participants would be connecting virtually as a result of the COVID-19 Pandemic. I therefore, implore us to have an exchange of knowledge with a solution based focus which is able to determine the way forward, in respect of the solutions 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 Vice Chancellor of this University, Professor Oluwatoyin Ogundipe for supporting the ARUA network with everything that matters. We are gratefully to you for giving us this virgin hall that has not been used for any occasion in this University to honour ARUA and our Guest Lecturer. This University is leading in Africa in research and I congratulate you sir for all your laurels, especially the 1 billion Naira you just won few weeks ago in research for our dear university.

It is on this note I welcome the Vice Chancellor to give his welcome address and Declare this Conference open.



**PROFESSOR Oluwatoyin OGUNDIPE, FAS**  
Vice Chancellor

# Welcome Address

by the Vice Chancellor

On behalf of the University of Lagos, our own African Research Universities Alliance (ARUA) and the United Kingdom Research and Innovation (UKRI) Partner, I welcome you all to the University of First Choice and the Nation's Pride. In this University, our goal is to deliver top-notch quality teaching and research, and promote value-adding community services. Specifically, in the last three years, we have paid more attention towards unlocking entrepreneurial potentials of our students through innovation and entrepreneurship to create jobs. This has made us to be among leading Higher Institutions of Learning in Nigeria and Africa to be ranked as a leader in

entrepreneurship training, education, and development. Notably, in May, 2020, our University was adjudged the 3<sup>rd</sup> best University in Africa in educating entrepreneurs by Forbes.

In UNILAG, we appreciate the severity of youth unemployment in Nigeria and across Africa at large. This explains why we are very proud to have won the two Centres of Excellence of ARUA in Africa for which the Centre hosting us today; ARUA Centre of Excellence for Unemployment and Skills Development (ARUA, CoE-USD) is one of them. This CoE is a Continental Academic Research Centre saddled with the responsibility of developing innovative solutions to the lingering challenges of youth unemployment across Africa. Today, we are here for the 1<sup>st</sup> ARUA Centre of Excellence for Unemployment and Skills Development International Conference with the theme, "***The Deepening Youth Unemployment Crisis in Africa occasioned by COVID-19 Pandemic: What Options Available for the Rescue?***".

In fact, since the turn of the 21<sup>st</sup> century, the World Bank has warned that youth unemployment in Nigeria, and in Africa at large, is a "ticking time bomb" and has consistently called on African governments and policy makers to create job opportunities for Africa's teeming youthful population. Unfortunately, the COVID-19 pandemic has led disruptions to learning and working among the youth. The statistics are staggering.

For example, prior to the COVID-19 pandemic, the average youth unemployment rate



among adults. The coming of the COVID-19 Pandemic has left 1-in-8 young people with no access to teaching, training, and learning; 1-in-6 young people has stopped working; and 2-in-5 young people have lost their respective sources of income. Thus, the dearth of job creation opportunities makes the choice of resolving the youth unemployment challenge a herculean task.

The consciousness of the above is strengthening our resolves to develop a dynamic entrepreneurial ecosystem in this University with the determination of empowering our students to be job creators rather the job seekers. In addition, we have developed a few creative and innovative challenge with the primary goal of stimulating hands-on-experiences through problem-based entrepreneurial learning among our students and staff. I am particularly very happy that this conference is inclusive of youth empowerment program, titled: **“Youth Business and Innovation Challenge – YOBIC”** which is a way of encouraging the African youth to be creative, innovative, and entrepreneurially oriented. On the 3<sup>rd</sup> day of this Conference, we shall all witness the First YOBIC International Finale among the youth from Nigeria, Ghana, Kenya, and South Africa.

I want to thank our Conference Special Guest Lecturer of today, the Special Assistant to the Federal Republic of Nigeria on Ease of Doing Business, a Mentor of Youth and one of our best hands in this University that we have loaned to the Federal Republic of Nigeria. We are grateful for your acceptance to deliver today's lecture which is on the Conference main Theme and by your quality, I am sure that the whole world will benefit from your scholarship.

I also thank all the Professors across the world that have accepted to deliver the plenary sessions and also Chair parallel sessions. Prof. Tony Bailetti who has joined us from Canada, I say welcome once again virtually to Nigeria.

I am so excited today because, this is our first main Conference this year that has been almost paralyzed by COVID-19 Pandemic. I congratulate the Director of the Centre and the Secretary General of ARUA for making this history of organizing the First Blended Physical and Virtual Conference on our Campus in responding to new normal as a result of COVID-19 impact. This mode of Conference has come to stay even after COVID-19 pandemic is long gone, for it gives academic the opportunity to always attend conferences for knowledge creation and sharing without distance restrictions.

On a final note, I welcome all the participants from all Africa and across the world and wish you all a fruitful deliberation.

I hope that our visitors will find time to look around and enjoy the ambience of our beautiful campus especially our unique crabs at the Lagoon front.

*Thank you and God bless you all*



**DR Jumoke ODUWOLE**Special Assistant to President of Nigeria  
on Ease of Doing Business**PROFILE**

Dr. Jumoke Oduwole is **Special Adviser to the President of Nigeria on Ease of Doing Business in the Office of the Vice President**. Until her appointment to this role in August 2019, Dr. Oduwole was Senior Special Assistant to the President on Industry, Trade & Investment from November 2015 to May 2019. She is Secretary to the Presidential Enabling Business Environment Council (PEBEC), chaired by Vice President Prof. Yemi Osinbajo SAN GCON, and coordinates the activities of its secretariat with a vision to make Nigeria a progressively easier place to do business. Her team is responsible for Nigeria moving up an unprecedented 39

places in the World Bank's flagship Doing Business Report over the last four years, among other notable achievements.

Dr Oduwole has an LL.B from University of Lagos and an LL.M. degree from Cambridge University, UK where she was a DFID-Cambridge Commonwealth Trust Scholar. She also holds a second masters' degree in International Legal Studies as well as a doctorate in International Trade and Development from Stanford Law School, USA. She was called to the Nigerian Bar in 1999. Prior to her career in the academia, Jumoke worked in corporate and investment banking at GTBank Plc and FCMB Capital Markets respectively from 2000 to 2004.

She is currently on leave of absence from the Department of Jurisprudence and International Law, Faculty of Law, University of Lagos, where she is a Senior Lecturer. Her research interests include International Economic Law, Development, and Human Rights in Africa, and she is widely published. Oduwole was a two-term elected member of the University of Lagos Senate.

She is also the Prince Claus Chair Holder, a Visiting Professorship of Development and Equity in honour of the Late Prince Claus of the Netherlands. Dr Oduwole is also a 2013 Archbishop Desmond Tutu Fellow of the prestigious African Leadership Institute. Most recently in 2020, Dr Oduwole was one of the 15 women leaders selected from across the African continent with high leadership potential to form the inaugural cohort of the Amujae Initiative, the flagship undertaking of the Ellen Johnson Sirleaf Presidential Centre for Women and Development.

Dr Oduwole has sat on a number of Boards and currently serves as a Trustee on the Mandela Institute for Development Studies (MINDS), an Africa-wide Think-tank on governance, economic development and the evolution of African institutions. She is a respected global thought leader in her field and is a highly sought after speaker.

Our Distinguished Conference Special Guest Lecturer of today, is very passionate about development issues in Africa. She will be delivering the 1<sup>st</sup> ARUA CoE for Unemployment and Skills Development International Conference Lecture titles: **"The Deepening Youth Unemployment Crisis in Africa Occasioned by COVID-19 Pandemic: What Options Available for the Rescue?"** Dr Oduwole has mentored Nigerian youth for nearly two decades and is an avid photographer. She is happily married with two beautiful children.

## PROFILE



**DR Sunday ADEBISI**  
Director, ARUA CoE - USD  
University of Lagos

Dr. **Sunday Abayomi ADEBISI**; a **First Class (Honors) Graduate with a PhD** in Business Administration and an **Associate Professor** of Business Administration is the **Director of the ARUA Centre of Excellence for Unemployment and Skills Development**. His research interests are in **Sustainable Strategic Management and Entrepreneurship Innovation, Competitive and Comparative Strategy, Youth Entrepreneurship Development and International Entrepreneurship**. He is also the **Director, Entrepreneurship and Skills Development Centre, University of Lagos, Nigeria**. He won the hosting right of the **African Research Universities Alliance (ARUA) Centre of Excellence for Unemployment and Skills Development** to make University of Lagos become the Leader and Hub in Africa for research in Solutions to Youth Unemployment and Sustainable Entrepreneurship

that creates decent and self-sufficiency jobs for African youth. He is also the **Director of the Entrepreneurship and Skills Development, University of Lagos**. He was also the Lead Researcher (*Rocket Data Star*) of the **Regional Entrepreneurship Accelerated Program (REAP)**; an Entrepreneurship programme that University of Lagos conducted in partnership with the **MIT**, United States of America He has about 50 journal articles in revered academic journals across the world. Among his awards is the **UKRI-GCRF ARUA Capacity Building Grant of 600,000 British Pounds** to fund his project across African Continent titled: Partnership, Research and Capacity Building for Youth Unemployment Solutions in Africa (PRAC 4 YUSA). DrAdebisi was also the **Project Manager and Research Advisor** of the **\$500,000** Commercial Pilot of M(E)thanol Clean Cookstoves Project of the **Shell Nigeria Exploration and Production Company (SNEPCo)** in Lagos, Nigeria, the first of its kind project in West Africa. A **Scholar of the Soochow University China**, and the 2014 World Conference of the **British Academy of Management (BAM) Best Full Paper in Performance Management Award Winner**. He is also the recipient of the **Award of the EFMD 2016 Best African Case in Berlin, Germany**. DrAdebisi passion is to ensure that Africa replicates the **Silicon Valley** of America to engender sporadic innovation and entrepreneurship development for poverty eradication and economic self-sufficiency for Africa. DrAdebisi is poised to making African youths gainfully engaged and productive not by working for anyone or queuing for the unavailable jobs, but by creating many business Start-ups right from Campus and grow them to business empires. This passion of his has made him to drive aggressive collaborations with private sector and meaningful entrepreneurs to support the realization of this dream of his University and the ARUA CoE. He is a member of many Professional and Academic bodies: Academy of International Business (AIB) USA; Strategic Management Society (SMS) USA; British Academy of Management (U.K.); The Academy of Management, Nigeria (TAMN); Nigerian Society for Financial Research (NSFR); Nigerian Institute of Management (NIM Chartered); and National Institute of Marketing of Nigeria (NIMN).



**PROFILE**



**DR Ayodele SHITTU**

Deputy Director, ARUA CoE - USD  
University of Lagos

"Ayodele Shittu is an economist and entrepreneurship and innovation coach. He joined the Department of Economics, University of Lagos as an Assistant Lecturer in 2010 after his resignation from the Project Office of Glomobile, Nigeria's leading indigenous telecommunications firm. Dr Ayodele became a Lecturer upon his return from the Soochow University, P.R.China, where he batched his Ph.D. degree in Economics in 2014. He specializes in the Economics of Entrepreneurship and Innovation. His current research interests include Teenage entrepreneurship, Youth entrepreneurship, informal sector entrepreneurship and innovations, University-industry collaborations, and Academic entrepreneurship. He won the Matasa Fellowship in 2016 for his contributions to the advancement of knowledge of youth entrepreneurship in Africa. He is an active member of the African Network for Economics of Learning, Innovation, and Competence Building Systems (AfricaLics) and the Network for Economics of Learning, Innovation, and Competence Building System in Nigeria (NigeriaLICS). At present, Dr Ayodele Shittu is the Deputy-Director, Entrepreneurship and Skills Development Centre (ESDC) at the University of Lagos, Nigeria."

## PROFILE



**PROFESSOR Folasade OGUNSOLA**

Professor Folasade Tolulope Ogunsola is the DVC Development Services at the University of Lagos whose office oversees the Entrepreneurship, Innovation, Quality assurance and Internationalization Portfolios of the University. She is a Fellow of the academy of Sciences and holds an MB.ChB from the University of Ife, Masters Degree with distinction in Medical Microbiology from the University of Lagos, a Diploma in Biomedical Techniques and PhD in Medical Microbiology from the University of Wales, College of Medicine, Cardiff. She is a fellow of both the National Postgraduate Medical College in

Pathology and West African College of Physicians. She was the Provost, College of Medicine, University of Lagos from 2012-2016 and Past Chairman of the Association of Provosts of Colleges of Medicine Nigeria. (APCOM). Professor Ogunsola also recently served as the Acting Vice-Chancellor, University of Lagos between August 18 - November 11, 2020. As an Award Winning Scholar, Professor Ogunsola has been involved with many local and international grants in the past and presently, she is the Principal Investigator (PI) of an NIH funded grant for research capacity building in Junior Faculty called Building Research and Innovation in Nigeria's Sciences (BRAINS) as well as a PI of the NIH-funded U54 Epigenetics of HIV related Liver and Cervical cancers. She is the National Nominee to WHO International Health Regulations (2005) Roster of experts on Infection Control 2017-2020, a member of the WHO Technical Working Group on Infection Prevention and Control, Member of the Global Infection Prevention and Control Network. Professor Ogunsola is very passionate about Entrepreneurship and has caught the vision of the 12<sup>th</sup> Vice-Chancellor of the University of Lagos on Entrepreneurship and Innovation for the development of youth and staff of the University as well as the Nigerian society, and her office has been driving this with all energy. She is committed to facilitating opportunities for Student Entrepreneurs and organized solid Team of Mentors to help them achieve their business and innovation dreams. She has recently been seen and referred to as **Entrepreneurship Mama** by the teeming populace of UNILAG students who have passed through one mentorship program or the other at the Entrepreneurship Centre of the University. This new appellation has become a strong push that energizes her to continue the good work of ensuring that all UNILAG students and Nigerian Youths realize their potentials by believing in themselves and doing things with their own hands. She is as well very passionate on issues surrounding Gender Entrepreneurship. Professor Ogunsola is happily married to her darling and very supportive husband and they are blessed with Children and Grandchildren.





PROFILE



Chair

PROFESSOR Tony BAILETTI

Dr. Tony Bailetti holds a faculty appointment in Carleton University's Sprott School of Business and the Faculty of Engineering and Design ([carleton.ca](http://carleton.ca))

Dr. Bailetti is the past Director of Carleton's Technology Management Innovation (TIM) program ([timprogram.ca](http://timprogram.ca)). He is the founder of the Scale Early, Rapidly and securely community ([globalgers.org](http://globalgers.org)) and the TIM Review ([timreview.ca](http://timreview.ca)). He is the of the Board of the Nigeria-Canada Trade and Investment Group ([nctig.org](http://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. He is the Plenary 2 Speaker on the Topic: **“Enhancing the Youth Entrepreneurial Skills with The Opportunities Presented by Technology, Innovation, Data-Science, AI and Social Media”**.

## PROFILE



**PROFESSOR** Dimy **DORESCA, CGBP**

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. Dimy Dorezca will be addressing the Plenary Topic, titled: **Cultivating Solution-oriented Mindsets among African Youths by Leveraging Opportunities from Informal and Social Entrepreneurship.**

**PROFILE****PROFESSOR** Peju LAYIWOLA

Peju Layiwola is an artist and Professor of art history at the University of Lagos. She has a wealth of experience teaching art to young adults and women in local communities as a way of empowering them economically. Layiwola has carried out extensive projects through her non-profit organization, Women and Youth Art Foundation (Wy Art) founded in 1994. Through this platform she produced the first instructional DVDs on teaching arts and crafts in Nigeria in 1998. Her community engagement with women has earned her several awards, some of which include the Hilary Clinton US State Department SmARTpower programme in 2012; the US Lagos State Consulate Grant 2017 for art projects in Lagos public schools, and the US Alumni Exchange Award 2018. Layiwola also runs a new online platform Masterart classes for teaching art and heritage matters. She is a past Head of the Department of Creative Arts, University of Lagos; Tyson Scholar of the Crystal Bridges Museum, Bentonville, Arkansas 2019; and currently Visiting Professor, School of Art, University of Arkansas, USA. Professor Layiwola is a member of the High-Table Panelists discussing the topic: **Empowering African Women with the Opportunities Presented by Gender Entrepreneurship in Post COVID-19 Era.**

**PROFILE**



**PROFESSOR** Gideon MASS

Prof Gideon Maas is the Executive Director of the International Centre for Transformational Entrepreneurship at Coventry University. Gideon has broad international business and academic experiences in various countries. Within the academic environment Gideon has created various entrepreneurship centres at different universities over the past years, developed and implemented undergraduate and post-graduate modules and programmes focusing specifically on

enterprise and entrepreneurship. Recently Gideon has created the African Institute for Transformational Entrepreneurship and the South-East Asia Institute for Transformational Entrepreneurship to assist African and South-East Asia achieving sustainable socio-economic growth through entrepreneurship strategies.

Gideon's research focus and experiences are in entrepreneurship, open innovation, growth strategies, entrepreneurial universities, entrepreneurial eco-systems and family businesses. His research activities are industry and academic related and has published various books and articles in the public domain.

Leading up to his current employment, he was the Director of Futures Entrepreneurship Centre and Professor in Entrepreneurship at Plymouth University in the UK; Director of the Institute of Applied Entrepreneurship at Coventry University, UK; owner-manager of his own consulting company (South Africa); the first International Chair in Entrepreneurship in South Africa (South Africa and Ireland); Acting Dean and HOD at PE Technikon (South Africa); Head Centre for Entrepreneurship at the Stellenbosch University Business School (South Africa); and Economist at the First National Development Corporation (Namibia). He was also the principal researcher and author of the 2006 and 2007 Global Entrepreneurship Monitor (GEM) Reports for South Africa.

Gideon was the past President of the Institute of Small Business and Entrepreneurship (ISBE), Extraordinary Professor at the University of Stellenbosch Business School in South Africa, and Adjunct Scientific Fellow at the Münster University of Applied Sciences Germany. Professor Mass will be looking at the Plenary Topic, titled: **“Understanding the Dynamics of Family Business as drivers of Youth Employment Creation in Africa: Evidence from the United Kingdom”**



**PROFILE****PROFESSOR** Azeez BUTALI, DDS, Ph.D, FICD

Azeez Butali is a Professor at the College of Dentistry, University of Iowa. He obtained his first degree in Dentistry from the University of Lagos, PhD in Genetics Epidemiology from University of Dundee (Scotland), Post-Doctoral Fellowship in Craniofacial Genetics at the University of Iowa and a Certificate in Genetics and Genomics at Stanford University. Prof. Butali is also a Fellow of the International College of Dentists (FICD).

He currently serves as PI of the Butali Laboratory; Director, African Craniofacial Anomalies Network and Director, Massive Open Online Course (MOOC) for Topics in Human Genetics. He is the co-founder of Help My Pikin, a non-profit that helps to prevent infant and neonatal mortality in Nigeria and Founder of Azeez Butali Foundation that supports widows and orphans in Nigeria. He is passionate about entrepreneurship and currently supporting several starts-ups in Agro, media, and energy as well as small businesses in Nigeria. Professor Butali will lead the delivery of the Plenary Lecture on the Topic: **“Identifying the Health Entrepreneurship Opportunities Occasioned by COVID-19 Pandemic for African Youth”**

## PROFILE



Fade OGUNRO

Fadé Ogunro is an Ambitious techpreneur and innovative problem solver, with goals to impact Africa by increasing digital gig-work and self-sustainable employment. She possesses extensive knowledge of changing technical approaches and workforce trends across Africa. With over 15 years' experience in: Print and Broadcast Journalism, Digital Marketing, Fashion, Entertainment and TV Production.

She began her career with Google in the UK, published articles in Vogue UK, Guardian Newspaper Nigeria, produced and hosted a popular radio show on The Beat99.9FM as well as two TV shows for DSTV. In 2011, she co-founded Film Factory Productions which specializes in TV adverts, documentaries music videos. Her clients include GE, GT Bank, CocaCola, Microsoft, Ferrari, Puma, MTV, Lancôme, MTN, Airtel, Wizkid, Tiwa Savage and many more superstars. Collectively, the projects she produced within Africa has amassed over 1.5billion views on YouTube and won various prestigious awards. The culmination of her decade-long experience makes her uniquely positioned to understand and identify ways to formalize the fragmented gig economy, which resulted in BookingsAfrica. Her latest venture, Bookings Africa is a pan-African on demand digital marketplace that allows professionals and service providers from Nigeria, Kenya and South Africa to sell their services and skills online. The platform currently has more than 85,000 users, among which 60%+ of women. Fade has a strong dedication for women economic empowerment, a large network and has partnered with several private and government-lead organizations communities for that purpose. She has been invited to speak at Cannes Lions Festival, BET & MTV awards, WebSummit, Nigerian Digital Economy, South African Innovation Summit, White Space X and more. It's her dream to build great leaders, drive gender equality and reduce the rate of unemployment across Africa. She believes this can be rapidly achieved through digital adoption and inclusion; where learning, training, delivering a service and earning an income is done digitally. Africa has the largest workforce, we are the youngest continent by demography, we are hardworking, our innovations work and that is her vision - An Africa that works! Fade Ogunro is a member of the High-Table Panelists discussing the topic: **Empowering African Women with the Opportunities Presented by Gender Entrepreneurship in Post COVID-19 Era.**

**PROFILE****Fade OGUNRO**

Adeniyi Damilola **OLAREWAJU** is a professor of International Business at Tecnologico De Monterrey, Mexico. He earned a doctorate degree (Ph.D.) in Management from University of Lagos with specialisation in the strategic internationalization of businesses from emerging and developing economies, sustainable entrepreneurship and institutional voids. He has a Diploma from Harvard Business School (HBS) in the Certificate of Readiness Program.

In 2017, he was a recipient of the 1st UNILAG postgraduate annual trust fund award for academic distinction & excellence. Also, he had a winning case in African Business Cases Category at the 2016 EFMD Case Writing Awards Competition in 2017. His current research interests are related to internationalization of SMEs, entrepreneurship, institutional environments in emerging economies, and strategies of legitimation by multinational enterprises. He is very proficient in teaching/training of GLO-BUS online business simulation (for Entrepreneurship, Business, Global Business, Financial Management & Strategic Management courses) and was a global champion in 2019. Adeniyi is a 2020 Paul R. Lawrence Fellow. He will be delivering the Plenary Lecture titled: **Retooling African Youth towards International Entrepreneurship Opportunities capable of Creating Decent Jobs and Wealth,**

# PROGRAMME OF EVENTS

## Day 1 - Wednesday, December 02, 2020

Time	Duration	Event	Presenter / Facilitator
<b>Conference Opening Ceremony - (New Conference Centre, FSS)</b>			
10:00 am - 10:30am	35 minutes	Introductory Remarks (10 minutes)	<b>Associate Professor Sunday ADEBISI</b> Director, ARUA CoE-USD University of Lagos
		Welcome Address (10 minutes)	<b>Professor Oluwatoyin OGUNDIPE, FAS</b> Vice Chancellor University of Lagos
		About ARUA Network in Africa (10 minutes)	<b>Professor Ernest ARYEETAY</b> Secretary-General Africa Research Universities Alliances (ARUA)
		About UKRI Network Relationship with ARUA in Africa (5 minutes - virtual)	<b>Jacqui Williams</b> Head of GCRF Programmes UKRI International Development Team
10:30 am - 11:15am	45 minutes	<b>"The Deepening Youth Unemployment Crisis in Africa Occasioned by COVID-19 Pandemic: What Options Available for the Rescue?"</b>	<b>Dr. Jumoke ODUWOLE</b> Special Assistant (SA) to President Muhammadu Buhari on Ease of Doing Business
11:15 am - 11:30am	15 minutes	<b>Questions and Contributions</b>	<b>Moderator</b>
11:30 am - 11:50am	20 minutes	<b>TEA / COFFEE BREAK</b>	





# PROGRAMME OF EVENTS

Time	Duration	Event	Presenter / Facilitator
<b>First Plenary Session - (New Conference Centre, FSS)</b>			
12:00 - 12:30 pm	30 minutes	<b>'Enhancing the Youth Entrepreneurial Skills with the Opportunities Presented by Technology, Innovation, Data Science, AI, and Social Media'</b>	<b>Professor Tony Bailetti</b> Carleton University, Ottawa, Canada
<b>First Parallel Sessions</b>			
12:30 am - 2:00 pm	1hr. 30 minutes	Track A - Understanding the History -	<b>(ARUA ROOM)</b>
		Track B - Youth Unemployment Crisis -	<b>(UKRI ROOM)</b>
		Track C - Role of Sustainable Development Goals (SDGs) 2030 -	<b>(USD ROOM)</b>
		Track D - Agropreneuship -	<b>(ESDC ROOM)</b>
		Track E - Innovation and Technopreneuship -	<b>(AFRICA ROOM)</b>
2:00 pm - 2:30 pm	30 minutes	<b>L U N C H</b>	
<b>Second Plenary Session - (New Conference Centre, FSS)</b>			
2:30 pm - 3:00 pm	30 minutes	<b>"Youth Unemployment Crsis and the Attendant Effects on Growths, Development, and Wealth Creation in Africa"</b>	<b>Professor Ernest ARYEETAY</b> Secretary-General Africa Research Universities Alliances (ARUA)
<b>Second Parallel Sessions</b>			
3:00 pm - 4:30 pm	1hr. 30 minutes	Track F - Talent Management and Skills Development	<b>(ARUA ROOM)</b>
		Track G - Entrepreneurships Areas	<b>(UKRI ROOM)</b>
		Track H - Family Business and Gender Entrepreneurship in Africa	<b>(USD ROOM)</b>
		Track I - Informal and Social Entrepreneurship	<b>(ESDC ROOM)</b>
		Track J - Intellectual Property	<b>(AFRICA ROOM)</b>
4:30 pm - 5:00 pm		<b>Networking among Participants</b>	
<b>Close of Day 1</b>			

# PROGRAMME OF EVENTS

Day 2 - Thursday, December 03, 2020

Time	Duration	Event	Presenter / Facilitator
<b>Third Plenary Session - (New Conference Centre, FSS)</b>			
10:00am - 10:30 am	30 minutes	<b>'Understanding the Dynamics of Family Business as Drivers of Youth Employment Creation in Africa: Evidence from the United Kingdom'</b>	<b>Professor Gideon Mass</b> Coventry University Coventry, UK
10:30am - 11:00 am	30 minutes	<b>T E A / C O F F E E B R E A K</b>	
<b>Third Parallel Sessions</b>			
11:00 am - 12:30 pm	1hr. 30 minutes	Track A - Understanding the History -	<b>(ARUA ROOM)</b>
		Track B - Youth Unemployment Crisis	<b>(UKRI ROOM)</b>
		Track C - Role of Sustainable Development Goals (SDGs) 2030	<b>(USD ROOM)</b>
		Track D - Agropreneurship	<b>(ESDC ROOM)</b>
		Track E - Innovation and Technopreneurship -	<b>(AFRICA ROOM)</b>
1:30 pm - 2:00 pm	30 minutes	<b>L U N C H</b>	
<b>Fourth Plenary Session - (New Conference Centre, FSS)</b>			
2:00 pm - 2:30 pm	30 minutes	<b>"Cultivating Solution-Oriented Mindsets among African Youth by Leveraging Opportunities from Informal and Social Entrepreneurship"</b>	<b>Professor Dimy Doresca</b> John Papajohn Entrep. Centre, University of Iowa, USA
<b>Fourth Parallel Sessions</b>			
2:30 pm - 4:00 pm	1hr. 30 minutes	Track F - Talent Management and Skills Development	<b>(ARUA ROOM)</b>
		Track G - Entrepreneurship Areas	<b>(UKRI ROOM)</b>
		Track H - Family Business and Gender Entrepreneurship in Africa	<b>(USD ROOM)</b>
		Track I - Informal and Social Entrepreneurship	<b>(ESDC ROOM)</b>
		Track J - Intellectual Property	<b>(AFRICA ROOM)</b>



# PROGRAMME OF EVENTS

Time	Duration	Event	Presenter / Facilitator
4:00pm - 4:30 pm	30 minutes	Networking among Participants	
<b>Fifth Plenary Session - (New Conference Centre, FSS)</b>			
4:30pm - 5:00 pm	30 minutes	<b>'Retooling African Youth towards International Entrepreneurship Opportunities Capable of Creating Decent Jobs and Wealth'</b>	<b>Dr. Olanrewaju ADENIYI</b> Technologico de Monterrey, Mexico
<b>Close of Day 2</b>			

<b>Day 3 - Friday, December 04, 2020</b>			
<b>Sixth Plenary Session - (New Conference Centre, FSS)</b>			
10:00 am - 10:30 am	30 minutes	<b>"Identifying the Health Entrepreneurship Occasioned by COVID-19 Pandemic for African Youth"</b>	<b>Professor Azeez Butali</b> University of Iowa, USA
10:30 am - 11:00 am	30 minutes	<b>T E A / C O F F E E B R E A K</b>	
<b>Seventh Plenary Session - (Panelists on Gender Entrepreneurship)</b>			
11:00 am - 11:45 am	45 minutes	<b>"Empowering African Women with the Opportunities Presented by Gender Entrepreneurship in Post COVID-19 Era"</b>	<b>(New Conference Centre, FSS)</b>
<b>African Youth Business and Innovation Competition (Africa-YoBIC) Harchaton</b>			
12 noon - 1:00 pm	60 minutes	<b>Team Ghana</b>	<b>(New Conference Centre, FSS)</b>  <b>10 minutes presentation by the Team and 5 minutes questions from the Juries.</b>
		<b>Team Kenya</b>	
		<b>Team Nigeria</b>	
		<b>Team South Africa</b>	
1:00 pm - 1:30 pm	30 minutes	<b>Decision and Evaluation by the Juries</b>	<b>ESDC CANON Tube</b>
1:30 pm - 2:00 pm	<b>L U N C H</b>		

# PROGRAMME OF EVENTS

Time	Duration	Event	Presenter / Facilitator
<b>ARUA, CoE-USD 2020 JERUSALEM CHALLENGE COMPETITION</b>			
2:10 pm - 3:00 pm	50 minutes	<b>ARUA Parallel Room Participants</b>	<b>Each team will display for 10 minutes before the judges</b>
		<b>UKRI Parallel Room Participants</b>	
		<b>USD Parallel Room Participants</b>	
		<b>ESDC Parallel Room Participants</b>	
		<b>AFRICA Parallel Room Participants</b>	
3:10 pm - 3:25 pm	15 minutes	<b>All ARUA, CoE-USD Participants Friendship Dance Challenge</b>	<b>End of Session</b>

## Day 3 - Friday, December 04, 2020 (Evening)

### Conference Dinner and Award Night (7.00PM) Venue: Jelili Omotola Hall C

6:30 pm - 7:00 pm	30 minutes	<b>Welcome Cocktail</b>	<b>Conference Hospital Catering</b>
7:00 pm - 7:05 pm	5 minutes	<b>Chief Host Address</b>	<b>Professor Oluwatoyin OGUNDIPE, FAS</b> Vice Chancellor University of Lagos
7:05 pm - 7:50 pm	45 minutes	<b>Presentation of Awards</b>	
		<b>Best Paper Award in Track - A (Understanding the History of Unemployment)</b>	Professor Duro ONI University of Lagos
		<b>Best Paper Award in Track - B (Youth Unemployment Crisis)</b>	Professor Bola OBOH Director, Research and Innovation
		<b>Best Paper Award in Track - C (Role of SDGs 2030)</b>	Professor L.O.C. CHUKWU Director, Academic Planning
		<b>Best Paper Award in Track - D (Agropreneurship)</b>	CEO Farm IT
		<b>Best Paper Award in Track - E (Innovation and Technopreneurship)</b>	Dr. Akintoye AKINDELE
		<b>Best Paper Award in Track - F (Talent Management and Skills Development)</b>	Professor Sola Fajana
		<b>Best Paper Award in Track - G (Entrepreneurship Areas)</b>	Professor Abraham Osinubi, Executive Director, Business School





# PROGRAMME OF EVENTS

Time	Duration	Event	Presenter / Facilitator
7:05 pm - 7:50 pm	45 minutes	<b>Best Paper Award in Track - H (Family Business and Gender Entrepreneurship)</b>	Professor Folasade OGUNSOLA DVC, Developmental Services
		<b>Best Paper Award in Track - I (Informal and Social Entrepreneurship)</b>	Professor Oyedunni ARULOGUN Director, Entrepreneurship Centre, University of Ibadan
		<b>Best Paper Award in Track - J (Intellectual Property)</b>	Professor Ayodele ATSENUWA
		<b>Announcement of the YoBIC Harchaton Winners</b>	
		3rd Position Award	Fade Ogunro: CEO Bookings.com Africa
		2nd Position Award	Dr. Akintoye AKINDELE
		<b>1st Position Award</b>	<b>Chief Host</b> Vice Chancellor
		<b>Jerusalem Dance Challenge Award</b>	
		<b>Best overall Parallel Session Group</b>	<b>Dr. Akintoye AKINDELE</b>
7:50 pm - 7:55 pm	5 minutes	<b>Farewell Speech by ARUA-UKRI Grant</b>	<b>Sylvia MARILLIER:</b> Program Manager ARUA-UKRI Grants
7:55 pm - 8:00 pm	5 minutes	<b>Conference Appreciation and Closing Speech</b>	<b>Associate Professor Sunday Adebisi</b> Director, ARUA, CoE-USD
8:00 pm - 9:00 pm	60 minutes	<b>Dinner, Networking and Dancing</b>	<b>Conference Hospitality Teams</b>

**Closing and Announcement of 2nd ARUA CoE for Unemployment and Skills Development International Conference and YoBIC 2,0 in South Africa 2021 (University of Cape-Town)**

**\*The Conference Local Organizing Committee in Conjunction with the University of Lagos Health Centre ensured that COVID-19 Protocols were followed all through in this Conference\***

# Schedule for Paper Presentation

## DAY 1 – WEDNESDAY, DECEMBER 02, 2020

### First Parallel Sessions

Time	Parallel Session 1.1	Parallel Session 1.2	Parallel Session 1.3	Parallel Session 1.4	Parallel Session 1.5
Track Themes	Track A Understanding the History (ARUA ROOM)	Track B Youth Unemployment Crisis (UKRI ROOM)	Track C Role of Sustainable Development Goals (SDGs) 2030 (USD ROOM)	Track D Agropreneurship (ESDC ROOM)	Track E Innovation and Technopreneurship (AFRICA ROOM)
12:30 - 2:00pm	Chair: Prof. Duro Oni  <u>Paper Presentations:</u> USD-A01: Emmanuel Idakwo; USD-A02: Emmanuel Ani; USD-A04: Jackson Aluede; USD-A05: Vera Amaechi	Chair: Prof. Olanrewaju Olutayo  <u>Paper Presentations:</u> USD-B01: Oluwatoyin Olokodana-James; USD-B02: Olanrewaju Aliyu; USD-B05: Oluwabukunola Olawale; USD-B06: Olujemisi Agboola	Chair: Prof Emmanuel Oyatoye  <u>Paper Presentations:</u> USD-C01: Augustine Eneanya; USD-C02: Sherif Ajiteru; USD-C04: Oladele Azeez; USD-C05: Akeem Akinwale; USD-C06: Oluwatosin Wuraola	Chair: Prof. Mathew Ilori  <u>Paper Presentations:</u> USD-D01: Olayinka Asekun; USD-D02: Esther Oduntan; USD-D03: Olubunmi Jagun; USD-D05: Olutosin Akinbaloye; USD-D06: Vide Adebayo	Chair: Dr Oladipupo Sennaiké  <u>Paper Presentations:</u> USD-E01: Adebayo Adegbiyi; USD-E02: Abraham Ehiorobo; USD-E03: Ahmed Yinusa; USD-E04: Abidemi Adegboye; USD-E06: Donatus Ayitey

### Second Parallel Sessions

Time	Time	Parallel Session 2.3	Parallel Session 2.4	Parallel Session 2.5
Track Themes	Track F Talent Management and Skills Development (ARUA ROOM)	Track G Entrepreneurship Areas (UKRI ROOM)	Track H Family Business and Gender Entrepreneurship in Africa (USD ROOM)	Track I Informal and Social Entrepreneurship (ESDC ROOM)
3:00 - 4:30pm	Chair: Prof. Sola Fajana & Mrs Detoun Ogwo  <u>Paper Presentations:</u> USD-F01: Adewale Sulaimon; USD-F02: Kenny Olanipekun; USD-F03: Afeez Siyanbola; USD-F05: Ishola Shobowale; USD-F06: Pilira Tembo	Chair: Prof. Isaac Aberejo  <u>Paper Presentations:</u> USD-G01: Anthomia Otiupius; USD-G02: Gabriel Osayande; USD-G03: Mercy Agumade; USD-G04: Oluwemi Adeosun; USD-G05: Olayinka Gabriel; USD-G07: Kenny Alade	Chair: Prof. Folasade Ogunsoja; Prof. Akeem Ajombadi & Prof Jumoke Familoni  <u>Paper Presentations:</u> USD-H01: Johnson Nchege; USD-H02: Olayinka Akanle; USD-H03: Olayinka Akanle; USD-H04: Efcoghene Ejowo; USD-H05: Livinus Onu	Chair Prof Ayodele Atsenuwa & Prof. Adejoke Oyewunmi  <u>Paper Presentations:</u> USD-J02: Martins Ishaya; USD-J05: Ferdinand Agama; USD-J07: Ayoola Omoyemi; M Oluwasemilore; USD-J08: Ifeoma Arowolo USD-J09: Ayoyemi Lawal-

## Schedule for Paper Presentation

**DAY 2 – THURSDAY, DECEMBER 03, 2020**

**Third Parallel Sessions**

Time	Parallel Session 2.1	Parallel Session 2.2	Parallel Session 2.3	Parallel Session 2.4	Parallel Session 2.5
Track Themes	Track A Understanding the History (ARUA ROOM)	Track B Youth Unemployment Crisis (UKRI ROOM)	Track C Role of Sustainable Development Goals (SDGs) 2030 (USD ROOM)	Track G Entrepreneurship Areas (ESDC ROOM)	Track E Innovation and Technopreneurship (AFRICA ROOM)
11:00am – 12:30pm	Chair: Prof. Taibat Lawanson  <u>Paper Presentations:</u> USD-A06: Ganiyu Rahim; USD-A07: Kehinde Bello; USD-A08: Kehinde Alade; USD-A09: Aun Isaac	Chair: Prof. R.O.S. Dauda & Prof. A.A. Sulaimon  <u>Paper Presentations:</u> USD-B07: Bayode Babatunde; USD-B08: Folashade Akinyemi; USD-B10: Joyce Odiachi	Chair: Prof. Bola Oboh  <u>Paper Presentations</u> USD-C07: Joshua Magbagbeola; USD-C10: Ige Elizabeth; USD-C11: Oluwadamilare Odu-Onikosi; USD-C12: Olunifesi Suraj	Chair: Dr. Bola Ademilua & Prof. Abimbola Windapo  <u>Paper Presentations:</u> USD-G08: Bolawale Ogunbodede; USD-G09: Janet Oluwaleye; USD-G10: Olatide Ale; USD-G11: Muinat Salawu; USD-G14: Tejumola Abisoye;	Chair: Dr Victor Odumuyiwa  <u>Paper Presentations:</u> USD-E08: Mary Mwangi; USD-E09: Tope Akinyetun; USD-E011: Abolaji Dada; USD-E13: Ibraheem Akosile; USD-E15: Chika Yinka-Banjo

**Fourth Parallel Sessions**

Time	Time	Parallel Session 2.3	Parallel Session 2.4
Track Themes	Track F Talent Management and Skills Development (ARUA ROOM)	Track H Family Business and Gender Entrepreneurship in Africa (USD ROOM)	Track I Informal and Social Entrepreneurship (ESDC ROOM)
2:30 – 4:00pm	Chair: Prof. Ayodele Atsunuwa & Prof. Mopelola Olusakin  <u>Paper Presentations:</u> USD-F07: Nellie Kangwa; USD-F09: Paulina Williams; USD-F10: Patience Okenwa; USD-F11: Oyekunle Yinusa;	Chair: Dr Hakeem Ajombadi; Prof. Kesh Govinder & Prof Timothy Nubi  <u>Paper Presentations:</u> USD-H06: Oladotun Anifowose; USD-H09: Oluwabunmi Adejumo; USD-H10: Nkemjika Nwagu; USD-H12: Oluwafunmilola Akanle;	Chair: Prof. Olufunlayo Bammeko & Dr Joy Mueni Kiiru  <u>Paper Presentations:</u> USD-I06: Taiwo Ayedun; USD-I11: Adebowale Ayobade; USD-I12: Anthonia Odeleye USD-I3:

**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. R.O.S. DAUDA

Prof. Risikat Oladoyin S.Dauda is a Professor of Economics of the University of Lagos. She holds a Ph.D. degree in Economics from Kharkov State University (now known as V.N. Karazin Kharkiv National University), Kharkov, Ukraine in 1996. Her major research interests focused on Development Economics, particularly economic analysis of human resources, poverty and income distribution issues, human

development, economics of education and human capital, gender studies and development finance. Prof. Dauda is a development economist with more than 20 years of experience in research, teaching and consultancy on issues of African development.

**TRACT - B Co-Chair**



Prof. A. A. SULAIMON

Professor Abdul-Waheed. A. Sulaimon is a Professor of Management at the Department of Business Administration, Faculty of Management Sciences, University of Lagos, Nigeria. He is an expert on Strategic Management and Entrepreneurship. He is astute administrator with years of experience. He has served in several capacities in the University community. He has successfully supervised two hundred and sixty (260) Post-Graduate students' projects and dissertations. He has authored several scientific publications in

learnt Management Journals. He is the Session Chairperson for **Family Business and Startups Financing Strategies in Africa**.



**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. He is the Session Chairperson for **Economics of Production Management in Entrepreneurship and Agropreneur.**

**TRACK - C Chair**Prof. B. O. OBOH

Professor Bolane Oboh is a Professor in the Department of Cell Biology and Genetics, University of Lagos, Nigeria. She obtained her first degree in Biology, Masters and Doctor of Philosophy degrees in Plant Science at the Obafemi Awolowo University, Ile-Ife, Osun State, Nigeria. She specializes in plant breeding and quantitative genetics. She has many international awards and fellowships to her credit including a Post-doctoral fellowship at the Alabama Agricultural & Mechanical University, Hintsville, Alabama, U.S.A and the European Economic Commission (EEC) fellowship at the Dorschkamp Institute for Forestry and Landscape Planning, Wageningen, The Netherlands. Before her services with the University of Lagos, she took up a professional and teaching career with the Nigerian Institute for Oil Palm Research (NIFOR), Benin-City as a Research Officer-in-Training and Demonstrator to Botany undergraduates at the University of Benin. She is currently working on the collection, evaluation of some Nigerian vegetables – Solanum, Vernonia, Capsicum and Amaranthus species in addition to local chicken. She has served the University in several academic and administrative capacities. She was the Deputy Managing Director, Unilag Consult from 2007 to 2011 and the Managing Director, Unilag Consult from 2011 to 2016. She helped to restructure Unilag Consult by registering it as a Limited Liability Company and increasing its revenue base. Prof Oboh has participated and presented various papers at national and International conferences and workshops and she is widely published with over forty (40) publications to her credit. She is the Session Chairperson for **Small Business Development, Creativity, and International Entrepreneurship in Africa.**

**TRACK - D Chair**



Dr. O. E. ADE-ADEMILUA

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 has put in over two decades of teaching and research in University of Lagos. 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 - E Chair**



Dr. V. ODUMUYIWA

Dr. Victor Odumuyiwa is the Ag. Director of the Centre for Information Technology and Systems (CITS), University of Lagos and a Senior Lecturer in the Department of Computer Sciences, University of Lagos. Dr. Odumuyiwa is the current president of the West African chapter of the International Society for Knowledge Organisation (ISKO-WA). He is the current chairman of the Association of

Massachusetts Institute of Technology Trained African University Lecturers (AMTAUL). He is a member of the Advisory Board of Data Science Nigeria. He is a member of Nigeria Computer Society (NCS) and also a member of Computer Professionals of Nigeria (CPN). He leads a research team focused on Web Intelligence and Cyber Security. He is an IBM certified security intelligence analyst, application security analyst and IOT cloud developer. He is also a member of the Global EPIC eco-system centred on innovation and cyber security.

**TRACK - E Chair**



Dr. O. SENNAIKE

Dr. Oladipupo A. Sennaïke is researcher and lecturer at the Department of Computer Sciences, University of Lagos, Nigeria where he also obtained his BSc and PhD degrees. His research interest spans artificial intelligence and data mining, with focus on data stream mining and unsupervised learning. He was a visiting researcher in Insight Center for Data Analytics, Data Science Institute, National University of Ireland Galway.

Oladipupo is also an entrepreneur and has worked extensively in providing technology solutions for the financial industry in the West Africa region. Dr. Sennaïke is current Acting Head, Department of Computer Sciences.



# Track Chairs

## TRACK - F Chair



Prof. M. OLUSAKIN

Chairperson for **Gender Entrepreneurship and Gender in Entrepreneurship in Africa.**

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. 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 Chairman of the University of Lagos Counseling Centre. She is the Session

## TRACK - F Co-Chair



Prof. S. FAJANA

consulting services globally. At present, he is actively associated with the **Start and Improve Your Business (SIYB)** programme of the International Labour Organisation (ILO). He is Session Chairman for **Youth Unemployment, Talent Management, and Skills Development.**

Professor Sola Fajana is a Professor of Labour Economics and Human Resource Management. He is an astute administrator with years of experience. Recently, He served as the 2<sup>nd</sup> Vice-Chancellor of Nigeria's premier entrepreneurship university, the Joseph Ayoola Babalola University, Ikeji-Arakeji. He has successfully supervised one hundred and forty (140) Post-Graduate students' projects and twelve (12) doctoral dissertations. He has authored several scientific publications in learnt Journals. He is a member of numerous Professional bodies locally and international. He offers

## TRACK - F Co-Chair



Detoun OGWO

Employment Action plan, along strategic action lines of "4Es": Employment, Entrepreneurship, and Employability, Equality and Rights.

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



**TRACK - G Chair**



Prof. T. G. NUBI

Professor Timothy G is a Housing finance and Urban Regeneration experts. His work focuses on finding a lasting solution to housing and urban development/management problems. He holds a Higher Diploma in Urban and Regional Planning, BSc in Estate Management, M.Sc. and PhD in Construction Management from the University of Lagos, Akoka, Lagos. He also holds a Certificate in International Real Estate Finance from Wharton Business School, University of Pennsylvania and Community Development from Neighbourhood Institute, Washington DC. USA.

He is the founding Director, the University of Lagos Centre for Housing and Sustainable Development - The Centre was sponsored with a grant of \$768,000 which he won through the support of Nigeria-UK Housing Society from African Development Bank to facilitate the establishment of Housing Centres in five (5) African Countries. He is the current Chairman, Housing Committee University of Lagos and the Director of Foundation Studies. He has authored over 50 peer-reviewed articles and supervised over 40 postgraduate level thesis. A prolific speaker, writer and believer in the sustainable city. A founding and current member of the Real Estate Development Association of Nigeria (REDAN) Board of Trustee. He served in the Advisory Council of Habitat for Humanity, Nigeria and Technical Board of Federal Housing Authority (FHA) (2006-2008) where as a Director, he helped to design the national road map for affordable housing through Cooperative Home Ownership Incentive Scheme (CHOISE) model. He is currently managing the redevelopment of 60hectares slum community housing over 2,000 households in Lagos Nigeria.

He is a leading researcher into the dynamics of the Lagos Housing Market. His wealth of experience in engaging with the government, communities, NGOs and Private Sector Organizations in Nigeria, UK, US and Netherlands has led to well-established policy documents and implementation of critical projects in housing and urban regeneration in Nigeria.

**TRACK - G Chair**



Prof. O. S. ARULOGUN

Professor Oyedunni Sola ARULOGUN is a foremost health promotion and education specialist with over 18 years of experience at the University of Ibadan. She is the first female Professor of Health Promotion and Education, University of Ibadan and first female to become the Dean of the Faculty of Public Health, University of Ibadan. She has received training in addition to her basic academic degrees at the Margaret Sanger Institute South Africa, London School of Hygiene and Tropical Medicine, Galilee International

Management Institute Israel and Harvard School of Public Health. Her key competencies and skills include but not limited to community engagement, qualitative research, mentoring and capacity building. Her research interests embrace community-based interventions to influence behaviour change. Professor Arulogun is an avid researcher of international repute and has served as Principal Investigator, Co-Principal Investigator or Co-Investigator on several internally and externally funded projects. She is the current Director of the University of Ibadan Centre for Entrepreneurship and Innovation.





**TRACK - G 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

**TRACK - G Chair**



Prof. A. A. A. **OSINUBI**

Executive Director, University of Lagos Business School. Visiting Scholar, Kwa-Zulu-Natal University. Examiner, University of Ghana and Guru Nanak Dev University, India. Prof. Osinubi has supervised 16 PhDs and among his supervisees are 3 Professors and 5 Associate Professors). Foundation Editor-in-Chief, University of Lagos Journal of Basic Medical Sciences and Vice-President, Lagos University Medical Society. Immediate past HOD, Anatomy, UNILAG (2017-220). Fellow of American College of Endocrinology, Anatomical Society of Nigeria and Society of Experimental and Clinical Anatomists. Has authored

over 120 peer-reviewed publications, two Anatomy textbooks; co-authored the 1st National Clinical Practice Guidelines for Diabetes Management.

**TRACK - H Chair**


Prof. Folasade OGUNSOLA

Professor Folasade Tolulope Ogunsola is the DVC Development Services at the University of Lagos whose office oversees the Entrepreneurship, Innovation, Quality assurance and Internationalization Portfolios of the University. She is a Fellow of the academy of Sciences and holds an MB.CHB from the University of Ife, Masters Degree with distinction in Medical Microbiology from the University of Lagos, a Diploma in Biomedical Techniques and PhD in Medical Microbiology from the University of Wales, College of Medicine, Cardiff. She is a

fellow of both the National Postgraduate Medical College in Pathology and West African College of Physicians. She is the immediate past Provost of the College of Medicine, University of Lagos and the immediate past Chairman of the Association of Provosts of Colleges of Medicine Nigeria. (APCOM). She has served the University of Lagos in different capacities on many committees and has been involved in many local and international grants over and presently the Principal Investigator (PI) of an NIH funded grant for research capacity building in Junior Faculty called Building Research and Innovation in Nigeria's Sciences (BRAINS) as well as a PI of the NIH-funded U54 Epigenetics of HIV related Liver and Cervical cancers. She is the National Nominee to WHO International Health Regulations (2005) Roster of experts on Infection Control 2017-2020, a member of the WHO Technical Working Group on Infection Prevention and Control, Member of the Global Infection Prevention and Control Network.

Professor Ogunsola is very passionate about Entrepreneurship and has caught the vision of the 12<sup>th</sup> Vice-Chancellor of the University of Lagos on Entrepreneurship and Innovation for the development of youth and staff of the University as well as the Nigerian society, and her office has been driving this with all energy. She is committed to facilitating opportunities for Student Entrepreneurs and organized solid Team of Mentors to help them achieve their business and innovation dreams. She has recently been seen and referred to as **Entrepreneurship Mama** by the teeming populace of UNILAG students who have passed through one mentorship program or the other at the Entrepreneurship Centre of the University. This new appellation has become a strong push that energizes her to continue the good work of ensuring that all UNILAG students and Nigerian Youths realize their potentials by believing in themselves and doing things with their own hands. Professor Ogunsola is happily married to her darling and very supportive husband and they are blessed with Children and Grandchildren.

**TRACK - H Chair**


Prof. K. 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 students. 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 - H 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 - H Chair****Prof. Peju LAYIWOLA**

Peju Layiwola is an artist and Professor of art history at the University of Lagos. She has a wealth of experience teaching art to young adults and women in local communities as a way of empowering them economically. Layiwola has carried out extensive projects through her non-profit organization, Women and Youth Art Foundation (Wy Art) founded in 1994. Through this platform she produced the first instructional DVDs on teaching arts and crafts in Nigeria in 1998. Her community engagement with women has earned her several awards, some of which include the Hilary Clinton US State Department SmARTpowerprogramme in 2012; the US Lagos State Consulate Grant 2017 for art projects in Lagos public schools, and the US Alumni Exchange Award 2018. Layiwola also runs a new online platform Masterartclasses for teaching art and heritage matters. She is a past Head of the Department of Creative Arts, University of Lagos; Tyson Scholar of the Crystal Bridges Museum, Bentonville, Arkansas 2019; and currently Visiting Professor, School of Art, University of Arkansas, USA.

**TRACK - H Chair****Dr. H. A. AJONBADI**

Hakeem Ajonbadi is an Assistant Professor of International Human Resource Management and Organisational Development. He is currently lecturing in the Department of Strategy, Management and Marketing at Birmingham City University, United Kingdom. He has taught and held several top administrative positions across several universities in Nigeria, Belgium, the United Arab Emirates and the United Kingdom. He has his background in Economics and Law, and has bagged four master's degrees in various Business Management fields and a PhD in Management at the University of Wales in the United Kingdom. As an apt researcher, he has authored four books and over forty articles in peer-reviewed internationally ranked journals on various aspects of HRM, Business Management and Entrepreneurship.



## TRACK - I Chair



Prof. O. L. KUYE

Professor Owolabi L. Kuye is the current Dean of the Faculty of Management Sciences, University of Lagos, Nigeria. He was a former Head of Department of Business Administration. He was a former Coordinator, Masters of Business Administration (MBA) programmes. He was a member, Board of School of Postgraduate Studies.

He is a Fellow of the Nigerian Institute of Management (FNIM). He is an Associate of the Chartered Institute of Personnel Management of Nigeria (ACIPM). He is an Associate Chartered stockbroker (ACS). He is a Member, The Academy of Management Nigeria (TAMN). He is also a Member,

Academy of Management (AOM), USA.

He was the Coordinator, Corporate Social Responsibility (CSR) initiative of the Faculty of Management Sciences, University of Lagos, a project created by the USAID/Kansas State University, USA and financially supported by British American Tobacco, Nigeria. His papers have appeared in several national and international journals.

## TRACK - I Co- Chair



Prof. O. BAMMEKE

Olufunlayo (Funmi) Bammeke is a Professor of Sociology. Her academic and research interests have centred primarily on gender & development and child/youth studies, especially abuse and deprivations; and secondarily on Sociology of Education. She obtained her first degree from the University of Ife (now ObafemiAwolowo Univ.) and her Master's and Doctoral degrees from the University of Lagos. She also holds a postgraduate diploma in Journalism. She is a laureate of the Gender Institute of the Council for

the Development of Social Science Research in Africa (CODESRIA) Dakar, Senegal and two-time laureate of The African Gender Institute, University of Cape Town, South Africa. She is currently the Dean, Faculty of Social Sciences.



Dr. J. KIIRU

Dr. Joy Kiiru is a Senior Lecturer at the School of Social Sciences, 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 - J Chair**Prof. A. ATSENUWA

Ayodele (Ayo) Atsenywa is a lawyer, Professor of Law and current Dean of the Faculty of Law, 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 Democratisation 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.

## TRACT - A (Understanding History of Unemployment in Africa)

### (USD-A01) Interrogating the #EndSARS Protest as a Metaphor for Social Conflict and Social Discontent: Towards an Egalitarian Nigerian Society

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African nations have been increasingly bedevilled with social problems particularly from post-independence era. One of such problems is the youth unemployment crises on socio-economic development and wealth creation. Nigeria, the nation with the highest youth population in Africa, records one of the highest cases of such crises on the Continent. These crises, within the Nigerian context, include but not limited to youth restiveness, religious and ethnic radicalisations, resource control agitations, radical separatist campaigns, militancy, and surging youth illiteracy and ignorance. The issues, unfortunately, have been exacerbated by the COVID-19 pandemic, which inadvertently, gave rise to the #EndSARS Protest in Nigeria. This paper interrogates critically the #EndSARS Protest as an offshoot of youth unemployment crises in post COVID-19 Nigeria. The paper's position is founded on the Marxian Conflict Theory which projects the inevitability of conflicts in a society, and especially so, in the face of inequitable distribution of its commonwealth. The Protest is analysed as a performed genre of guerilla theatre with sketches done using graffiti, music, dance, mime, and speeches (dialogue) to relay and comment on issues of political, socio-economic, and wealth distribution in Nigeria. It is argued that the #EndSARS is a metaphor for social conflict and social discontent with the near comatose situation of development structures, the continuous gerontocratic rule which excludes the youth and the attendant poverty, hardship, hunger, etc. that characterise the post COVID-19 regime. The paper concludes that the youth crises may continue in different magnitudes except the genuine concerns of the protesting and the unemployed youths are addressed. For these concerns to be addressed frontally, the paper recommends that Nigeria's political leadership at various levels should include young people as the major stakeholders in the policy formulation and implementation processes. Nigerian youths should be central to decision making in the polity. Their numeric strength, skill sets, competencies, and youthful vibrancy and energies should be viewed as assets to be harnessed for productive purposes rather than been perceived as threats by the government. Gerontocracy, which has been the complexion of Nigeria's political space for decades after independence, should be peacefully and voluntarily retired to mainly advisory and mentoring functions, carried out only from the sidelines. (**Keywords: Social Equality, Nigeria, COVID-19, Theatre, #EndSARS Protest**).

### (USD-A02) Underdevelopment, Unemployment, Migration and Racism: The Nexus

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This paper examines the more philosophical issue of the connection between underdevelopment, unemployment, migration and racism. The underlying argument is that anti-African racism is predicated on the economic superiority of the racist. The corollary argument is that conceptions of skin colour are consequences rather than causes of anti-African racism: racism does not arise because the African is Black skinned, but because the Black skin has been associated with society-level underdevelopment for a very long period of time in history. The argument is in fact extended to posit that the topography of the racist relationship would be reversed if the economic tables were also reversed. The conclusion is that the relationship between racism and economic inequality is, therefore, more significant than the relationship between racism and skin colour. In this matrix, Africa's underdevelopment reinforces racist presuppositions and motivations. One of the biggest effects of underdevelopment, which is unemployment, fuels unusual rates of migration, which in turn reinforces racist presuppositions. Factors that could humble the racist arrogance and negate racist presuppositions include the economic development of Africa, the reduction in Africa's external dependence, a consequent reduction in the historically unusually high rate of migration of existentially embattled African youths, and ultimately the financial independence of African countries. This research does not engage in the technical development of employment solutions, but explores the more philosophical ramifications of unemployment in Africa in the context of anti-African racism. The intentionality of the research is largely motivational: to spur a more speedy approach to development and, more satisfactory rates of employment of African youths and, ultimately, the financial independence of African countries. The central argument of this paper arises from two factors: (1) data concerning the degrees in the intensity of racism directed by Caucasians against members of different races, (2) the collective GDP per capital of countries in categories of race, and (2) the economic income of the average member of each race in a comprehensively diverse country (such as the USA). In terms of methodology, this research is in its early stage of measuring the levels of racism directed by Europeans against members of other races such as the Africans, Asians and Latin Americans. The USA is a selected platform for data collection due to its extensive coverage of racial diversity and the quantitatively fair representation of members of each race. A grant is being sought for fieldwork and five of the most racially diverse cities are selected for data collection. African countries are collectively the poorest countries by GDP and GDP per capital. Preliminary studies of the Median Household Income by Race show that the African is on average at the bottom of the world economic chain. And data from *Measuring Racial Discrimination* (by National Research Council, Washington DC) suggest that Africans at the worst recipients of racial discrimination. The research investigates the preliminary findings on the intensities of racism



## TRACT - A (Understanding History of Unemployment in Africa)

further by using the Bogadus Social Distant Scale to compare the social distance exhibited by Caucasians towards members of non-Caucasian races. The objective is to establish the strength of association between racism and the economic stature of different races. **(Keywords: Anti-African racism, Migration, Economic, Race, Unemployment)**

### (USD-A04) An Anthology of the History of African Government and International Community Intervention Policy on Youth Unemployment in Africa: Challenges, Prospects and the Way Forward

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The present paper engages in an anthology of African government and international community intervention policy, prospects and the way forward to address youth unemployment in the continent. Furthermore, it interrogates the various youth unemployment initiatives initiated by some African countries, the African Union (AU), Africa Development Bank (AFDB) as well as initiatives from international institutions and foreign countries to assist Africa in addressing the issue of youth unemployment. Similarly, the paper queries the extent; these initiatives have succeeded in solving Africa's youth unemployment bulge. Likewise, the challenges confronting the various initiatives and to what extent government policies and legislation have been able to address them. The paper affirms that there are a plethora of initiatives aimed at addressing the rising surge of youth unemployment in Africa particularly from international institutions and foreign countries. Unfortunately, the impact of these initiatives in solving unemployment challenges in Africa has been affected by the paucity of funds, lack of political will, infrastructural deficit, and political instability. The article establishes that [the rising surge of youth unemployment in Africa since the dawn of the twenty-first century has raised worrisome concerns that portend serious socio-economic and political implications for the continent. And that youth restiveness caused by unemployment was evidence in the outbreak of the Arab Spring in North Africa in 2011. The pockets of clashes between rebel groups and government forces in the Democratic Republic Congo \(DRC\), for control of strategic territories endowed with mineral resources. The xenophobia attacks in South Africa against foreigners and the Boko Haram insurgency in the north-eastern part of Nigeria.](#) The paper employs the qualitative research methodology, it relies on primary and secondary sources (journal articles, textbooks, unpublished works and internet materials) to interrogate, analyse and interpret the subject matter of the paper. [The findings reveal that several factors are responsible for youth unemployment in Africa. They include](#) insufficient education and qualifications, prohibitive legal and governance frameworks, infrastructure constraints, socio-cultural norms, patronage, politics, and social networks. It recommends that African leaders should support entrepreneurship initiatives initiated by private organisations, international institutions and foreign countries to lessen unemployment in the continent, and that they create the necessary environment for the initiatives to succeed. **(Keywords: Anthology, Policy, Youth Unemployment, Entrepreneurship, International institutions)**

### (USD-A05) UNDERSTANDING THE HISTORY OF YOUTH UNEMPLOYMENT IN NIGERIA

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The rising level of youth unemployment in Nigeria is quite alarming. Youth play a critical role in the growth and development of nations thus, a high youth unemployment rate if not checked, can lead to increased insecurity and poverty and Nigeria is not left out. Recent statistics from the National Bureau of Statistics in Nigeria reveal that unemployed youth make up 64% of the total number of unemployed in Nigeria. This implies that most of the agile working class in the country are currently unemployed. It is against this backdrop that the paper seeks to understand the history and root causes of youth unemployment in Nigeria. The study also interrogates policy measures and other efforts that have been put in place over the years in a bid to solve the problem of youth unemployment in Nigeria. Lastly, the study looks into ways through which a lasting solution will be proffered to the problem of youth unemployment in Nigeria. To fulfill the objectives of this paper, the qualitative method of analysis will be used and secondary data like relevant literature will be consulted to enable the paper explain adequately the history of the rising Youth unemployment in Nigeria. Also, the various policies and programmes initiated by successive Nigerian governments towards curbing youth unemployment in Nigeria such as National Economic Empowerment and Development Strategy (NEEDS), Subsidy Re-Investment and Empowerment Programme (SURE-P), the youth enterprise with innovation in Nigeria (YOU-WIN), Npower to mention a few, will be evaluated. Although none of these programmes were completely without merits, they have not had a significant, lasting and sustainable positive effect thereby reflecting the lacuna between policy formulation and implementation. The study concludes that the problem of youth unemployment in Nigeria stems from the lack of strong and viable economic institutional structures and the lack of continuity of governmental policies by succeeding governments. The study therefore recommends that the Government should emphasise on executing policies that will address the fragile political structure of the country. **(Keywords: Youth, unemployment, development, fragile, Insecurity, NEEDS, SURE-P).**



## TRACT - A (Understanding History of Unemployment in Africa)

(UAD-A06) A synoptic review of Socio-economic consequences of Covid-19 pandemic and youth unemployment crisis in Africa

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At a periodic interval of years, the world sees new outbreaks of infections or calamities such as SARS, H1N1, Ebola, Zika, etc., but the global impact of COVID-19 presents one of the most devastating disaster and its consequential impacts on socio-economic crisis surpasses all of the aforementioned pandemics. The objective of this paper is to examine the linkage between socio-economic consequences of covid-19 pandemic and youth unemployment crisis in Africa. The study adopted descriptive research design using historical secondary data consisting of panel data gathered from various publications and reports. Data analysis techniques used is descriptive statistics consisting of frequency distribution, percentage and pictorial diagram such as pie chart, trend chart, histogram, and bar chart. COVID-19 commonly known as Corona Virus is a public health disaster of huge international concerns that started in China in December 2019 and subsequently spread to almost all countries across the globe. With the declaration of COVID-19 by the World Health Organization as a global pandemic, the International Monetary Fund proclaimed that the world is set to experience the worst economic catastrophe since the Great Depression. Review of literature reveals that the pandemic has caused and is still causing huge number of deaths and remarkably hindered business/economic activities resulting to massive unemployment. With the declaration of Covid-19, the ratio of vulnerable employees had increased remarkably forcing the figure up beyond imagination mostly for the teeming youth. Opportunity to be gainfully employed is vital, because, being gainfully employed is not only a structure that permits people to function productively in the society, but how an individual view and defines him or herself and how people develop sense of self-worth. On the contrary, being unemployed, hurts and it is devastating particularly to the youth. Unfortunately, this is the situation several millions of young people in Africa find themselves. On the basis of the literature reviewed, the paper concludes that the associated costs of youth unemployment for individual and the nations are enormous; resulting to huge spending on social benefits, worsens inequalities, lost income to the public purse through loss of tax revenue and upsurge government spending on criminal justice system among others. Therefore, to lessen unemployment, Africa countries need to develop strong institutional framework to empower citizen, promote equitable distribution of resources and upsurge financial inclusion to cater for the teeming youth. **(Keywords: Covid-19, Unemployment, Socio-economic crisis, Entrepreneurship, Africa, Developing countries).**

### (USD-A07) Challenges and Coping Strategies of COVID-19 Pandemic on Unemployment in Nigeria

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It is the obligation of every responsible government to ensure adequate employment for the youths who are the future of tomorrow. Consequently, the future of every nation in achieving the Sustainable Development Goals (SDGs) is on the basis of skilled young people contributing their abilities, expertise, ideas and efforts to the development of the economy. With the upsurge of unemployment and over 64 million unemployed youth worldwide, unemployment is a global challenge. The National Bureau of statistics (NBS) inferred that there are approximately 200 million unemployed youth between the ages of 15-20 (a number which is expected to double in 2025) in Africa. Furthermore, the rate of unemployment before the outbreak of Covid-19 was about 23.1 percent while unemployment rate is expected to increase at about 33 percent by the end of 2020. Subsequently, the endemic will push an additional 39.4 million Nigerian youth (15-34 years) into unemployment by December 2020. The major objective of the study is to examine youth unemployment and the coping strategies imbibed by the youth and the government using descriptive statistics. However, unemployment has been linked to instability in the economic situation in which there is total dependence on crude oil. Over the years, Nigeria has recorded and experienced unemployment in every sector of the economy, but presently, in a precarious condition due to the increasing unemployment rate as a result of Covid-19 crisis. The pandemic worsened the unemployment situation as many youths lost their jobs. The global lockdown, closure of borders and businesses with movement restrictions and its effects on Small and Medium Enterprises (SMEs) made thousands of youths unemployed. The disruption in education and training, income and employment, coupled with great difficulty in getting another job is also an issue. This propels a serious implication as the state of unemployment rages into violence and engagement in dangerous activities in the society like theft, fraud and "ENDSARS" protest. In addition, the ongoing ASUU strike has put many students out of school and gave room for idleness. In the aftermath of Covid-19, there is need to provide opportunities for Nigerian youth to withstand the inevitable decentralization of supply chain and the automatically generated unemployment situation. In addition, government support scheme and its responses to the challenges posed by the endemic was critically evaluated. The study therefore suggests that government should implement adequate policies to provide sustainable jobs and financial support for the Nigerian youths to reduce poverty. **(Keywords: COVID-19, SDGs, SMEs, ENDSARS, Nigerian Youth)**





## TRACT - A (Understanding History of Unemployment in Africa)

### (USD-A08) Youth Unemployment in South Africa: Causes and Mitigation Strategies

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Since gaining political independence in 1994, South Africa, like her other African counterparts have initiated varying interventions to combat youth unemployment. Unfortunately, the staggering rate of youth unemployment in South Africa (55.75%), remains at the macro-level, and highest in Africa. Therefore, this paper examines the causes of youth unemployment in South Africa and whether the mitigation strategies deployed by the South African government to combat the menace are effective. The study employed a systematic literature review and cross-sectional survey of youths across the nine provinces in South Africa, to obtain information that addressed the study objectives. The data collected were analysed using descriptive and inferential statistics. The findings revealed that the interventions put in place by the South African Government such as the Youth Employment Services (YES) initiative, Expanded Public Works programme (EPWP) and South African Police Service (SAPS) internship amongst others, are ineffective and below the expectations in solving the Youth employment problem. Based on the findings, the paper concludes that new workable strategies with long-term effects should be formulated and advanced to address the menace. **(Keywords: EPWP, Internship, SAPS, South Africa, YES, Youth unemployment)**

### (USD- A09) EFFECT OF ENTREPRENEURIAL ECOSYSTEM ON PERFORMANCE OF BUSINESS

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Students' businesses have barely survived, let alone thrived beyond incubation period and prevent the growth of the business. The broad objective of the study was to examine the effect of entrepreneurial ecosystem on performance of student' business. Specifically the study was designed to establish: (i) technological ecosystem on innovation and development students' businesses in University of Ilorin, (ii) investigate the effect of moral support on growth of students' businesses in University of Ilorin, (iii) examine the relationship between network support and repeat purchase in students' businesses in University of Ilorin. The study population comprise of 232 students business owners as at May 2019 who attended the trade fair organized by the Student Union of the University of Ilorin. A sample size of one hundred and forty-seven (147) respondents was determined using Taro Yaman's (1973) formular. One hundred and forty-seven (147) copies of questionnaire were distributed, however, only one hundred and forty (140) copies of questionnaire were correctly filled and returned. Multiple regression analysis was used to test the hypotheses at 0.05 alpha level of significance. Findings of the study shows that: (i)  $r = 0.99$ ,  $R^2 = 0.98$  ( $0.002$ )  $< 0.05$ , this implies that network support has a significant impact on customers' repeat purchase, (ii)  $r = 0.966$ ,  $R^2 = 0.933$  ( $0.040$ )  $< 0.05$ , this implies that moral support has a significant influence on business growth, (iii)  $r = 0.956$ ,  $R^2 = 0.913$  ( $0.000$ )  $< 0.05$ , this implies that technological support has a significant influence on business innovation and development. The study concluded that business' performance solely depends on priority given to entrepreneurial ecosystem (variables). Based on the findings, the study recommended that; (i) businesses should be officially registered and entrepreneurs should join business associations as this will serve as an avenue to benefit from government financial support; (ii) technology should be adopted in marketing and advertising of products as this will create better connectivity with customers and build their customer base and loyalty. **(Keywords: Entrepreneurial ecosystem, network support, technological support, business performance)**

## TRACT - B (Youth Unemployment Crisis in Africa)

### (USD-B01) Youth Unemployment Crisis in Nigeria: Creative Industry to the Rescue

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It is estimated by the National Bureau of Statistics that the unemployment rate in Nigeria has hit a record of about 27.1% of the population in the second quarter of 2020 with over 13.9 million youths topping the chart. The situation has become more worrisome with the loss of jobs accompanying the global pandemic and meltdown of the global economy. Coronavirus in Nigeria has not only taken a toll on the public sector of the economy, the private sector has also been hit badly by the unanticipated problems caused by the spread of the virus, making it difficult for private companies to create opportunities while having to downsize to reduce the cost of management. It is unimaginable to conceive the consequences of this crisis given pre-existing poverty level, crime and security challenges in Nigeria. One practical way, however, to tackle the predicament is to look inward at existing structures, and one of such is the Nigerian Creative Industry. This industry has become a melting pot for different creative art including the theatre, Nollywood, dance, music, comedy, fashion, television, sports, web design, advertising and marketing, information technology, literature and journalism. One advantage of the creative industry over others is that the industry is self-served, self-sufficient and functions in different capacities creating individual/ group skill development on one hand, while on the other promoting economic stability, exchange and boost through material and content creation. Even in the face of the meltdown occasioned by the global pandemic, the industry has stood the test of time resiliently upholding structures within the Nigerian economy. Unfortunately, the benefits of the industry remain untapped because Nigeria's government is yet to fully key into the gains of the industry through funding which will in turn help in creating more skills acquisition schemes and jobs for the unemployed youths in Nigeria. This study looks at the current trends in the creative industry to identify areas where the government's support for the industry can help to alleviate poverty through mass skill acquisition and employment. The study adopts descriptive methodology in its inquiry and presentation. **(Keywords: Art, Creative Industry, Economy, Skill-development, Unemployment)**

### (USD-B02) Labour Market Institutions and Unemployment in Nigeria

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The study explores the analysis of labour market institutions and the unemployment situation in Nigeria. The study was anchored on the strategic aspect of the labour market institutions and considering the fluctuations in the unemployment rate in the country due to the level of educational and flooding of expatriates. The research design used in this study was descriptive. The population covered some

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selected recruitment agencies and their clients in South-west and North-central, Nigeria stood at 700 from companies' profiles. The sample size of 255 was drawn using the Taro Yamane (1967). A simple random sampling technique was employed because of its relevancy in selecting the respondents. Primary and secondary data were used. Data obtained were analysed and presented using both descriptive and inferential statistics. However, multiple linear regression analysis was used to investigate the relationship between the labour market institutions variables and the unemployment situation in Nigeria. The findings revealed that the  $R^2$  value of 0.074 on Durbin Watson indicates that 74% of the variations in the dependent variable which states that educational level have a significant effect on the unemployment situation in Nigeria as evidenced by the p-value of educational level to be (0.001) which is less than 0.05 at 95.0% confidence significance interval. Also, The  $R^2$  value of 0.071 states that the expatriate level does have a significant effect on the unemployment situation in Nigeria as evidenced by the p-value of the expatriates to be (0.001) which is less than 0.05 at a 95.0% confidence significance interval. The study discovered that education and the coming of expatriates' affect the unemployment situation in the country. It was recommended that the educational system should be made functional. To achieve this, emphasis should be laid on entrepreneurship education so that students should have acquired the basic skills needed for self-reliant before graduation. Finally, there is a need to encourage the graduates in both technical and non-technical jobs to discourage the flooding of expatriates in the country. **(Keywords: Labour market institutions, Unemployment, Educational, Expatriate, Labour policies)**

**(USD-B05) Youth Entrepreneurship: A Panacea for Unemployment in Post- Covid Era**

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Entrepreneurship as a concept requires knowledge, creativity, innovation, ingenuity, risk-taking and time bound. Therefore, the positive utilisation of knowledge acquired through formal, informal and non-formal education to meet the needs of mankind and better its existence is key to human survival. Else, the acquisition of functional education has always been the goal of every society. This has been one of the persistent concerns where education teaches how to live and earn a living. And for any society to attain economic growth and development, the youthful prowess must be productively engaged. However, the prevalent rate of increase in the number of unemployed youths in Nigeria necessitated a viable option of 'The Entrepreneurial Education Intervention' to cater for this outbreak especially in this era through the various vocational skill acquisition programmes by the government and some private individuals. The study examined the various entrepreneurial skills youth can be empowered with and other ways to support, monitor and evaluate its success in drastically reducing unemployment of youths especially in this era. The descriptive survey design was adopted for the study. Two research questions were raised and two research hypotheses formulated. Random sampling technique was adopted with a sample population of 170 participants. A Self-developed 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 unemployment can drastically reduce if youth are conscientiously empowered (either by government or private individuals) through entrepreneurship education, thereby making them useful both for themselves and the society. **(Keywords: Youth Entrepreneurship, Entrepreneurship education, unemployment, Post-COVID-Era, Education)**

## TRACT - B (Youth Unemployment Crisis in Africa)

### (USD-B06) Youth Entrepreneurship and Wealth Creation in Nigeria: The Way Forward

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One of the major challenges facing emerging, underdeveloped, and developing nations of the world is unemployment. Youth unemployment in Nigeria is critical, for instance, the National Bureau of Statistics in Nigeria revealed the alarming rate of youth unemployment which is as much as 50%. The situation is increasingly viewed as a national emergency, as the level of youth unemployment is expected to lead to an increasing rate in crimes. The objective of this study is to emphasise the need and importance of entrepreneurship which service as solution for poverty and joblessness among youth in Nigeria. The study observed that one of the most efficient ways to reduce unemployment among youth is through entrepreneurship development. The objectives of entrepreneurship includes equipping individual and creating in an individual the mindset to undertakes the risk of venturing into something new by applying the knowledge and skills acquired in schools and outside the school training. The paper looked at the roles of entrepreneurship as provision for youth that will enable creativity and innovative relevance to skill acquisition which encourages wealth creation and self-employment. This paper made use of secondary source of data collection. The paper identified challenges facing youth entrepreneurship and strategies for a way forward. The paper advanced some suggestions on how to overcome the challenges so as to reduce youth unemployment and enhances wealth creation in Nigeria. **(Keywords: Youth, Entrepreneurship, Wealth creation, Nigeria, School training).**

### (USD-B07) Assessment of Coping Mechanism for Reducing Unemployment Syndrome among Graduates in Nigeria

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This study was conducted to access coping mechanisms on unemployment syndrome and mitigation strategies among the graduate youths in Nigeria. Survey method was used in this study and purposive sampling technique was adopted to collect data through administration of questionnaire. Two set of groups were involved (Beneficiaries of N power, O yes in Osun State and State Supervisors). Four hundred and seven copies of questionnaire were administered on graduate beneficiaries of N power in Osun State and 60 copies of questionnaire were also administered on the supervisors in each of the 30 local government areas of Osun State. (2 per local government). Linear Regression analysis was used to test the formulated hypotheses. The findings showed that Hypothesis 1,  $R^2=0.620$ ,  $\text{sig}=0.000$ ,  $p<0.05$ . (Individual determination is statistically significant to unemployment reduction. Hypothesis 2 revealed



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that,  $R^2=0.455$ ,  $\text{sig} =0.000$ ,  $p < 0.05$ (Periodic monitoring of beneficiaries from Government support). The study established that individual commitment, self-assiduous, focus, goal oriented and Periodic monitoring of beneficiaries of Government support programmes on unemployment reduction are keen to self-sustainability in this current situation especially in this COVID 19 era in Nigeria. The study concluded that individual determination (individual commitment, Focus, goal oriented and self-assiduous) as coping mechanisms have significant impacton unemployment syndrome reduction among graduates in Nigeria. Therefore, the study recommends that government should intervene in the activities of the beneficiaries of any support or fund release to reduce unemployment in this era of ongoing COVID 19 pandemic in Nigeria to reduce economic wastage of fund and improve employment rate geometrically.

**(Keywords: Unemployment syndrome, coping mechanism, individual commitment and Government intervention).**

**(USD-B08) Youth Unemployment in Nigeria: Available Options for the Rescue**

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Youths are energetic individuals, highly endowed and hopeful for a promising future. They are the pillars in every society and future leaders. However, the appalling economic conditions and political environment in Nigeria imposes lots of constraints and setbacks on them compared to their fellow counterparts in advanced economies. One of such constraints is the high and increasing unemployment rate, which having been left unaddressed over the years, continued to deteriorate and have rippling effects on the Nigerian populace. Hence, the economic conditions and standard of living among Nigerian youths have continued to plummet. Critical to eliminating these menaces is understanding and addressing the root cause of growing unemployment as well as the remote and proximate causes of other related problems that adversely affect youths, the general populace, and ultimately hinder economic growth. Hence, the study was conducted to improve the understanding towards addressing the remote and immediate causes of growing unemployment among Nigerian youths. The causes and effective solutions to youth unemployment were examined by critically reviewing qualitative and quantitative findings from the extant literature. The findings highlight methods used by individuals, policymakers and relevant stakeholders to curb unemployment. The findings also suggest that adopting good cultural practices, imbibing entrepreneurial orientation, and promoting entrepreneurial activities from the grassroots are some of the rescue options, which have brought about tremendous changes and proved effective over the years in many economies. The findings further provide roadmaps for rescue options that address not only the menace of unemployment, but also other seemingly salient but harmful practices in Nigeria. Hence, given the relative importance of job creation among Nigerian youths and the urgent need for prompt action, policy-makers and relevant stakeholders' attention are drawn to some core areas to channel their necessary interventions.

**(Keywords: Youth Unemployment, Entrepreneurship, Entrepreneurial Orientation, Cultural Practices, Nigeria)**

## TRACT - B (Youth Unemployment Crisis in Africa)

### (USD-B10) Insurance and Youth Unemployment in Nigeria: A Take-away from the #EndSars Protest

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The economic and psychological impact of unemployment to the society and the individual cannot be overemphasised. The constant reverberation of low penetration of insurance and youth unemployment are both issues that have been discussed in Nigeria. While both constructs have at various times been viewed separately, in Nigeria, like many African countries, the nexus between insurance penetration and youth unemployment have not been entirely valued. Resolving the perennial issue of youth unemployment is a very appealing notion, yet very contentious. This study employed secondary data to examine the issues of youth unemployment, the massive losses suffered during the recent #EndSars protest in Nigeria and insurance penetration. The study results showed, the existence of an abundant youth population with the power of co-ordination that can be harnessed. The study thus concluded, that the abundant wealth in terms of human capital and unemployed youths, have a positive role in the quest for insurance penetration in Nigeria. The study recommended amongst others, that the Nigerian insurance industry put in place, strategies and modalities of inclusion of the booming population of unemployed youths. They should also create opportunities to harness the influence exercised by these youths in their individual catchment areas, in a bid to help boost insurance penetration. (**Keywords:** Insurance, Youth Unemployment, #EndSars, Penetration, Strategies).

**TRACT - C (Roles of Sustainable Goals (SDGs) 2030)****(USD-C01) Micro-Small Medium Enterprises (MSMEs) as Tools for Job Creation and Reduction of Youth Unemployment in Post-COVID19 Pandemic in Nigeria (A Case Study of Lagos)**

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For an economy to live up to expectation in the committee of nations, it must achieve accelerated development which is fundamental to improved standard of living. A major phenomenon by which is fast gaining widespread acceptance is that micro-small medium enterprises are viable platforms for job creation and reduction of youths' unemployment. This study, therefore, attempts to interrogate the impact of micro-small and medium enterprises on job creation and the reduction of youths' unemployment in post-COVID 19 pandemic in Lagos State. A mixed method design was adopted for the study. A semi-structured interview guide was adopted to collect data through in-depth interview from key informants for qualitative analysis. For quantitative data, primary data were collected from structured questionnaires distributed pen-on-paper to respondents to obtain relevant information from one hundred and eight (108) respondents, randomly and systematically selected in study locations. Out of 108 administered, 104 questionnaires were returned (96%), while 4 non-responses were discarded. Qualitative Data collected were content analyzed to elicit concepts, which were edited, sorted, pattern-matched, coded and categorized into themes, according to frequencies of variables being investigate. Frequency distribution method was used for exploratory analysis, while Chi-Square statistic was used to test the hypotheses at 0.05 significance level, using Statistical Package for Social Sciences (SPSS version 17) to analyze and interpret results. Findings show that micro-small medium enterprises are tools for job creation. The second finding show that micro-small medium enterprises are tools for reducing of youths' unemployment in Lagos State. The study concluded that micro-medium enterprises are tools for creating jobs and reducing youths' unemployment. The study also recommended that Lagos State government should provide more funds to Lagos State Employment Trust Fund Programme through public-private partnership, stabilize the epileptic power supply, improve infrastructural facilities and basic utilities in order to enable micro-small medium enterprises create more jobs, thereby, reducing youths' unemployment. **(Keywords: Micro-small medium enterprise, Post-COVID 19 Pandemic, Job creation, Youths and Unemployment)**

**(USD-C02) Youths Development in the Third World Countries: The Case of Nigeria**\*Sherif Abdul Raheem Ajiteru<sup>1</sup>; Yusuf Olatunji Oyedeko<sup>2</sup>; Ajiteru, Waheed Olayemi<sup>3</sup>; Mariam Olohunyinka Abiola<sup>4</sup><sup>1</sup>Department of Political Science & International Relations, Achievers University, Ondo State, Nigeria<sup>2</sup>Department of Banking and Finance, Federal University of Oye Ekiti, Ekiti State, Nigeria<sup>3</sup>Department of Accountancy, Federal Polytechnic, Ede, Osun State, Nigeria<sup>4</sup>Department of Art & International Studies, Adeleke University, Ede, Osun State, NigeriaEmail: [ajiterudr.sheriffdeen@gmail.com](mailto:ajiterudr.sheriffdeen@gmail.com) (Corresponding Author)

This paper aimed at providing an overview of the nature of youth development in the developing countries with special reference on Nigeria. In tantamount with the various obstacles such as corruption, lack of reliable data base and weak institutions faced by developing countries as a result of globalization, it is germane at this point to look at what have been transpiring globally and their implications for developing countries. To put the ongoing discussion into broader perspective, the paper seeks to reflect some historical and contemporary factors that might have contributed in varying degrees to the present state of youth development in the developing countries. Without a doubt, the focus on developing countries and youth development is crucial because it is global phenomenon through which all nations attain success and are able to achieve sustainable development goals (SDGs) 2030. It is therefore pertinent to both the present and the past Asian and African developing countries to rejig and put in place meaningful policies and programmes to empower the youths. Focusing on youth development in developing countries and most especially in Nigeria, this paper is preceded by a brief account on the nature of unity and diversity in developing countries development process and what their homogeneity and heterogeneity mean in terms of actual progress, under development problems and successes recorded by some of them including Nigeria. While conservative theories of development are explored in this study to further explain various development realities and insights from global perspectives. This paper adopted a desk research method in such that data were generated for the studying using secondary sources from technical reports, journals, academic papers and books. The content of this paper is not meant to simply complete remedies upon Nigeria development to a wide array of problems faced by developing countries in their development process; but rather, it is intended to shed more lights on the Nigeria's development philosophy, approach and process and the implications of such preferences on Nigerian society as measured by her quantitative and qualitative achievements in various aspect. To sum up, this paper narrows its scope down to the periods of the present administration President Muhammad Buhari, with his economic diversification approach, youth empowerment and fight against corruption. **(Keywords: Buhari Youths Development Philosophy, Economic Agenda, Fights Against Corruption, Developing Countries, Sustainable Development)**

## TRACT - C (Roles of Sustainable Goals (SDGs) 2030)

### (USD-C04) Public-Private Partnership (PPP) and Job Creation: Evidence from Bus Rapid Transit (BRT) In Lagos State

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Governments policies at all levels seek to reduce the level of unemployment but the indisputable reality is that it is an intricate task that needs the collaboration of private investors. The resources at the disposal of public sector cannot sufficiently tackle the myriad of unemployment challenges in its domain. Bureaucratic bottlenecks, political disruptions, and inadequate resources are some of the factors that often render it altruistic efforts ineffective and inefficient. The essence of Public-Private Partnership is to utilize the power embedded in the synergy of both public and private sector organisations. Therefore, the Bus Rapid Transit (BRT) scheme – a Public-Private Partnership initiative - was instituted by the Lagos State Government, in 2008, as part of her efforts to reduce the notorious traffic congestion in the state, ease the flow of traffic and mitigate the undue emotional and physical pressure suffered by the citizens. This study seeks to examine the job creation potentials of public-private partnership (PPP) scheme in an emerging global city such as Lagos. Lagos State is the preferred for this study, because it is the economic epicenter of Nigeria. The study uses the qualitative research method, particularly the case study method in order to establish a deeper understanding of how the BRT scheme is fostering the creation of jobs across Lagos State. Primary data were collected with the support of a structured one-on-one interview among the management staff, employees and customers of the operating company (Primer Transport Services Limited -TSL). The analysis of the data, showed the relative efficiency in the operations of the Bus Rapid Transit system and the various innovative steps taken by the operators have resulted in the increment of jobs creation. Consequently, Lagos State government established the Lagos State Employment Trust Fund partly for the reduction of unemployment rate in the state. The success output of the Bus Rapid Transit arrangement has also facilitated a renewed focus of successive government on the modes of urban transport which has led to the creation of more and better job opportunities. This study clinches with relevant findings and recommends that government at all levels should embrace more Public-Private Partnership opportunities as a catalyst for rapid reduction in the unemployment levels in their domains. Though, PPP may not be a perfect arrangement in itself, but it provides a beautiful opportunity for policymakers to make judicious and thoughtful utilisation of the scarce (limited) public resources available to them. **(Keywords: Bus Rapid Transit (BRT), Job Creation, Lagos State, Political Disruptions, Public-Private Partnerships)**

### (USD-C05) Youths' Interests in Entrepreneurship Development in Lagos State

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This article examines youths' interests in entrepreneurship development in Lagos state, with a focus on their awareness of entrepreneurship development programmes, perception of the role of government in entrepreneurship development, and ability to start up a business. Theories of structuration and planned behaviour were used in the explanation of youths' interests in entrepreneurship development. Secondary and primary data were used to address the subject matter of this study. The secondary data were collected through a systematic review of the literature such as journals, textbooks, thesis, and other relevant documents while a structured questionnaire was used to collect primary data from 400 youths, who were randomly selected from the Ikeja division of Lagos state in 2018. The data obtained were subjected to statistical analysis such as frequency distributions and correlation coefficients. The findings showed that 60.25 percent of the respondents were not aware of any government programme for entrepreneurship development, thereby showing a relatively low level of youths' awareness of entrepreneurship development programmes in Ikeja division of Lagos state. Also, 52 percent of the respondents did not think that government has provided necessary support for development of entrepreneurship in Ikeja division of Lagos state. A total of 58.25 percent of the respondents expressed their intention to start up a business within three years, and 54 percent of the respondents believed that they had the capacity to start and run a business on their own. The youths' perception of the role of government in the development of entrepreneurship in Ikeja division of Lagos state was found to have a significantly weak negative relationship with youths' intention to start up a business ( $r = -0.103$ ,  $p < 0.05$ ). Also, youths' perception of the role of government in the development of entrepreneurship in Lagos state was found to have a significantly weak negative relationship with their ability to start up a business ( $r = -0.104$ ,  $p < 0.05$ ). This indicates that youths' interest in entrepreneurship and willingness to startup businesses largely occurred outside the framework of government support. This however does not exonerate the government from promoting development of entrepreneurship in Ikeja division of Lagos state. Therefore, the Nigerian governments should create a suitable environment for entrepreneurship to thrive among the youths in Ikeja division of Lagos state. **(Keywords: Entrepreneurship Development; Government Policies, Youths; Lagos)**



**TRACT - C (Roles of Sustainable Goals (SDGs) 2030)****(USD-C06) The Sustainable Development Goals (SDGS) 2030 and Undergraduate Employability in Africa – A Case Study of University of Lagos, Nigeria**

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The existing educational system in Africa greatly reduces the chances of students of participating in activities that would prepare them for the workplace. Fortunately, the pursuit of the SDGs by the UN creates a better chance for African youths, who are mostly undergraduates. It supports the realization of goals while creating opportunities for upskilling and forming alliances that could be leveraged to increase professional capital. This study, therefore, examined the impact of sustainable development goals on undergraduates' employability in Africa, a case study of University of Lagos, Nigeria. A descriptive research design was adopted. The study involved 200 undergraduate students randomly sampled from five (5) faculties in the University of Lagos Nigeria. The instrument for data collection was a structured questionnaire. The results were analysed using percentages and average. Hypotheses were tested using Chi-square at 0.05% level of significance. The findings of the study revealed that the level of awareness of the undergraduates on the SDGs projects is average (58.7) and that majority (69%) agreed that they have heard about the SDGs before, know the full meaning of the SDGs (76%) and that SDGs are global goals (63%) but disagreed that the SDGs have 15 goals and 78 targets. The study also showed that the level of undergraduates' involvement in SDGs projects is average (66.4%) as most (52%) get involved in waste-to-wealth projects and attend the various workshops, conferences, seminars on sustainable development while many still hardly participate in any of the numerous community projects and charity walk. However, the undergraduates encountered many challenges in participating in SDG projects. Many (57%) found the projects uninteresting, time clashes with academics/ lectures timetable (66.5%), lack the resources to participate in SDGs projects (74.5%), have limited understanding and information of the SDGs. All these challenges affect their academic performance, although moderately (48.4%). The result further revealed that majority (91.5%) of the undergraduates agreed that participation in SDGs projects improves undergraduates' existing skills, helps to acquire transferable skills and a broad-based experience (90%), offers opportunities to practice various classroom theories (78%) and have access to relevant employment information (89.5%). The undergraduates participate in SDGs projects such as Sustainable Development Advocates (SDA) activities, Walk Against Hunger, EDUClean in the faculty of education, SDG Engagement by Society of Petroleum Engineers (SPE,) Unilag. Premised on the findings, it was recommended that education planners should incorporate sustainable development education into the curriculum. Also, the university should set up a unit that mobilizes students towards the realization of the Sustainable Development Goals (SDGs). (**Keywords: Sustainable Development Goals, Undergraduates, Employability, Africa, University of Lagos**)

**(USD-C07) Discretionary income and the demand of life insurance: Evidence from Nigeria in attaining sustainable development goals (SDG)**

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Life is embedded with various risks that can lower people's well-being as a result of unexpected events. Therefore, it is very essential for every individual household to embrace an important mechanism that can protect their family against such situations by purchasing life insurance policies to guarantee their benefit in the event of certain eventuality. However, life insurance business remains unviable in Nigeria and its products hard to sell in the Nigerian marketplace. This unpalatable situation about the business always raised worries among the players in the industry. Therefore, understanding of the factors that affect the consumption of life insurance in Nigeria household is important for the industry players to exert more effort in working on these factors to expand their knowledge. This study used descriptive research design, primary data source using questionnaire which were administered to target audience of individuals via Google forms for data gathering. The questionnaire centres on a number of different variables which relate to discretionary income and demand. Using simple random sampling, from the pool of received responses, a total of one hundred and twenty-one (121) responses were selected and analysed among selected 20 insurance companies offering life insurance product and industry players. Result of multiple linear regression of demand of insurance on their demographic characteristics and responses related to discretionary income, attitude towards life insurance, and the motives behind it. It shows how the explanatory variables such as age, marital status, income level, educational qualification, work experience, number of dependents, understanding of risk management and the other variables

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affect the demand for insurance services by Nigerians. It was discovered that all the six sets of research questions and null hypotheses of this study were rejected and one of the recommendations made that company image and company-client relationship could assist in attending to resolving youth unemployment in the country. **(Keywords: Discretionary Income, Life Insurance, Sustainable Development, Unemployment, Osun State)**

### (USD-C10) Sustainable Entrepreneurship: The Rescue Strategy for Youth Unemployment Crisis Post COVID-19 Era

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The advent of the novel Corona Virus (COVID-19) has made the challenges faced in the business environment tougher, with devastating effect on the global economy and altering the business models of large and small businesses. African economies are not exempted from the pandemic's far-reaching effects, especially the Small and Medium Scale Enterprises (SMEs) resulting to the growing rate of youth unemployment during the COVID-19 era. SMEs play the critical role as the largest contributor of job opportunities in Africa accounting for circa 60% and 84% of employment in South Africa and Nigeria. However, the emergence of the pandemic has drastically affected their operations, where about one-fifth of SMEs are faced with the risk of permanently shutting down their businesses, and over 55% of all small businesses are strongly affected by the pandemic. The ripple effect of this situation is the significant surge in the rate of youth unemployment in most of the African nations. Considering the role of SMEs in driving sustainable development goals particularly, youth unemployment in the continent, it is imperative that businesses develop sustainable and effective business models in responsiveness to potential environmental, economic and social crisis Post COVID-19 era. This study therefore examines the role of Sustainable Entrepreneurship in the creation of sustainable job opportunities Post covid-19 through the establishment of agile and resilience SMEs in the continent. The paper also analyses the adoption of the three dimensions of sustainable entrepreneurship in expanding SMEs' business operations within and outside their local markets. A cross-sectional survey design was employed for this study. Questionnaires were distributed to 300 SME owners within the range of 5-15 years of existence in (10) commercial areas in Lagos state, Nigeria, namely, Oshodi, Shomulu, Surulere, Lagos Island, Ikeja, Ikoyi, Victoria Island, Lekki, Yaba and Alimosho. Results from this study revealed upholding sustainable human resources practices, adoption of corporate social responsibility practices and adequate financial resources management have statistically significant relationship with the sustainable expansion of business operations of SMEs. This implies that SMEs are capable of accelerating job employment opportunities through the employment of various sustainable practices such as product and process innovation. The study therefore recommends that friendly business environment should be facilitated for sustainable business practices and more importantly, provision of government intervention facilities to access affordable financing for sustainable business operations. The study recommends the need for African SMEs to adopt a sustainable business model for their survival in their home countries, creation of job employment opportunities and position them strategically in the global markets Post COVID 19 era. **(Keywords: COVID-19 Pandemic, Youth unemployment, Business Model, Sustainable Entrepreneurship, SMEs)**

### (USD-C11) Measuring the Effectiveness of a Government Intervention on COVID-19 Induced Youth Unemployment in Nigeria: Challenges, Prospects, and the Way Forward

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The objective of this paper is to evaluate and situate properly the effectiveness of the Nigeria Incentive-Based Risk Sharing System for Agricultural Lending (NISRAL)/Central Bank of Nigeria (CBN) COVID-19 intervention fund on COVID-19 induced youth unemployment in Nigeria using Computer Assisted Telephone Interview (CATI). A total of 100 eligible young beneficiaries of the NISRAL CBN COVID- 19 intervention loan were systematically selected for the study. The study notes that contrary to the ovation that comes with the possibilities inherent in Nigeria's possession of a large pool of young persons, the youth in Nigeria is in dire situation, faced with lack, untold hardship, propensity towards crime, hopelessness, mental, spiritual and physical wariness and political servitude. The study concludes that the introduction of the NISRAL-CBN COVID-19 intervention is timely and has great potential to reverse the narratives around youth unemployment and its associated ills in Nigeria. The findings of the study thus affirm a very robust



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positive relationship between the intervention, youth unemployment and poverty reduction in Nigeria. The paper looks at the relationship between NISRAL-CBN intervention and the level of youth unemployment in Nigeria and found out that the intervention with some more enhancements can mean the difference in reducing Nigeria's youth unemployment and poverty induced by the Novel Corona Virus. The study thus recommends supplementing training with loan, strong management, less complex structures and long-term focus as measures to enhance the effectiveness of the intervention for it to be able to live to its billing of cushioning the effects of COVID-19 induced youth unemployment in Nigeria. **(Keywords: Unemployment, Poverty, Youth, Corona Virus, National Development)**

### **(USD-C12) Strategic Measures and Policy Framework for Addressing Unemployment Crisis of Youths with Disabilities: A Critical Appraisal of Sustainable Development Goals (SDGs) 2030**

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Youth employment and economic empowerment constitutes the primary means of addressing household poverty globally. Moreover, youth unemployment rate serves as the indicator to measure poverty in most parts of the world. However, unemployment among youths living with disabilities appears not to have been given the utmost attention it deserves. Unfortunately, unemployment rates are higher among young people with disabilities. Globally, there are strong links between disability, poverty and the lack of access to decent work. This, in part has been attributed to the disabled youth's inability to secure access to quality education that meets their specific accessibility needs. Arguably, it is believed that the educational disadvantage experienced by young people with disabilities will inevitably have a negative impact on their employment prospects. Moreover, young people living with disabilities always found it difficult getting a decent employment that matches their skills level as a result of persistent social biases and negative perceptions that tend to stereotype their ability to perform in a competitive workplace. Therefore, in order to foster inclusion and equity and to “...**eradicate extreme poverty for all people everywhere**,,” (SDG1.1), this paper addresses the strategic measures and policy framework that must be put in place in order to “...to achieve full and productive employment and decent work for all women and men, including **young people and persons with disabilities**...” (SDG8.5). Specifically, this paper addresses how government and society in general can address the past deficits in educational provision that have denied young people with disabilities equal opportunities for gaining quality employment (SDG4.5) and recommend strategic measures that can “promote and enforce **non-discriminatory laws and policies**...” that will facilitate inclusion of young people with disabilities into the workforce (SDG16.16b, SDG10.2,3). The paper employed content analysis of International labour regulations and Social protections, United Nations Sustainable Development Goals reports, Youths living with disabilities initiated projects and other relevant documents in order to provide strategic measures and policy framework towards supporting decent work for all youths with disabilities as outlined in SDG Goal 8 and as it relates to Goals 1 and 10 respectively. **(Keywords: Youths, disabilities, Unemployment, Policy, SDG)**



## TRACT - D (Agropreneurship)

### (USD-D01) Agropreneurial Value Chain Creation: Small and Medium Scale Industrial Production of Fragrances from Indigenously Cultivated Plants

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This review provides the impact that small and medium scale industrial production of essential oils (EO) as raw material for the production of fragrances and allied products can have on employment and income generation for Nigerian youths. The statistics available projected Nigerian population to be at approximately 201 million of which over 60% are of youthful age. Out of these 120 million youths 28.6% are underemployed and 34.9% of the youths are unemployed. The implication of this is that above 44 million productive youths are currently unemployed or underemployed. This review therefore surveyed recent publications and abstracts in Google Scholar and Scopus databases for information on EOs related issues, their production and entrepreneurial opportunities around them. The demand for EOs is huge and this is met currently through imports. The global demand is valued to be around \$10-billion while Nigeria was reported to have imported \$322.72 million worth of Essential oils, perfumes, cosmetics, toiletries in 2017. There are lots of EO yielding plants, like ginger, citrus, garlic, eucalyptus and lemongrass that have been identified by researchers that can be easily cultivated in Nigeria. The quality of most of these plants have been investigated and confirmed. Local farmers and processors can improve their economy by growing and processing EO yielding plants. We identified the following gaps that must be addressed to promote agropreneurial value chain creation around EOs: investigation into the most cost effective process for small and medium scale extraction of essential oils from locally available plant materials; mass cultivation of essential oils yielding plants; development of local designs, that can be optimized and fabricated into prototype pilot plants; development of standard operating procedures (SOPs) and quality assurance/quality control (QC) mechanism for extraction of quality essential oils with desirable physicochemical, functional, and medicinal properties from locally sources plant materials among others. Therefore, designing, fabrication and optimization of small and medium scale distilleries for the extraction of EOs are extant and indigenous technologies must be promoted to ensure this value chain addition. The planting of the EO plants, the development of their extraction technology, essential oil production and the assurance/control of quality must be leveraged on to meet the local demands for EOs. This will create jobs, value chain development and economic prosperity for the nation. **(Keywords: Essential Oils, Small and Medium Enterprises, Agropreneurship, Job Creation, Pilot Plant Design)**

### (USD-D02) A Geospatial Analytic Approach to Solid Waste Management A Case Study of Lagos State, Nigeria

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Solid waste management is one of the biggest issues faced by the authorities, the government spend millions annually on waste management, some low income areas resort to open burning for waste management. Dump sites are located too closely to places habited by humans, this makes living in such areas dangerous to their health. This research work focuses on locating dump sites within lagos state, population size of occupants close to the dumpsites and analysing their closeness to the dumpsite. In this study, data comprising vector and raster dataset were collected, identifying over 400 major and minor dump sites within Lagos, this was analysed using the Quantum Geographical Information System (QGIS) software. The result from this research, is a mapped out dump sites for solid waste in lagos state and creation of a 5km buffer radius around each dump site to determine the population size of the inhabitant close to the refuse location. This will help to prevent prevailing health hazards that can result from living in close proximity to these dump sites. In conclusion, this study will aid government and non-governmental agencies in charge of waste to make appropriate decisions in the approval of location of dump sites for solid waste management and also help advice the population living close to these dumpsites on health hazards from this dump sites. It is recommended that they majorly consider the health risk posed to inhabitants close to the dump sites as this can help better understand how to equip health facilities in such area. **(Keywords: Dump Sites, GIS, Raster Data, Solid Waste Management, Vector data)**



**TRACT - D (Agropreneurship)****(USD-D03) Agro-Allied Value Option to Rescue Unemployment in Post-Covid Era**

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Agro- allied refers to agricultural products required as raw materials for the production of other goods and services. In other words, allied sector or industry depends solely on agriculture for survival in their industrial activities. Agriculture is considered to be the oldest occupation in Africa and among the Nigerian people. Nigeria is blessed with good topography, climate and arable land suitable for agricultural activities which predominantly occur in the rural areas. The search for better life in the cities resulted into the urban/rural movement with its attendant consequences; such as youth unemployment, fraudsters, robbery, prostitution and other vices in the society as a means of survival. In spite of these, the realities of Post-COVID era are such that some people are outrightly out of employment, work without full salaries and wrecking them to poverty level even in the face of a prevailing unemployment. However, opportunities abound in the involvement of our youth in agro related businesses. Therefore, agro- allied option becomes a necessity to positively engage our youth in wealth creation and possible employment opportunities. The study examined Agro- allied as a value option to rescue unemployment in Post-COVID era. The descriptive survey design was adopted for the study. Two research questions were raised which necessitated the hypotheses formulated. Random sampling technique was adopted with a sample population of 250 participants. The instrument for data collection was a questionnaire constructed by the researchers. The reliability of the instrument was determined by Cronbach alpha statistics. The research findings revealed that youth involvement in agro-allied business is a viable option to combat unemployment in this post-covid era, provided certain incentives are put in place. **(Keywords: Agriculture, Agro-allied, Youth Involvement, Youth Unemployment, Incentives)**

**(USD-D05) Assessment of Nutrient Inputs in *Amaranthus Caudatus* (Green Vegetable) Production**

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Amaranth is a genus herbs belonging to the family Amaranthaceae, consisting of 60–70 species with edible leaves. It possesses high nutritional values of essential nutrients like calcium, phosphorous, iron, vitamins C, fiber, carbohydrate, and fat in high calorific values. The vegetable is a promising food crop due to its resistance to heat, drought, diseases and pests; therefore, it plays a vital role in the empowerment of women and youths especially in the southern Nigeria where it is a daily staple food for the average household and source of livelihood for majority of women and youth engaged in farming and agric-business. Unfortunately, most Nigerian soils have low nitrogen which is the main supplement needed for *AmaranthusC* cultivation. The use of inorganic fertilizer for its cultivation as soil nutrient has been argued to trigger pollution of ground water, poor plant growth quality and disease susceptibility; thus, paving way for the assessment of organic fertilizer options. Organic cultivation of *AmaranthusC* has been noted to increase the crop yield quality, quantity and production. It is also an avenue to promote *AmaranthusC* production to supports agro-preneurs and agribusiness. Thus, this study assesses the response of *AmaranthusC* to 8 types of organic fertilizers at the Organic Learning Farm, Department of Geography, University of Lagos. 0.2 gram of *AmaranthusC* was sown on 22<sup>nd</sup> February, 2020, and transplanting on 6 raised beds of 17ft by 2 ft on 4th March, 2020. The experimental beds were grouped into 3 blocks (Block 1, Block 2 and Block 3) of 2 beds each and treated with different types of nutrient input (fertilizers). Applied to Block 1 was 4kg Cow Dung and 4kg Compost, Block 2 had 5kg Poultry Droppings and 10ml Super Gro, and Block 3 had 5kg Compost and 10ml Humi using folia and broad casting methods respectively. Half dose of each fertilizer was applied on the 02/03/2020) and (13/03/2020). The standard management practice was to wet the plants with water (33litres per bed daily) and also hand weed after 15 days. The result showed that Poultry droppings and Super Gro had harvest of 3.8kg of *AmaranthC* per bed. This is followed by Cow dung and compost at 3.2 kg of *AmaranthC* per bed. The plants compost and Humi enhanced plants had the lowest harvest of 2.5kg after the fourth week from transplanting. Poultry droppings and the Super Gro, significantly enhanced the production of leaves and maintained the trend observed in plant height. Changes in the number of leaves are bound to affect the overall performance of *Amaranthus* as the leaves serve as photosynthetic organ of the plants This study therefore shows that organic farming which largely relies upon animal manures and off farm organic waste should be seen as an efficient method of growing vegetables (*Amaranthus*), for an appreciable growth performance and nutritional value; hence, farmers should be encouraged to use poultry waste for effective *Amaranthus* growth performance. **(Keywords: Agriculture, *Amaranthus Caudatus*, Organic Cultivation, Inorganic Fertilizer, Vegetables)**

## TRACT - D (Agropreneurship)

### **(USD-D06) An Evaluation of Bio-Compost Potentials in Waste Recycling Management for Crop production in Unilag-Geo Research and Learning Farm**

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One major challenge facing cities in most developing nation has been waste management including waste recycling particularly in University institutions. The recycling of waste into valuable organic fertilizer called “Bio-compost” has a noticeable impact on creating job opportunities, generating income and improving on the non-conventional healthy crop production. To understand the procedural potentials of composting for agricprenure therefore, the paper assesses the opportunities in the composting pathways in University of Lagos in order to unveil the constraints for a viable enterprise. Food waste of four (4) food canteens were collected twice a day for 12weeks –Monday to Friday. For each collection, waste audits are taken and piled. Other composting materials such as ash, cow and chicken manure, and sawdust are added using Windrow Composting methods. Air and compost quality meter were used to determine the waste contents characteristics such as moisture content, bulky density, oxygen, temperature, pH and gas emission. Microbial, birds and worm activity were observed and the shrink dimension were determined using scale. The procedural constraints encountered were collated and analyzed. The result shows that an average of 537.7kg of food waste was collected from the 4 vendors weekly. With a gestation period of 15 weeks, about 107 kg of compost was made available for vegetable production Unilag Organic farm. The observed constraints were inconsistencies and untimely waste collection due limited control on collection equipment, unavailability of proper compost piles facilities, high cost of labour, loss of compost nutrients and branding skills. Although the composting process and activities motivated participants especially students, the potentials of the waste recycled were not fully harnessed. The paper recommends an interdisciplinary collaboration and support for a more viable outcome. **(Keywords: Agriculture, Organic Fertilizer, Waste Audit, Bio-Compost, Job Creation)**

**TRACT - E (Innovation and Technopreneurship)****(USD-E01) The Impact of Lagos Innovation Hubs and COVID 19 Realities on wealth creation**

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Focused, well-articulated and properly developed entrepreneurship endeavor and activities will engage both young and old productively, engage their intuitive mind for creative results and products. It will also increase the quality of lives of citizens and the wealth of nations. Poverty and inequalities have been ravaging the world prior to the emergence of the Corona Virus novel infections (COVID 19), but the emergence of the infections exposed humans to far more pressure and uncertainties than before. This article examined the impact of the technology hubs in Lagos, Nigeria and evaluates their impact in youth engagement and wealth creation. A hybrid of qualitative and quantitative research approaches was used in this study, 29 of the technology hubs owners were interviewed while users/patrons from 31 out of about 40 technology hubs in Lagos responded to questionnaire through the provided google link or the physical copies administered. Despite the concentration of most of technology incubation hubs in Nigeria in Lagos, this study conclude that the number of technology incubation hubs were not adequate in number compared to the volume of youths and their numerous ideas that needs to be nurtured and developed into full-fledged profitable products and services. This study also discovered that the services being rendered by more than 81% of the few technology hubs are merely provision of co-working spaces and internet services, the conscious programs and efforts that will help young startups and entrepreneurs grow and crystalize their likely business ideas into real businesses is lacking amongst the list of services being rendered by the technology hubs; the consciousness of this discovery will help current and emerging entrepreneurs, funders, investors and even private and government agencies to approach the issue of technology entrepreneurship from a more conscious and well thought out perspectives so as to reap more benefits for the various entrepreneurship efforts and endeavours because wealth is created only when the ideas are developed into products that are patronized by consumers. (**Keywords: Creativity and Innovation, Entrepreneurship, COVID 19, Technology Innovation Hubs, Wealth creation, Lagos**)

**(USD-E02) Technopreneurship and Innovation Diffusion as Rescuing Therapy for the Rising Youth Unemployment in Post-COVID-19 Africa**

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This study attempts to proffer solutions to the youth unemployment challenge facing the African continent through technopreneurship and innovation in the post COVID-19 era. It is common knowledge that the corona virus pandemic which has affected over 47 million people worldwide with more than 1.2 million fatalities has left national economies and businesses devastated, thereby compounding the unemployment challenge faced by many countries. With the closure of international boundaries and the attendant supply chain disruptions, many factories scaled down their operations or closed shop completely thereby rendering many workers redundant. It is instructive to note that a country like China rose from the ashes of poverty in 1978 to become renowned in manufacturing through technopreneurship in less than 30 years. It can also be argued that the economic prosperity of several countries such as the United States of America, Japan, Germany, South Korea, Italy, Singapore and France is not predicated on natural resource endowment but on the creative ingenuity of their citizens. This research is a qualitative design based on the interpretivist philosophy and an ontological orientation of subjectivism. Qualitative research emphasizes words rather than quantification in collecting and analyzing data. Interpretivism advocates that researchers, as a matter of necessity, should appreciate differences between humans in their role as social actors. Findings from the research reveal that innovation and technopreneurship are capable of galvanizing the youth into job creators rather than job seekers and this can translate into wealth creation for the economic prosperity of the African continent. Based on the findings, the recommendation made is that African governments should provide an enabling environment as well as the financial and technical support required for innovation and technopreneurship to thrive in the post-COVID-19 period. (**Keywords: Technopreneurship, Innovation Diffusion, Rescuing Therapy, Youth Unemployment, Post-COVID-19**)

## TRACT - E (Innovation and Technopreneurship)

### (USD-E03) UNILAG FabLab: A Centre for Ideation, Research, Innovation and Development - A framework for Connecting the Town and Gown

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A fabrication laboratory (FabLab) is a technical prototyping stage for innovation and invention. It is a place to: learn, invent, create, mentor, play and provide tools for digital fabrication. Additive manufacturing, also called 3D printing, is a computer-aided process of manufacturing physical objects from designs, by successive layers deposition of selected material. The tremendous transformation of manufacturing processes by 3D printing across almost every sector has brought about incredible advances in research and innovation. However, the penetration of additive manufacturing and use of artificial intelligence in the country is currently shallow. To address this challenge, the French Embassy recently commissioned a fully equipped additive manufacturing workspace at the University of Lagos (UNILAG FabLab) to build appropriate capacity in members of the university community and permit digital fabrication across borders using 3D printing. This facility offers an opportunity for patrons to acquire cutting edge competence in the process and technology of additive manufacturing and solve challenging problems using machine learning models and artificial intelligence. The UNILAG FabLab is structured to serve the research and innovation needs of experts, members of the university community, students and enthusiasts. The equipment for printing design ideas include the Creality CR10s and Micro-delta while electronics and sensors are available for use in monitoring the climate and evapotranspiration of the soil. Other units such as welding, CNCs, and robotics are also present in the laboratory. It is envisaged that the products of technology such as prototypes for covid 19 prevention and weather station, that will continue to emanate from the UNILAG FabLab will contribute significantly towards enhancing manufacturing processes and making the laboratory a resource domain for other additive manufacturing centers around the world. The UNILAG FabLab therefore, presents itself as a welcome space for patrons to actualize their awesome idea. (**Keywords: 3D printers; artificial intelligence; climate monitoring; computer-aided process; UNILAG FabLab**)

### (USD-E04) Innovation and Youth Employment in Sub-Saharan Africa: Does Educational Quality Matter?

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Employment challenges in sub-Saharan African (SSA) countries have been compounded with the advent of the COVID-19 pandemic, especially for the younger labour market participants. This has intensified calls for the application of more innovative and technology-based methods of economic activities. However, deep segmentations in labour markets for SSA countries may render post-Covid production patterns and labour markets more hostile to youth employment access and sustainability. In this study, the effects of innovation on youth employment growth are examined using data for 27 SSA countries, with the role of education considered as intermediary. Using data analysis and the Generalized Least Squares (GLS) estimation technique, the study found that modernization and technology adoption with innovative systems tends to affect youth employment disproportionately and negatively in SSA region. In particular, the study showed that the systems of education and innovation (on their own) limit youth employment, although innovation adopted by government is shown to positively boost youth employment. There is also evidence that the relationship between innovation and youth employment is more non-linear, with countries that possess better educational quality and access having better influences of innovation on youth employment. The study therefore concludes that for innovation to be relevant to youth employment growth among SSA countries, it must be deepened by government participation and adoption. Moreover, educational development and innovation must go hand in hand in order to ensure effective long-term solutions to the youth unemployment challenges among SSA countries. (**Keywords: Innovation, Youth Employment, Sub-Saharan Africa, Educational Quality, Matter**)



**TRACT - E (Innovation and Technopreneurship)****(USD-E06) Entrepreneurship, Technology Development and Productivity Across Firms in Africa in the 1990s: Lessons for the Youth Post COVID-19 Era**

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This paper seeks to assess the contribution of technological change over the 1990s to the enterprise development in Sub-Saharan Africa and how that may inform the youth-start-ups today. Applying the Multivariate Multilevel Statistical modelling tools, the study investigated variability in productivity growth across enterprises within and between countries in Africa due to technological change, and those due to firm and country- specific effects. The results indicate that, variability in productivity growth due to technological change over the period was not significant suggesting that, the changes in productivity growth across and within enterprises in Africa were not influenced greatly by technology. The results however show that variability in productivity growth across enterprises in Africa, specifically Ghana, Kenya, Zimbabwe, Zambia and Cameroon has been largely due to physical, human capital and labour inputs. These results are in line with findings by Lall in 2003 that suggest that technological development has not been prioritized in Africa. The conclusion here is that, the bulk of the output growth across enterprises in Africa in the 1990s and even in 2000s was largely due to production inputs. Has that changed today and can that change in the post COVID-19 era? The answers require further studies. The paper draws on the lessons learnt in the 1990s to inform the youth-start-ups today and the youth-start-ups post COVID-19 era. Key lessons learned for the youth-start-ups today and the youth-start-ups post COVID-19 era are that: 1) *Effective management of technology by enterprises is important*- Per the findings in the paper, for technology to account for significant variability in productivity growth within and between firms in Africa, specifically Ghana, Kenya, Zimbabwe, Zambia and Cameroon, there may be the need to get beyond just adoption of new technologies to effectively managing these technologies, and 2) *Creating enabling environment is important*- For technology to account for significant variability in productivity growth within and between firms in Africa, there may be the need to create enabling environment for entrepreneurs and enterprises to deploy new technologies. (**Keywords: Entrepreneurship, Technology, Development, Productivity, Youth Post COVID-19 Era**)

**(USD-E08) Innovative Gender Responsive Strategies to Sustain Mentorship in Science, Technology and Engineering (STEM) for Equitable Youth Employment in the Post- Covid-19 Era**Mwangi, Mary N<sup>1</sup>, Wamue, Grace N<sup>2</sup>, Odon A<sup>3</sup>, Mutuku, W.N.<sup>4</sup><sup>1</sup>Department of Biochemistry, Microbiology and Biotechnology, Kenyatta University, Kenya<sup>2</sup>Department of Gender, Sociology and Development Studies, Kenyatta University, Kenya.<sup>3</sup>Akanimo, Odon, Lancaster Environment Center, Lancaster University, UK.<sup>4</sup>Department of Mathematics and Statistics, Kenyatta University, Kenya.

STEM is key to technological innovations, job creation and sustainable development. Observably, women remain underrepresented in the STEM courses. These gender disparities are also reflected in the school to work transition for women in STEM related careers, which offer the best career prospects, greatest impacts and highest salaries. Equally compromised is the entrepreneurial innovativeness for young women and girls especially in business start-ups and subsequent commercialization of science. To enhance employability for women, it is important to bridge the gender gaps by equipping them with diverse gender responsive incentives and structures for school to work transition. Global efforts to bridge gender gaps have increased girls and women's enrollment in STEM across Africa. However, the "leaking pipe" persists as women vanish from careers in science at higher ranks. Mentorship is a proven, powerful driver for career development particularly in retaining women in science. The AU agenda 2063 also singles out mentoring as a key avenue and a central pillar for equitable and secure sustainable future of Africa. The intervention requires regular interactions between mentors and protégés either within institutions or through school visits. However, these interactions have been disrupted by lockdowns and requirements for social distancing occasioned by the Covid-19 pandemic. This paper will discuss the findings of a descriptive study that examined the effects of the pandemic on effective mentorship. We used desk reviews, telephone interviews, online questionnaires and face to face interviews to gather data on the challenges faced by mentors and mentees from a gender perspective. We also examined the initiatives

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by various stakeholders (government, non-state actors, learning institutions, and mentors, community leaders) to sustain mentorship activities. Preliminary findings indicate that Covid-19 poses gender-specific challenges to mentorship in STEM. These have the potential to reverse the progressive trajectory of mentorship in enhancing participation of girls in STEM. As the world seeks to build back stronger, it is important to develop innovative strategies to sustain mentorship for equitable youth employment in the post- Covid-19 era. **(Keywords: Innovative, Gender Responsive Strategies, Mentorship, Science Technology and Engineering (STEM), Equitable Youth )**

### (USD-E09) Youth Unemployment, Cybercrime and National Security in Post-Covid-19 Nigeria: Evidence from Nairaland

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It is unarguably factual that unemployment in Nigeria grows at an exponential rate and threatens national security. This is so because, unemployment, particularly among the youth, is responsible for several societal ills such as violence, crime, insecurity, corruption and cybercrime – among others. Meanwhile, the prevalence of cybercrime in Nigeria continues to increase as the use of the internet is popularized among youths. Amid several factors, the economic constraints in the country as exhibited by widespread multidimensional poverty and spiralling unemployment remains a major stressor of cybercrime proliferation. Observably, the rate of cybercrime in Nigeria which has been a major challenge to national security before the Covid19 Pandemic has increased tremendously due to the economic scourge of the virus. This is an indication that the pandemic which increased the incidence of unemployment in the country also exposed more youths to cybercrime activities. By adopting a quantitative approach, the study examined the effect of youth unemployment on cybercrime on one hand, and on national security on the other, in post-Covid-19 Nigeria, by sampling 1047 participants selected from Nairaland – the second most visited forum by Nigerian youths. The data gathered was analyzed using the Spearman Correlation Coefficient and the result showed that given the Covid-19 crisis, the penchant for cybercrime by Nigerian youths has increased, while the threat to national security remains unabated. In light of these findings, it is recommended that the Federal Government of Nigeria should increase its activities in promoting social inclusion, social protection, agropreneurship and technopreneurship to address youth unemployment in the country. **(Keywords: Covid-19, cybercrime, Nairaland, national security, Unemployment, Youth.)**

### (USD-E11) Deepening Transformative Digital Technologies of Millennial for Fourth Industrial Revolution in Revolution in Nigeria

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The Fourth Industrial Revolution (4IR) is driven by a range of emerging technologies that impact entrepreneurial performance towards achieving the Sustainable Development Goals (SDGs). Globally, millions of digital start-ups are being launched in various industries while other businesses are reinventing and investing billions through digital technologies. Improved Transformative Digital Technologies (TDT) capabilities could create entrepreneurial alertness among the Millennial; born between 1980 and 2000. Entrepreneurial alertness is an individual's ability to perceive new opportunities that are overlooked by others with inclination to start new enterprise. This paper examines the knowledge and current application of TDT of the Nigerian Millennial; carries out Entrepreneurial Behavioural Mappings of the Millennial in Digitally-Based Enterprises; and identifies the Critical Success Factors for entrepreneurial alertness and engagements among the Millennial in Nigeria. The study adopted survey research design targeting population of all Millennial across the 6 States in the Southwest, Nigeria. A total of 900 Millennial Technopreneurs were purposively sampled in the 6 States with a multi-stage sampling procedure. A response rate of 68.42% was recorded in the study. The outcome of the study revealed that the majority (91.71%) of the Millennial possessed thorough knowledge of TDT with only 61.32% currently engaged in Digitally-Based Enterprises such as cloud computing, data analytics, Machine Learning, Mobile Development, Data Visualisation, fintech, blockchain technology, Software Development, Data Engineering, Cyber security, internet of things (IoT) which are the

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building blocks for 4IR. The study further revealed that the Critical Success Factors (CSFs) for entrepreneurial alertness and engagements in Digitally-Based Enterprises among the Millennial in Southwest, Nigeria were personal exploits, Business Innovation Competitions/Innovation Challenges Programme, Entrepreneurship Mentorship Programme, Skill Acquisition/Entrepreneurship Development Programmes; and Industrial Work Experience. The CSFs all contributed 74.1% ( $R^2$  value of 0.741) to the entrepreneurial alertness of the Millennial in Nigeria. The study conclude that the knowledge and Entrepreneurial Behaviours of Nigerian Millennial in Digitally-Based Enterprises is relatively high with potentials for Fourth Industrial Revolution in Nigeria. However, to deepen the entrepreneurial alertness of the Millennial, the paper recommends that government and private organisations should give more encouragement and supports to the Millennial through mentoring in Digitally-Based Enterprises for Sustainable Development Goals in Nigeria. Moreso, the Millennial should be involved in Sustainable Industrial growth and development to exploit untapped opportunities in the Nigeria Technology Innovation ecosystem. (**Key words: Transformative Digital Technologies, Millennial, Fourth Industrial Revolution, Innovation, Sustainable Development Goals**)

### (USD-E13) Rethinking Innovation: Frontiers for Micro and Small Firms in Developing Countries

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Innovation interest in the past decades as a means of economic development has been amply demonstrated by both government and international organs. Similarly, there are growing literature and research studies focusing on this theme. However, the dominant narratives of innovation, owing to the origin of the concept and its research discussion is technological. Thus, innovation presented in some of these literature are those of radical products from cutting edge innovation, minted in the developed economies. This portrayal of innovation which has become global standard of measurement however, unwittingly stripes the concept of its contextual influence and thus sometimes applied to emerging economies, a radically different context. Employing a qualitative research design, using case study of selected micro and small firms in Lagos, an “assessment of knowledge spill-over strategic entrepreneurship in micro and small firms in Nigeria” was conducted towards suggesting appropriate implementable measures for informed policy decision to improve innovation capabilities of micro and small enterprises (MSE) in Nigeria. This submission challenged the dominant narrative and the resultant conceptualisation of innovation which arises from focus on big firms in advanced countries. Employing knowledge spill-over theory of strategic entrepreneurship and using case study of selected micro and small firms in Nigeria, the study contextualised (i.e. considered what is innovative to be context dependent) innovation, stripped of its contextual origin, to small firms in Nigeria. The study added to knowledge on innovation and its linkage with development. Furthermore, drawing on robust evidence, the study suggested rethinking innovation as a necessary step towards improving firm level performance for sustainable growth, inclusion and local economic development. (**Keywords: Rethinking, Knowledge spill-over, Innovation, Strategic entrepreneurship, Micro and small firm**)

### (USD-E15) Rescuing African Youth Future from Unemployment through Early Strategic Training of Adolescents in Coding, AI, and Robotics for Technopreneurship Opportunities

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In Africa, the rapid increase in the youth's population is fast casting a shadow over the economic growth of many countries, leaving one in five youth unemployed as a result of limited number of jobs and opportunities. Using a grass root approach, this paper seeks to show that how early exposure of the young people to trainings in areas like Coding, Artificial Intelligence and Robotics can help to proffer technological solutions to change the orthodox way of doing things, thereby creating future opportunities that can lead to employment. A training was created in Artificial Intelligence and Robotic laboratory University of Lagos. The maiden edition of the training was solely for girls with a goal of training 50 students within the age range of 10 and 16 years to foster problem solving and entrepreneurship zeal at an early stage. The subsequent editions had both boys and girls attended to. In the first edition, interested female students that enrolled through a form were to choose between the Web Application and Android Application Development Course and the training spanned 12 weeks (Saturdays only). The second edition was targeted for both Males and Females in Primary and Secondary schools depending on the track selected – Scratch Programming and App Inventor for Android Development. This edition lasted for 4 weeks of

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intensive hands on practical. The four weeks was equivalent of the 12 weeks done in the previous edition; this is because they utilized the one whole one month of their long vacation from school. In both trainings, projects from a CRUD Web Application, to an Android Application for locating one's car, to Quizzes and so much more were done by the students and a certificate of award was presented to each student that completed more than 70% of the exercises and projects. The exposure gotten by the students, provided them with design thinking and coding skills, which made them become strategic thinkers in providing technological solutions to the ever-increasing problem in their society. It is anticipated that before fully grown up into adulthood, with the kind of problem solving skills acquired through coding, alternative self-dependent job opportunities would have been created by these set of adolescents thereby giving a career that is skill enabled and may not need to search for jobs. (**Keywords: African Youth, Unemployment, Strategic Training, Coding, AI, Robotics, Technopreneurship**)



## TRACT - F (Talent Management and Skills Development)

### USD-F01 Assessment of Funding Models' Adoption for Skills Acquisition in Technical Colleges in South-West, Nigeria

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This study was designed to assess the adoption of various funding channels available for technical and vocational education and training programmes for skills acquisition in technical colleges in Nigeria. There is lamentation that poor funding of technical and vocational education and training programmes is the main cause of unemployment because its products do not possess employable skills. Access to other funding options will reposition TVET and as well improve its products which therefore ameliorate unemployment among youths. The research was a correlation survey type. From the infinite population, it adopted a multi-stage sampling technique. Stratified sampling technique was used to select state-owned technical colleges. Thereafter, simple random sampling technique was used to select four out of the six states in South-west, Nigeria. Respondents in the technical colleges were classified as administrative (principals and vice-principals) and non-administrative staff (instructors). N= 68 administrative staff and 502 non-administrative staff were sampled purposively. A researcher-designed questionnaire was used for data collection. The study concluded that inability to fully adopt TVET funding models by technical colleges contributed to poor funding to acquire adequate training resources. Consequently, transferable skills required to make individuals economically independent are not optimally acquired. Based on the findings, it was recommended that, principals should make efforts to reach out to the alumni, public-spirited philanthropists, Government, and Non-governmental organisations to assist in the provision of training resources for students. (**Key words: Funding models; Technical colleges; Skills acquisition; TVET financing**)

### (USD-F02) Employability Skills Requirements as Determinant Factor in Battling Youth Unemployment: Post COVID-19; A Case Study of Oyo State

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It is a general knowledge that a wide gap exist between the level of employability skills of graduates and entry level work requirements. With the recent inconsistencies in Nigerian educational system due to the COVID-19 global pandemic, and subsequent closure of institutions, many graduates from Nigerian tertiary institutions lack the basic employability skills that employers require when recruiting which makes them unemployable. Hence the need to examine the employability skills required by employers of labour to make prospective job seekers employable. A total of 55 employers of labour (graduates) from four different industries (Education, Financial, Research and Telecommunication) in Oyo State were selected for the study. Probability Proportionate to Size of 30% was used in selecting the local governments for the study. Two industries each from Urban, Semi urban and seven from Rural area were selected for the study respectively. Enumeration sampling technique was used to select 5 respondents each at the selected industries. The survey was conducted using structured questionnaire. The reliability of the instrument 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 were analysed using descriptive and inferential statistics. The study showed that graduate employability skills are not only important for securing a place in the labour market, but also for the graduate's application of the skills they had learnt and acquired from higher education. Though soft or generic skills are the most sought after in any workplace, hard/technical skills are also important. Findings of the study showed that most sought after skills or desirable graduate attributes in the workplace include communication skills (written and oral), learning skills, creativity skills, presentation skills and the use of Technology. The study therefore recommends a strong, effective, sustained and equitable partnership between higher institutions and employers to reduce unemployment rate. Also, tertiary institutions in collaboration with government agencies and labour market should plan curriculum in line with what is needed for enhanced graduate performance in workplaces and national development to ensure better employability of Nigerian tertiary institution graduates. (**Keywords:** Employability, Employability Skills, Graduates, Industries)

## TRACT - F (Talent Management and Skills Development)

### (USD-F03) The Impact of Social Partners in Repositioning Technical and Vocational Educational System in Africa

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This study articulates the importance of technical and vocational education training to manpower development in African countries. The paper discussed the efforts of countries across Africa in formalizing the acquisition of skills through the incorporation of vocational training programmes into the education system. Technical and vocational education is key to sustainable development goals 2030. African nations such as [Morocco, Ethiopia, and Rwanda](#), expressly addresses the needs of the informal economy by opening their technical and vocational educational system to informal economy. African countries are confronted with the challenges of unemployment and under-employment. Youths account for 60% of the unemployed in Africa. This paper adopts exploratory research methodology in assessing the technical and vocational education program across Africa and the role of social partners in fostering a market-friendly skilled labour force. Findings revealed that there is skill mismatch in technical training programmes and requirements of job markets across Africa which contribute enormously to the high rate of under-employment and unemployment in Africa. Efficient human capacity development is required to provide skilled workforce suitable for the different industrial sectors across Africa. Hence, it is recommended that market driven technical vocational training policy in African countries should be anchored on a collective social dialogue where the demands of the markets are synergized amongst the technical schools, representative of the business community, trade unions and civil society. The government should create a framework enabling authorities in vocational schools and social partners to jointly formulate policies, legislation and practices for vocational education system in Africa. (**Keywords: Social Partners, Repositioning, Technical, Vocational Educational System, Africa**)

### (USD-F05) Self-Management Skills, Technical And Vocational Education And Training (TVET) For Self-Employment In The New Post Corona Virus Disease-2019 (Covid-19) Era

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The study examined self-management skills required by students of technical and vocational education and training (TVET) for self-employment in the new post corona virus disease-2019 (COVID-19) era in Lagos State, Nigeria. The study adopted a descriptive survey research design. Three research questions and one hypothesis guided the study. The population of the study consisted of all the TVET Lecturers and all the entrepreneurship education expert from all the tertiary institutions offering TVET programmes in all the 20 Local Government Areas of Lagos State, Nigeria. Proportionate stratified random sampling technique was adopted in selecting 96 respondents, made up 72 TVET lecturers and 23 entrepreneurship experts from three tertiary institutions offering TVET programmes in Yaba Local Government Area of Lagos State, Nigeria, namely: 37 (28 lecturers and 9 experts) from University of Lagos, Akoka; 30 (24 lecturers and 6 experts) from Yaba College of Technology, Yaba and 28 (20 lecturers and 8 experts) from Federal College of Education (Technical) Akoka, Lagos State, Nigeria. Self-management Skills in Technical and Vocational Education and Training for Self-employment Questionnaire (SSTVETSQ) was used for data collection. The SSTVETSQ was validated by three experts namely: two TVET lecturers and one entrepreneurship education expert, both from the University of Lagos, Nigeria. A reliability co-efficient of 0.91 was obtained using Cronbach Alpha to determine the reliability of the instrument. Data collected were analyzed using Mean and Standard Deviation to answer the research questions. Findings of the study revealed 13 self-confidence skills, 18 self-motivation skills and 14 problem solving skills for self-employment. It was recommended that public and private sectors partnership should be encouraged in the funding and management of TVET programmes and TVET programmes should be both practical productive and self-management skills oriented for students' self-employment on graduation in the new post COVID-19 era. (**Keywords: Corona virus disease-2019, Technical and vocational education and training, Self-employment, Self-management skills**)



## TRACT - F (Talent Management and Skills Development)

### (USD-F06) Technical, Vocational Education and Training (TVET): Rescuing Africa from the Post Covid -19 Youth Unemployment Crisis

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This article analyses the instrumentality of Technical, Vocational Education and Training (TVET) in rescuing Africa from the deepening unemployment crisis occasioned by the Covid -19 pandemic. The International Labour Organisation (ILO) statistical information on Global Employment Trends for Youths 2020 indicated that unemployment has affected [67.6 million young women and men](#) globally. Additionally, the African Union (AU) estimated that due to the Covid -19 pandemic, nearly [20 million jobs](#), both in the formal and informal sectors would be threatened by destruction. Notably, Africa faces major challenges related to [decent work deficits and poverty](#). To rebuild the economy, business individuals and organizations have therefore occupied themselves with acquiring skills required in managing a multigenerational workforce with reduced hierarchies and flexible work environment without compromising the quality of services and their profits. Governments are also taking several critical decisions to deliver strong and sustainable economic recovery measures. However, if left to the most technologically advanced governments to remedy this deepening unemployment crisis, Africa risks adopting remedies which might not be responsive to its needs. The unresponsiveness of the remedies might arise from the fact that [economic recovery will come with high levels of unemployment](#) owing to the incredibly digital transformation which has changed the way business is conducted, a necessity that might be too expensive for governments and businesses in Africa to implement. Therefore, this paper analyses the critical role of TVET in developing and managing skills necessary in reducing the rising unemployment rates. The paper reveals the importance of embracing TVET to ensure maximization of the value of all human resources by continuously improving the quality and performance of employees. It also highlights how localization and diversification of the economic recovery measures can transform the future of work in the Post Covid -19 Era through the development of 21<sup>st</sup> Century market driven skills and talent management strategies. Economic recovery will require that TVET students do not only acquire foundational literacies to enable them apply core skills in their everyday tasks but also competencies and attitudes required to solve complex challenges and survive the ever changing economic environment. The paper recommended that [talent management strategies](#) which include attraction, development, maintenance and replacement of workers should be included in all TVET and Continuous Professional Development (CPD) programs. **(Key words: Unemployment, Skills development, Talent management, Multigenerational workforce, Strategies)**

### (USD-F07) Talent Management and Skill Development – Exploration of the Instrumentality of Technical, Vocational Education and Training (Tvet) for the Rescue, Decent Jobs, Employability Skills and the Future of Work in Post COVID-19 Era

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Technical, Vocational Education and Training (TVET) remains the most practical and dependable instrument for individual growth and economy transformation especially now for the future work in the post COVID-19 era where young workers need to acquire new and the much needed skills that shall make them relevant in the industry. This paper investigates the instrumentality of TVET in the development of new skills and up scaling the management of talent by embracing digital evolution. Due to COVID-19 the digital revolution has rapidly changed careers and the skills profiles of many occupations. The rapid change necessitates a mind shift for continuous skilling and reskilling through informal and non-formal learning to operate and remain relevant in the global village. Governments are also taking several critical decisions to deliver strong and sustainable economic recovery measures. However, if left to the only most technologically advanced governments to remedy this deepening unemployment crisis, Africa risks adopting remedies which might not be responsive to its needs. The unresponsiveness of the remedies might arise from the fact that economic recovery will come with high levels of unemployment owing to the incredibly digital transformation which has changed the way business is conducted, a necessity that might be too expensive for governments and businesses in Africa to implement. Therefore this paper critically analyses the critical role of TVET in developing and managing skills necessary in reducing the rising unemployment rates. The paper reveals the importance of embracing TVET to ensure maximization of the value of all human resources by continuously improving the quality and performance of employees. It also highlights how localization and diversification of the economic recovery measures can transform the future of work in the Post Covid -19 era through the development of 21<sup>st</sup> Century market driven skills and talent management strategies by embracing digital revolution. The paper suggests implementation of innovative workable new models



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of learning, which encourages home-based and work-based models with technological change to promote transformative sustainable learning to increase employability. This will increase employee retention and productivity. **(Keywords: Unemployment, Digital revolution, Skills development, Talent management, Strategies, Employability, Transformative learning)**

### (USD-F09) Talent Management and Skills Development through Linguistics Approach

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This research paper seeks to reflect on Talent management and Skills development through Linguistics approach in exploration of the instrumentality of Technical, Vocational Education, and Training (TVET) for the rescue, Decent Jobs, Employability skills and the future of work in post covid-19 Era. Talent management is a constant process that involves attracting and retaining high quality employees, developing skills and continuously motivating them to improve their performances through creating a motivated workforce who will stay in long run and Skills development is generally used to refer to the 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 while Linguistics approach helps by using conventional spoken, manual (sign), or written symbols means of which human beings, as members of a social group and participants in engaging people for Talent management and Skill development irrespective of the language barriers. The impact of post covid-19 pandemic era can be devastating if not curtailed as the effect has far-reaching consequences beyond the spread of the disease itself and have the tendency of weakening or collapsing all areas of life such as political, economy, education, religion, social and societal responsibilities at all levels. Under the aegis of the World Health Organization, the International community and National governments are steadily seeking to respond by mitigating and curtailing the impact on Social and Societal wellbeing of the World through collaborative effort at all levels which can be achieved through Talent management and Skills development without language barriers. **(Keywords: Talent management, skills development, Technical, Vocational, Education)**

### (USD-F10) Afrocentricity and TVET in Post COVID-19 Era

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The coronavirus (COVID-19) which started in China in August 2019 was noticed in most African countries in January 2020. 36 out of 54 African countries experienced the pandemic and Nigeria reported its first case on the 28th of February, 2020; a Nigerian UK returnee. This led to the temporary close-down of most sectors of the economy including education. There was close-down of schools in Nigeria, effective from March 23rd, 2020 in a bid to stop the spread of the coronavirus. For the developed countries, school-closure directive came with a clear-cut policy measures on how to mitigate learning disruptions for students but not a country like ours. The Nigerian Federal Ministry of Education's school-closure directive did not come with any or how to address the digital divide. It follows that education (technical and vocational training inclusive) is not paramount to the Nigerian government at that time. Nigeria's effort on economic and health sectors is worthy of commendation, nevertheless educational sector was not properly planned for. As emphasised by UNESCO, temporary school closures come with high social and economic costs as the use of ICT (distant learning) in TVET replaced physical face-to-face training. Technical, Vocational Education and Training (TVET) is the acquisition and practical illustration of skills needed for job performance. It includes agricultural education, business education, family and consumer sciences, health occupations education, marketing education, technical education, technology education, and trade and industrial education. TVET in Nigeria and in Africa as a whole is the product of an extended evolutionary process of the traditional African skills such as knitting, weaving, trading, carpentry, mason, crop farming, fishing, traditional nursing, mechanics, blacksmithing and so on. The tools of self-determination among African youths can best be regulated by appealing to them through the African culture. Afrocentricity and TVET in Post COVID-19 Era looks at TVET through the African lens (African perspective). Afrocentric TVET intends to examine the fusion of ICT in African-skills acquisition. This paper examines the brief Historical development of Afrocentric TVET, Purpose of Afrocentric TVET, Hybridization of TVET, and challenges of Afrocentric TVET. Discussion method was employed in the course of the study. The paper concluded that hybridization of TVET (that is e-TVET and traditional face-to-face training) should be encouraged. The combination of physical face-to-face TVET and online TVET was recommended. **(Keywords: Afrocentricity, Technical, Vocational, Education, Training, COVID)**



**TRACT - F (Talent Management and Skills Development)****(USD-F11) Employability and Transitions of Young Adults from Higher Education to Labour Market: Reflections from the University of Lagos, Nigeria**Oyekunle, YINUSA<sup>1</sup>; Ayodele Shittu<sup>2</sup>; Adeku Salihu OHIANI<sup>3</sup><sup>1</sup>Department of Adult Education, University of Lagos[yoyekunle@unilag.edu.ng](mailto:yoyekunle@unilag.edu.ng) (Corresponding Author)<sup>2</sup>Department of Economics, University of Lagos<sup>3</sup>Department of Business Administration, University of Lagos

Nigeria higher education has not been adequately producing graduates with required skills and competencies necessary to function effectively in the labour market. This has put increasing pressure on higher institutions to enhance employability of graduates. The main focus of this paper is to examine how employability of Nigerian young adults could be enhanced at higher education for 21<sup>st</sup> Century world of work. Six research questions were raised and answered using focus group discussion and interview with stakeholders in the higher education institution with reference to University of Lagos, Nigeria. A desk review method was employed to gather secondary data for the discussion of the following concepts; employability, transitions from higher education to the labour market, policies and strategies for employability in Nigeria, practices and actions that support employability of students and graduates in higher education in Nigeria. Findings revealed that institutional framework of employability that influences strategies in higher education are: 1) directive by NUC for the incorporation of entrepreneurship education in the university education curriculum, 2) the Nigeria labour act regulation on recruitment of young persons, 3) the national policy on education, and 4) the national employment policy of Nigeria (2002) outlined the employability agenda in higher education. From a practical instance of University of Lagos, Nigeria, employability measures put in place include; job placements programme through the counselling units, entrepreneurial skill training for students through the entrepreneurship and skills development centre, resuscitation of graduate assistantship programme, students industrial work experience, teaching practice programme, and internship programme. However, on curriculum delivery, it is revealed that it tends towards the theoretical approach than practical approach to deliver a better programme implementation but not the best in terms of inclusivity and fair connection with the labour market. Nationally, there is a great challenge in the disparity between employers' and graduates' views on employability and wrong implementation of policies and programmes. Based on the findings, it is recommended that there is need for relevance in programme implementation, and right practical approaches to ensure that national policies and university learning experiences support graduates transition towards the labour market. (**Keywords: Employability, Transitions, Higher education, Competence, Labour market**)

**(USD-F14) Post COVID-19 Skills and the Employability/Self-Employment of Youths in Nigeria: Technical, Vocational Education and Training (TVET) Institutions to the Rescue.**

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The 'New Normal' that is created by COVID-19 no doubt, is here to stay. The effects are affecting every facet of the economy and life especially the way things are done in the workplace. The old and young were affected by these effects brought about by COVID-19 which every individual must find ways of adapting to and sustain if the economy and life must go on without hardship. Adapting and sustaining employability for growth in the Post COVID-19 era, is to a large extent, a function of imploring skills and retraining of skills needed. The employability of and self-employment by youths in the Post COVID-19 era, depend to a large extent, on their readiness with skills needed to adapt to the changes and the new ways of doing things and working for sustainability brought about by COVID-19 in the Post COVID-19 era. The Technical, Vocational Education and Training (TVET) institutions were established to produce skilled Manpower in Nigeria. In fact, the 6-3-3-4 system of education which came into being in 1983, placed premium on manual activities, technical proficiency, and respect for the dignity of labour and economic efficiency, in essence, it was to produce self-reliant graduates with better labour market skills and earning potentials but it was replaced with the 9-3-4 system of education, why?. The questions are: what are the skills needed for employability/self-employment in the Post COVID-19 era? Do the Youths of Nigeria have these skills/are they ready to acquire these skills? What is the role of TVET in strengthening /training youths in skills needed for the Post COVID-19 era? Do the TVET institutions in Nigeria have the manpower, infrastructure and will-power to accomplish this role? Using the critical analysis of relevant concepts and literature, this paper attempts to answer these and many other questions and issues raised. This paper

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concludes that though efforts are made towards making the youths of Nigeria to be employable/self-employed, the skills needed to cope in the Post COVID-19 era are still far from being acquired because the TVET institutions are not well equipped in manpower and infrastructure to produce graduates with such skills. **(Key Words: Post -COVID-19 Skills, Youth Employability/Self-Employment, Technical, Vocational Education and Training Institutions)**

### **(USD-F20) EMPOWERING BUSINESS EDUCATION STUDENTS IN NIGERIA FOR SUSTAINABILITY IN POST COVID-19 ERA: PROBLEMS, PROCESS AND PROSPECTS**

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The social, economic, and environmental threats, which necessitated the pursuit of achieving the sustainable development goals (SDGs, 2030) were aggravated by the COVID-19 pandemic. The aftermaths of the pandemic revealed the need for sustainability in educational curriculum, especially in a skill-based discipline such as Business Education programme. The COVID-19 pandemic rendered a lot of youth, graduate and adult employees and employers unemployed and miserable since the skills they possess as well as the pattern of business most people run could not stand the test of the pandemic. It is therefore necessary to empower Business Education students who should be productive employees and employers of labour tomorrow with skills and competences that can bring about personal and societal sustainability. The various literature reviewed attested to the fact that Business Education curriculum lacks relevant content and pedagogical strategies for sustainability in the post COVID-19 era. Therefore, the study developed a conceptual framework for empowering Business Education students towards sustainability in post COVID-19 era in Nigeria. Some of the proposed pedagogical strategies for students' empowerment for sustainability are effective collaboration between institutions and Non-Governmental organisations (NGOs), the practice of education for sustainable development (ESD), capacity building workshops and seminars for both teachers and students, and engagement in social entrepreneurial activities. Other strategies include involvement of students in green entrepreneurship, empowerment of students in digital technologies, curriculum revitalization as well as active participation of the government and other stakeholders to provide the financial, material, and expertise support for effective implementation process. **(Keywords: Business Education, Students' Empowerment, Sustainability, Post COVID-19, Era, Problems, Process, Prospects)**

**TRACT - G (Entrepreneurship Areas)****(USD-G01) Strategic Intrapreneurial Mind-Set and Employees' Commitment in Organization**

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Strategic intrapreneurial mind-set is an emerging concept for management for the modern business organization. Therefore, with adequate implementation, it has a stimulating influence on achieving stated aims and objectives. This research seek to assess the influence of strategic intrapreneurial mind-set on employees' commitment in an organization. The correlational research design was used to determine the degree or level of relationship or association that exists between variables. The study population consists of workers in non - managerial level and the head of units in the various organization as at the time of this research was one thousand, four hundred and nineteen (1,419). For the purpose of this study, a total of 549 sample was drawn from the target population using the Cochran (1997) formula as a standard method of randomization to identify the limits of errors considered as the most essential items in the survey. The sampling technique for this study was non-probability sampling technique using snowballing or chain sampling technique which involves locating relevant organizations and experts who are knowledgeable about a given research topic and using this contacts to get referrals for potential cases to study (Brandt, 2011). The snowball sampling method was used in this study to locate relevant experts that is, (intrapreneurs) that this study was intended to investigate. Based on the result, that intrapreneurial mind-set significantly predicts employee commitment, the study concludes that integrating strategic intrapreneurship into the operation of the company should be seen as a very useful means of ensuring better performance and sustainable business growth. (**Keywords: Intrapreneurship, employee commitment, Strategic intrapreneurial mind-set, intrapreneur, business organization**)

**(USD-G02) Green Entrepreneurship Practices as Opportunity for Internationalisation of Nigerian Small and Medium-Sized Enterprises**Gabriel Nedomien Osayande & Sunday A. Adebisi  
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The recognition that global warming arising from human activities is leading to draughts, population displacements, farmer-herder clashes and thus, increasing poverty, has led to the need to conduct human economic affairs with due consideration to the welfare of future generations. These considerations are also amply advocated in the United Nations Sustainable Development Goals (SDGs). A significant aspect of the pursuit of the SDGs is global poverty reduction, which in turn can be helped by tackling widespread unemployment. The consequent pressing need for job creation induces an intense demand for entrepreneurship, given that an increase in entrepreneurship endeavours results in lower unemployment. Even though entrepreneurship may create poverty-alleviating jobs, this may not always be guaranteed, as many jobs and associated human activities result in an intensification of activity-types that ultimately lead to global warming. This presents an economy-ecology tension which requires ongoing attention. The resulting nexus between the global concern for environmental sustainability and poverty-alleviating entrepreneurial job creation should call for certain preferred Green Entrepreneurial Practices (GEP). These involve products, services or processes which help in reducing, re-using, and recycling resources towards environmental preservation, green product design, energy efficiency, circular economy, social contribution, ethical acceptability, organizational openness to internal innovation, economic profitability, enterprise sustainability and risk management. Recognising that SME internationalisation offers growth and the associated ability to create poverty-alleviating jobs, this study addressed the possibility of the presence of a relationship between these GEPs, Nigerian SMEs and internationalisation. In the context of Nigeria, this study evaluated whether GEPs offer beneficial opportunities for sustainable business expansion and secondly, whether they help the internationalisation of SMEs. Questionnaire responses from a sample of 199 Nigerian SME owner-CEOs in Lagos, Nigeria were analysed. This research concluded that Nigerian SME internationalization can be promoted by giving attention to environmental preservation, is positively affected by green product design and is supported by the adoption of energy efficiency measures. Furthermore, the adoption of circular economy models and social contribution significantly supports Nigerian SME internationalization. And that Nigerian SME internationalization benefits from their being in good ethical standing. (**Keywords: Green Entrepreneurship, SME, Internationalisation, SDGS**)

## TRACT - G (Entrepreneurship Areas)

### (USD-G03) Investigating the effect of Strategic Competence on Perceived Customer Satisfaction of Selected Women Entrepreneurs in Nigeria

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Based on studies, women's involvement in entrepreneurship has been on the increase in Africa and even here in Nigeria. This involvement has been on the increase despite the cultural belief that women are to task themselves solely with the home front duties. The rise in the involvement of women in entrepreneurship is not without its difficulties and challenges. Some of these challenges are the issues of customer satisfaction. To perfectly understand how to satisfy the customers, there is a need to develop the strategic competence. 120 women entrepreneurs, which are owners of SMEs, were given copies of questionnaire. The study made use of the SPSS version 25 for the regression analysis based on the hypothesis. Based on the findings the study concludes that the strategic competence of women entrepreneurs (maintaining composure in adverse situation, change management, staff management, diligently attending to customers) has a significant effect on perceived customer satisfaction of an SME. The study recommends that entrepreneurs should ensure they gain the trust of their customers by diligently attending to their needs and ensuring that they get to understand their customer's psychology. **(Keywords: Strategic, Competence, Women, Entrepreneurs, Nigeria)**

### (USD-G04) Small and Medium Enterprise Formation and Nigerian Economic Growth: Focus On Employment Potentials

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This study examines the nexus between entrepreneurship through small and medium enterprise (SMEs) business formation and the Nigerian economy's growth, especially employment creation. We explore the also the quality and quantum of employment that can significantly contribute to the economic growth. Unemployment in the nation has gone to crisis proportions. It has key implications for socio-economic development, revenue generation, and poverty alleviation. Hence, this paper focuses on small enterprise and entrepreneurship development in frontier and emerging nations. We examine the SMEs formation in the light of the theoretical lens, including the Schumpeterian school, Kirzner's "alert" entrepreneur theory, and the Leibenstein X-efficiency Theory. The paper focused on secondary data for the period of 1990-2016 for macro parameters including, Registered small and medium scale enterprise, nominal gross domestic product, employment, total labor force, and population. A forecasting technique was applied to obtain data for missing trends. Quantitative analytical techniques used include the dynamic method of the Error Correction Model (ECM) and Johansen Co-integration test for a long-run correlation. Empirical evidence shows that an increase in the amount of micro-small, and medium scale enterprises will raise the GDP and contribute to the economy's development. However, increase in population growth does not lead to economic growth, but an increase in the working population positively impacts. The employment elasticity is positive and significant and shows that the contribution of entrepreneurship regarding employment is the essential factor that advances economic growth. We demonstrate the findings from the operationality and contextuality of employment potential vis-à-vis economic growth parameters. **(Keywords : Economic Growth, Employment, Entrepreneurship, Innovation, SMEs)**



**TRACT - G (Entrepreneurship Areas)****(USD-G05) Youth Entrepreneurship and Skills Development as Panacea to Unemployment in the Post COVID-19 Pandemic in Africa**

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Africa is potentially endowed with human and material resources, but lack of effective policies to drive youth strategic investment and skills development has grossly created enormous challenges. These challenges have led to deficiencies of entrepreneurial skills, rising unemployment, and deepening poverty level across the Africa continent among the youth. Although the Africa economy has severally shown if harnessed through youth support for entrepreneurship and skills development it will have a positive outcome of inclusive development. This has not been so, which could be attributed to structural problems, faulty policy foundation, neglecting skills development investment for all youths. The study attempts to suggest solutions that will mitigate against the challenges of unemployment in Africa and Nigeria in particular. The study argued with the presence of covid-19 pandemic that the situation could become more worrisome, leading to increasing unemployment rate. The study is a desk research with the use of statistical data. The study applied career and entrepreneur career theories. It is observed that in order to develop the economy, investment in youth career trajectory will contribute to inclusive development. The study found out that youth entrepreneurship and skills development is the nucleus to employment generation. The study made some perceptions to getting out of the abnormally, these include among others; the revisiting of current interventions for young entrepreneurs in relation to soft and technical skills training-based programs, a better approach to entrepreneurship investment programs, and youth led SMEs and recovery support. Besides, there is need for full fledged pursuit of developmental goals that will best prepare the youth for the fourth industrial revolution. These strategic initiative on entrepreneurship and skills development can potentially drive the reduction of unemployment in Africa. Once these frameworks are pursued, it will curtail the level of unemployment and will put Africa in irreversible trajectory for productive entrepreneurship start up. (**Keywords: Youth entrepreneurship, skills development, unemployment, inclusive development**)

**(USD-G07) Skills, Knowledge and Attitude of Entrepreneurs driving Sustainable Contractor Development**

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The construction industry is one of the significant contributors to the Gross Domestic Product (GDP) of a country. However, the industry has been facing challenges with the decrease in expenditure and investment from private and public clients leading to a decrease in the industry's GDP and consequently, an increase in the number of liquidations and insolvency of construction companies. However, even within the depressed economic climate, there are construction companies that continue to thrive. Also, previous studies suggest that entrepreneurial attributes positively impact sustainable contractor development. The research adopts a case study research approach, with a special focus on the CEO's/leaders of three successful construction companies based in the Western Cape. Data was collected by means personal interviews that obtained the entrepreneurship attributes possessed by the CEO'S/leaders. For a broader analysis of the CEO'S/leaders, employees of the three companies also completed self-administered interview protocols. The research established that the CEOs/leaders of sustainable construction companies had entrepreneurial skills (opportunity seeking and networking), knowledge (experience, personal history and level of education) and attitude (humility) and that these entrepreneurial attributes have effect on sustainable development (productivity of employees and advancement) of these construction companies. Based on these findings, the study concludes that for a construction-based company to develop sustainably, the entrepreneur must have opportunity seeking and networking skills; experience, personal history and level of education; and humility. Since construction sector is a major driver of the South African economy, young people aspiring to own construction firms are encouraged to imbibe these qualities for lasting success. (**Keywords: Advancement, Education, Experience, Humility, Personal history, Productivity**)

## TRACT - F (Talent Management and Skills Development)

### (USD-G08) Creative Entrepreneurship in First Year Curricula: A Review of Selected Prospectus of Unilag Architecture Department

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The term Entrepreneurship is commonly described as the process of starting a new business through identifying problems or recognizing untapped opportunities and developing a system of resource planning, management and execution to produce future rewards. Creative Entrepreneurs was a term formally reserved for Entrepreneurs in the creative economy that instinctively translate their individual capabilities to wealth. This has now become widely appropriate due to its rather inclusive approach. In recent times, the collective earnings of the nation Nigeria have dwindled, due to corruption, insecurity and unforeseen circumstances like the Covid-19 global pandemic. To slide out of this situation and keep a balanced economy requires a collective responsibility, which should be made to involve the youths that make up more than half the population of the country. Majority of the students in Nigerian Universities fall under this category. This group must be made to generate business ideas to grow the economy, and it begins with the knowledge acquired while in school. This paper employs the lens of the Architecture fresh man curriculum of the Department of Architecture, University of Lagos to evaluate the critical elements required to instill the knack for creative entrepreneurship and the expected impact on youth unemployment in Nigeria. A review of the course content to ascertain, whether it accommodates the current global trend in Creative Entrepreneurship was done, viz-a-viz the relevant literatures and curricula of other institutions with pertinent programs around the world. Selected curricula of the Department, which covers, 1983-1984, 1995-1996, 2010-2013 and 2014-2019, were subjected to critical evaluation. Findings reveal that, emphasis to creativity shifted downwards as the Department progresses in years. This is as a result of the reduction in impact of creative design in the expected academic performance of the students. Aspects of the design courses that place emphasis on creativity development is also relegated. (**Keywords: Creative entrepreneurship, creative economy, Covid-19 pandemic, balanced economy, youth unemployment**)

### (USD-G09) Entrepreneurship Training, Youth Employment and Development in the Post COVID-19 Period: A Case Study of Ekiti State

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Youth, due to their strength, innovation and skills, are very important for the development of a nation. The rate of youths' unemployment in Nigeria as at 2018 was estimated at 13.72 percent. This has increased to 14.17 percent as at October, 2020, due to the effects of the outbreak of COVID-19 pandemic, which led some companies to lay off many workers. African in Focus, in a situation analysis of youth unemployment in Nigeria, identified lack of requisite skills for gainful employment, among others, as a major reason for youths' unemployment in the country. Many youths who went to tertiary institutions offered courses they believed would earn them white collar job after graduation without acquiring the entrepreneurial skill to enable them to be self-reliant and to create jobs. This study, therefore, using the tertiary institutions in Ekiti State as a case study, investigates the challenges of entrepreneurship training in Nigerian tertiary institutions and consider the prospects for effective implementation of the programme. Both primary and secondary data were used. Online questionnaire was used to elicit information from 120 students from tertiary institutions in Ekiti State. Data gathered were analysed quantitatively and qualitatively. The study established that the training is yet to achieve its purpose due to low competence of instructors, absence of curriculum for the training, poor infrastructural support, and non-favourable policy environment, among others. It recommends the introduction of clear curriculum with feasible time for the training, government meaningful support in form of finance, professional and competent tutors should be engaged while meaningful scores allotted to entrepreneurship courses. (**Key Words: COVID-19, Entrepreneurship, Development, Employment, Skill**)

**TRACT - G (Entrepreneurship Areas)****(USD-G10) COVID-19 Pandemic: Survival Strategies for Managing Micro, Small and Medium Scale Enterprises in Nigeria.**

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Micro, Small, and Medium-sized Enterprises (MSMEs) have been considered to be pivotal in promoting economic growth and development of nations around the world. The disruption caused by the COVID-19 pandemic is having crippling effects on MSMEs in Nigeria. The objectives of the study are to identify strategies that MSMEs owners in Nigeria can adopt to cope with the effects of COVID-19 pandemic on their businesses and to find out available government intervention programmes. Webster and Watson method was adopted to systematically review relevant literatures. A review of the data on COVID-19 pandemic shows that the global economy is facing a major crisis that could get deeper or drag on longer than expected and economic fallout from this pandemic, will get worse for MSMEs. The study found that the COVID-19 pandemic has had adverse impacts on businesses operating in Nigeria such as decrease in demand for products and services, finances were affected, supply chain disruption, decrease in sales and profit among others. Individuals, businesses and government were not prepared for this type of occurrence neither were there plans put in place to prevent or mitigate such occurrence. It disrupted social interaction and economic activities due to the social distancing polices and lockdown measures put in place by the government. The study also found that Central Bank of Nigeria, have responded with various policies to restore investors' confidence, support MSMEs and households. The Federal Government also released MSMEs survival funds to cushion the effects, The Corporate Affairs Commission gave support by registering unregistered MSMEs for free. The prudent and practical strategies for coping with the challenges and risks that is common in today's pandemic-filled and ever-changing business environment recommended by this paper are: MSMEs should leverage on the use of e-commerce through social media marketing in the digital space to enable their products and services get to their customers, while reducing physical contacts, MSMEs do not need to close out supplier relationship rather, it is a period to keep supply chain open in order to take advantage of new sourcing relationships, entrepreneurs need to stay connected to their entrepreneurial ecosystem because maintaining a positive culture within the entrepreneurial ecosystem enhances higher levels of creativity and innovation, businesses should focus on their core competencies and capability to develop strategies for survival during and after the pandemic. Loans should be made available to MSMEs owners at reduced interest rates, Finally, MSMEs must be engaged and supported. **(Keywords: Survival Strategies, Micro, Small and Medium Scale Enterprises, Covid-19 pandemic)**

**(USD-G11) Assessing Entrepreneurship Development as a Panacea for Youth Unemployment and National Peace Building in Nigeria**Salawu, Muinat Wuraola<sup>1</sup>, & Salawu, Moruff Adeyemi<sup>2</sup><sup>1</sup>University of Lagos.E-mail; [makeemomosanya@unilag.edu.ng](mailto:makeemomosanya@unilag.edu.ng)<sup>2</sup>Federal College of Education (Technical) Akoka-Lagos[salawumoruff@gmail.com](mailto:salawumoruff@gmail.com)

The study was borne out of the need of encouraging and promoting peace in Nigeria as a result of the recent incessant crisis witnessed across the country as well as providing lasting solutions to the challenges limiting the achievement of entrepreneurship in curbing unemployment in the nation. Descriptive research design was adopted to survey the opinion of 4000 youths active on social media, between the ages of 15 – 34 years in Lagos State as it is one of the cities majorly affected by the #EndSARS protest in 2020. Responses were obtained on whether youth participation in entrepreneurship could enhance national peace. Responses were also obtained on factors that hinder entrepreneurship in achieving national peace building through a structured questionnaire which was created on Google forms and administered through social media platforms (Twitter, Instagram and whatsapp). Responses gathered were subjected to one sample t-test analysis at 0.05 level of significance, the null hypothesis was rejected as the results specifically shows that youth involvement in entrepreneurship contributes significantly to national peace building. The study concluded that entrepreneurship goes a long way in engaging youth productively thereby reducing unemployment and promoting national peace building. Based on the findings, it is recommended amongst others in this study that the government should not be weary in their commitments to promoting entrepreneurship as it enhances youth participation in national peace building. **(Keywords: Entrepreneurship, youth unemployment, insecurity, National peace)**

## TRACT - G (Entrepreneurship Areas)

### (USD-G14) Corporate Entrepreneurship: Innovating to Reducing Youth Unemployment in Lagos State

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Tasked with addressing youth unemployment in Lagos State, it became imperative that the Lagos State Employment Trust Fund (LSETF) embraces corporate entrepreneurship as a strategy to improve results without compromising due processes and values. Corporate Entrepreneurship is the process whereby a corporate organization using existing resources encourages growth of new concepts, products and processes that results in enhanced objectives or bottom line. LSETF addresses youth unemployment and delivers on critical Sustainable Development Goals (SDGs): No Poverty, Zero Hunger, Decent Work and Economic Growth. The primary strategy is supporting MSMEs to increase their productivity and improve employment capacity via access to affordable finance and support services, as over 80% of jobs in Nigeria are provided by the MSMEs. In augmenting the funds from the state government, this paper provides information on LSETF's structure and how it promotes innovative approaches to delivering results with available resources. It also evaluates the support to over 7,000 MSMEs and analyzes the data towards finding the most effective strategy for job creation within our context; Sectors providing the most jobs & increasing support funding LSETF pivoted to sector specific funding to increase support in growth sectors which are Education, Agriculture, Construction and the Creative industry. To increase funding to support these sectors, attracting private capital under a structure of blending interest rate, acceptable risk sharing criteria and a promise to increase customer base for Partner Commercial Banks is employed. These partnerships helped to launch "Funds" that will enable LSETF at least double the number of businesses supported and based on our impact evaluation studies, increase the employment creation impact of these businesses. With Technology companies and their ratio of 1 company to 42 jobs, structures have been introduced to improve the quality and pipeline of Technology startups in Lagos state.

The paper thus provides LSETF's approach to promoting an entrepreneurship culture within the organization especially through the use of data driven impact analysis. **(Keywords: Youth Unemployment, Job Creation, MSME, Innovation, Corporate Entrepreneurship, Sustainable Development Goals)**

### (USD-G20) Emotional Intelligence and Organizational Commitment of Entrepreneurs within the Context of COVID-19 Pandemic. A Case for Nigeria

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This study investigates the relationship between measures of emotional intelligence and organizational commitment of selected entrepreneurs in Lagos, Nigeria within the context of COVID-19 pandemic. The study was able to establish that entrepreneurs with the right emotional intelligence will likely become more committed to their businesses. On the other hand this commitment will assist the growth and sustainability of the businesses on the long run. A self-administered questionnaire was administered to a sample of 150 entrepreneurs in Lagos State with about 65% response rate. Data generated from this study were analyzed and tested using both descriptive and inferential statistics. The results revealed strong positive and significant relationship amongst measures of emotional intelligence (self-awareness, self-management, social awareness, relationship management) on the one hand, and organizational commitment on the other hand. The study exposed the relevance of emotional intelligence training as a powerful tool in organizational commitment with a view to achieving sustainability in Small and Medium Enterprises (SMEs), especially given the challenges of COVID-19 pandemic. The implication of the findings of this study would serve as a reliable guide for policy formulation and implementation. **(Keywords: Emotional Intelligence, Organizational Commitment, SMEs)**



**TRACT - G (Entrepreneurship Areas)****USD-G21 Entrepreneur Challenges in Covid-19 Era: A Case-study of Nigeria and Chinese Entrepreneurs**

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This study examines the influence of the Coronavirus pandemic on the entrepreneur nature of two countries, Nigeria and China. The outbreak of the pandemic has sent rippling effects on the economic activities of most nations of the world.. This work argues that entrepreneurs can flourish when the environment is conducive for business to thrive. Government response to Covid-19 resulted in the formulation of certain policies such as lockdown, containment, isolation and travel bans to further prevent the spread of the disease. These policies have a catastrophic effect on entrepreneurs who are seen as one of the drivers and innovators of the economy. Data for this work were obtained through homogenous purpose sampling and analysed through content analysis. Resource materials related to coronavirus, entrepreneurship, methods and style were downloaded from the internet and were selected for the study. This work adopts the Psychological and Integrated Models as its theoretical framework. It recognises entrepreneurship skills to include strategic thinking, risk-taking, motivation and efficiency. Others include resilience, concise communication, networking skills and finance management. This study agrees with social scientists who have asserted that government has a responsibility in providing a conducive, safe and healthy environment for people to engage in any form of economic activity. It suggests that a favourable economic or political climate would ensure that the means of production are in full play by entrepreneurs. This study concludes that coronavirus shocks and effects on entrepreneurs are calamitous and disastrous and as such business procedures, innovation of goods and services have been hindered greatly. **(Keywords: Coronavirus, Government, Entrepreneur, Skills and Challenges)**

**USD-G22 Student Engagement in Entrepreneurship Education Programs: Implication for Skills Development in Universities**

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As universities adopt entrepreneurship education as a path to graduating students that will be entrepreneurial, the extent to which students will choose to continue as entrepreneurs after graduation has become largely dependent on student engagement in entrepreneurship related activities while in the university. This study examined the relationship between student engagement in entrepreneurship education programs and entrepreneurship skills development of Universities in Lagos and Ogun States. A mixed method research design was adopted with a population of 26,830 final year students and 8 directors of entrepreneurship development centers. The multi-stage sampling technique was used to select 2394 final year students and 6 directors of entrepreneurship development centers as sample. The study was guided by two objectives from which one research question and one hypothesis was derived. Data were analysed using Frequency count, mean and standard deviation while Pearson Product Moment Correlation was used to test the hypothesis. Qualitative data was analysed in narrative form using the verbatim reports and emerging themes and patterns. The results showed a strong positive relationship between student engagement and entrepreneurship skills development among the students. Based on the findings, the study concludes that student engagement in entrepreneurial content and practices reinforce the development of relevant entrepreneurship skills that might eventually promote business creation in students even before graduation. Among others, it was recommend that that a collaborative administration of entrepreneurship programmes before and after graduation coupled with a sustained policy commitment on entrepreneurship programmes should be reinforced in Universities. **(Keywords: student engagement, entrepreneurship education, skills development, entrepreneurship skills development)**

## TRACT - G (Entrepreneurship Areas)

### (USD-G23) Promoting Entrepreneurship through Marketing Technology; SMES Survival Strategies Post Covid-19 Era

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As the world is struggling to survive COVID-19 pandemic, several counties are witnessing extraordinary economic slowdowns and shutdowns. As the pandemic continues to wreak havoc on the economy of Nigeria, small and medium enterprises (SMEs) are under attack to survive due to the decline in production outputs and harsh market conditions is affecting their stability. This study reveals that although the regulation of movement and decrease in imports negatively affects Nigerian SME, yet entrepreneurship can be easily promoted through marketing Technology. Today, digital technology which plays a critical role in every aspect of marketing has drastically changed the marketing advertising model and provide new opportunities for novel businesses to emerge because the whole world trend towards online transactions through the various social media platforms available such as Facebook, LinkedIn, Blogs, Twitter and YouTube. Given this paradigm shift and the volume of change coming from the Covid-19 crisis, Nigerian entrepreneurs and SME owners need to urgently engage in advertising and marketing of their products (goods and services) on social media technology thereby promote entrepreneurship. **(Key words: Marketing Technology, Entrepreneurship, Small and Medium Enterprises, Covid-19, Digital Marketing and Social Media)**

### (USD-G25) ICT Adoption and Youth-Owned MSMEs Survival

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The high rate of unemployment in Nigeria has propelled some Nigerian youths to embrace entrepreneurship, thereby creating employment for themselves and others. However, the rate of small business survival in Nigeria is relatively low. Several studies have been able to established a link between information communication technology (ICT) adoption and business performance, but the effect of ICT adoption on youths-owned micro, small and medium enterprises (MSMEs) appears not to have been explored. This study examines the effect of ICT adoption on youths-owned MSMEs in South West, Nigeria. The study employed survey research design, through the administration of structured questionnaire on youths-owners of MSMEs in the six South-West states (Lagos, Ogun, Oyo, Osun, Ekiti and Ondo states). In ascertaining the validity of the research instrument, content validity index was employed, while the test-retest method was employed to ascertain the reliability of the research instrument. The data was analysed using categorical regression with the aid of SPSS version 23 at 5% level of significance. The findings reveal that ICT adoption have a significant positive effect on the survival of youths-owned MSMEs in Nigeria, with coefficient and p-value of 0.614 ( $p < 0.05$ ). The coefficient of determination (R-square) of 0.573 indicates that ICT adoption accounts for 57.3% variation in MSMEs survival. Therefore, it can be concluded that the adoption of information communication technology tends to enhance the survival of youths-owned MSMEs in South-West, Nigeria. It is recommended that youths-owned MSMEs should employ ICT in their operations to mitigate the high mortality rate of small businesses. **(Keywords: ICT adoption, MSMEs, South-West, Youth)**

## TRACT - H (Family Business and Gender Entrepreneurship in Africa)

### (USD-H01) Female Entrepreneurship and Informal Sector Employment in Southeastern Nigeria: Mitigating the impact of unemployment in the post Covid-19 era

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This study empirically examined the relationship between female entrepreneurship and informal sector development in Southeastern Nigeria based on neo-Schumpeterian framework that relates higher growth and development to entrepreneurial skills in the economy and is also an extension of the endogenous growth model to explain how knowledge is converted into economically useful firm-specific knowledge and its influence on development. The study adopted a sample survey research design. The data needed for sample survey research were obtained from individuals and, therefore, is subjective. A sample of 500 female entrepreneurs were selected for this study. This includes entrepreneurs in all the sub-sectors of the informal sector such as the trade and services sub-sectors in all the five states in the region. The study made use of the Ordinary Least Square (OLS) technique to examine the impact of female entrepreneurship on informal sector employment. The justification for the use of OLS is found in the BLUE properties which its estimator yields, which means it has the Best, Linear, Unbiased, Estimators. Other reasons include that its computational procedure is fairly simple as compared with other econometric methods. Empirical results showed that female entrepreneurship had a positive and significant impact on informal sector (male and female) employment. It also revealed that financial assistance to female entrepreneurship has a positive and significant effect on informal sector employment. Specifically, an increase in female entrepreneurship assistance financially brings about 0.13 per cent increase in aggregate employment in the region. On the basis of the above, the study recommended the establishment of the Southeastern Center for Entrepreneurial Excellence (SECEE) so that female entrepreneur could receive sufficient attention and support. A forum can also be created to serve as a bridge between policymakers and female entrepreneurs to discuss their concerns about entrepreneurial policies, and intentions of the policymakers to help them 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 to mitigate unemployment in this post Covid-19 era. **(Keywords: Female Entrepreneurship, Informal Sector, Unemployment, Southeastern Nigeria)**

### (USD-H02) Disabling Normativities in Post Covid-19 Nigeria: Contexts, Fragilities, Stabilities and Gendered Role Dynamics of Female Breadwinning

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Societies usually operate on normative benchmarks that endure. Within these normative benchmarks are roles allocated based on life conditions which may be social, biological, natural and/or artificial. Norms affect constructivities and once constructivities become existentialised, they affect people in manners that define exposure to opportunities or exclusion, humanization or dehumanization, privileges or threatening life conditions. A major context of normativities in Nigeria is family where gender roles operate basically on primordial norms that appear immutable. Gendered family norms are social order that disabling attempts may need to be well understood and managed especially as the country is struggling to survive after the Coronavirus pandemic that affected the family institution very seriously. A relevant case is that of livelihood and provision in families which run on gender normativities. These normativities however confront recent developments in modernization, formal education, urbanization, industrialization and more micro dynamic drivers of change during Covid-19. For instance, even though the phenomenon of female family provisions may not be entirely new in Africa, breadwinning is normatively the role of men in most African societies and performing this role was acutely challenged during Coronavirus job loss and lockdowns. As more women get education, enter formal and informal employments and some men lose jobs, traditional normative breadwinning roles are challenged and, sometimes, inverted as growing number of women become family breadwinners especially through *Covidpreneurship*. Developments in reconstructing female breadwinning Post Covid-19 may not be without implications for (in)stabilities, fragilities and normative arrangements in contexts of families however as it confronts instituted normative gender roles in patriarchal systems. While female breadwinners are increasingly common in industrialized societies against normativities and literature exists on its trajectories in such contexts, more recent works are needed on the phenomenon in Africa, particularly Nigeria. It is against this backdrop that this article examines the nexus of gendered normativities, female breadwinning and (in)stabilities and fragilities in Covid-19 Nigerian contextual case studies. This paper is an important contribution on growing attempts to understand normative dynamics in Africa especially in context of Covid-19. The study that informed this paper used Qualitative approach- In-depth Interviews (IDIs) and observation methods to gather data from women. This constructive, original and empirical paper concludes that until the issues addressed here are well understood and addressed, achieving SDGs and sustainable employment creation in Nigeria will be impossible. **(Keywords: Gender roles, Covid-19 pandemic, gender normativities, female entrepreneurship)**

## TRACT - H (Family Business and Gender Entrepreneurship in Africa)

### (USD-H03) Gender and Post Covid-19 Social Entrepreneurship in Nigeria

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The Covid-19 Pandemic, no doubt, is a historical and epochal existential challenge. This is particularly so where youth unemployment problem even pre-Covid-19 was gargantuan. While Covid-19 has aggravated youth unemployment in Nigeria as driven by massive job loss, widespread pay cut and systemic collapse of weak development architecture, social entrepreneurship as core element of informal sector remains key in strategic rebuilding to address associated unemployment crisis. Hence, Covid-19 and underdevelopment of Nigeria have aggravated negative gender and women inequality as well as inequity in manners that have unwholesome socioeconomic consequences on livelihood, employment, economic transformations and quality of life in the country. While developed countries have made appreciable progress along gender- women- livelihood and development within the entrepreneurship sector, Nigeria has made very little progress towards these issues. Pre and post-Covid-19 policies are also poor in addressing more inclusive, transformative and livelihood enhancement capacities of Nigerian informal/entrepreneurship sector as it affects gender particularly women. Yet, women gender play active roles in the Nigerian entrepreneurship and informal sector. The implications of Covid-19 relative to the background issues are generally poorly understood thus the need for this paper as key actors in the development and rebuilding process for post-Covid-19 strategize. This paper adopts empirical, original, theoretical, primary insights and unobtrusive approaches from Nigeria to contribute to knowledge and policy on the pragmatic and practical nexus of gender and Post Covid-19 Social Entrepreneurship in Nigeria. Issues addressed in this paper include gender, womanhood, inclusive development, indigenous knowledge, development from below, community level social (re)engineering, sustainable development and (re)orientation for progressive informal sector and social entrepreneurship. It is concluded that until the forces of development identified above are sustainably taken into account, Covid-19 and Post Covid-19 societies may remain gender exclusive and negate social entrepreneurship. **(Keywords: Covid-19 pandemic, youth unemployment, informal sector, economic transformation)**

### (USD-H04) Impact of Covid-19 on Women Entrepreneurs and Family Business in Nigeria

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This paper examines the impact of COVID-19 on women entrepreneurs, family businesses and unemployment in Africa, with a focus on the Nigerian economy. Outside of the Agricultural sector, SMEs employ a greater proportion of Nigeria's labour force and working population. They represent 96% of organizations and 84% of jobs. Majority of these small and medium businesses do not possess the capacity to deal with a global emergency of the scale of a pandemic, which has led to emergence of only one strategy – survival. The paper reviewed literature on the concept of entrepreneurship, family businesses, Covid-19 restrictions on business activities and its unexpected outcome on job loss, rationalizing by organization, negative impact on small firms and the informal sector which is majorly run as family business or by women. The paper also highlighted sectors that were greatly affected by the Pandemic and compared unemployment rate pre-COVID-19 (last quarter 2019) vis-à-vis second quarter 2020. This study employed the exploratory research methodology in analyzing the impact of COVID-19 on women entrepreneurs and family business in Nigeria, the evidence revealed that the arts, recreation, accommodation, tourism, events management, hospitality and catering businesses were majorly affected by Covid-19. A vast majority of women are either self-employed or engaged in the aforementioned sectors, which have been greatly affected by the economic disruptions. The paper therefore recommends that women entrepreneurs should be encouraged to have an adequate buffer for survival amidst tough and unprecedented events like COVID-19 in order to facilitate growth, also have a sustainable long-term goal and plan in place to thrive during unexpected economic downturns in future. Women should also be encouraged to leverage on the use of technology to improve business operations. Also, women entrepreneurs should be offered soft loans or grants, to serve as a stimulus against shocks or disruptions as these enterprise lessens a level of unemployment. **(Covid-19, women entrepreneurship, family business, SMEs)**



**TRACT - H (Family Business and Gender Entrepreneurship in Africa)****(USD-H05)Whither Africa in Trans-Generational Entrepreneurship: The Challenge of Effective Succession Planning**

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This Study investigates the challenge of effective succession planning in the longevity of family business in Africa. Whereas, no African family business has survived beyond 2 generations; Japan's Kongo Gumi, founded in 578, was only sold in 2006, after 1400 years, and 46 primogenitor generations. Why this stark contrast? This study adopts; literature review, questionnaire, personal interviews, focused group discussion, and thematic analysis. Descriptive and inferential statistics are employed as analytical tools. Predominant African culture of primogeniture and short-term oriented business philosophy are found to mediate between effective succession planning which results in trans-generational entrepreneurship-family business longevity. It is concluded that family business longevity may continue to elude Africans, so long as their culture of primogeniture is indiscriminately applied, and their business philosophy remains short-term oriented, devoid of restraint for delayed gratification. We recommend an urgent need for Africans to imbibe the family and business cultures prevalent in those cultures with demonstrable business longevity. This debate has just begun, and we are passionate about crafting a sustainable solution. This study will contribute to the body of knowledge on culture and entrepreneurship, strategic management of small business, as well as implications for policy makers and researchers. **(Key Words: Entrepreneurship, Longevity, Culture of Primogeniture, Africa, Family Business, Business Philosophy, Succession Planning, Trans-generation)**

**(USD-H06)Assessment of the Impact of COVID-19 Pandemic on Female Owned Businesses in Akure, Ondo State, Nigeria**

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This study seeks to investigate the effect of the COVID-19 pandemic on female owned Businesses in Akure, Ondo State. The study adopted a survey research design with the aid of a structured online survey questionnaire. The population of this study consist of over five thousand six hundred (5600) female owned businesses that have being existence for the past five years registered with Small Medium Development Agency of Nigeria (SMEDAN) in Akure, Ondo State, Nigeria. A simple random sampling technique was used to select 2800 respondents. The collected data was analyzed using regression analysis. The findings revealed that the mass layoffs and closures of businesses had occurred few weeks into the crisis. Second, the risk of closure was negatively associated with the expected length of the crisis. Third, many small businesses are financially fragile. The median business with more than N100,000 in monthly expenses had only about two weeks of cash at hand at the time of the survey. Moreover, businesses had widely varying beliefs about the likely duration of COVID-19 related disruptions. Fourth, majority of businesses planned to seek funding through the Central Bank of Nigeria Corona virus Aid, Relief (CBN-CAR) palliative. However, many anticipated problems with accessing the intervention programmes, such as bureaucratic hassles and difficulties establishing eligibility of applicants. In conclusion, lockdown policy by the government has drastically reduced the sales volume of the female owned businesses as a result of the weak purchasing power of their customers, the result also showed that the lowering of the buying behavior is affecting the demand and the supply of goods and services offered by the female owned businesses and thus affect their performance generally. The study, therefore, recommends that government should review the lockdown policy while not contravening the professional health guidelines and policies for curtailing the COVID-19 in Nigeria within a very possible short time to enable the country to return to normalcy to facilitate effective economic growth and development through Small and Medium Scale Enterprise. The government must put additional investment in place to alleviate the disproportionate care burden on women and ensure that women-owned and women-led MSMEs are supported and prioritized. To the best of the knowledge of the authors this is the first COVID-19 research examining its effects on female owned businesses registered with SMEDAN in Akure, Ondo state, Nigeria **(Keywords: COVID-19 pandemic, Female Entrepreneurship, MSMEs)**

## TRACT - H (Family Business and Gender Entrepreneurship in Africa)

### (USD-H09) Polygamy and Family Business in Nigeria

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The impact of family structure, especially polygamy, on family business is an area that needs to be explored. Many studies have examined family business from various angles but there is the dearth of studies on the effect of polygamy on family businesses, and precisely on succession issues. Polygamy, both as a cultural and global concept, is fast fading in many societies. Yet, there are a handful of highly educated family business owners who marry more than one wife despite their levels of exposure, and run their family businesses for decades. This study, therefore, examines the effect of polygamy on family business succession, and provides insight on the organization, management and succession planning in polygamous family businesses in Southern Nigeria. Comparative qualitative data were collected from two states in Southern Nigeria- Osun State and Port-Harcourt- and analyzed using Atlas ti. Thematic issues that emerged were brought to fore and inferences were drawn in order to accentuate the impact of polygamy on family business. The findings suggest that family businesses with polygamous settings have the advantage of a larger workforce but have greater chances of plummeting after the demise of the founder, than those established on monogamous settings. The wives and children were involved in running polygamous family businesses but had little inputs in the decision-making process. Succession is bleak and segregated among the wives and children. And in settings where the founders were insistent on handing over to only male children, who did not catch the vision and were not capable, the businesses plummeted. Some of the business founders, despite their extremely passionate and determined efforts towards continuity, refused to hand over their original family businesses to any of their offspring but rather set up branches for each wife to take care of her children. Also, their offspring were only allowed to continue with the business name but not the business line. The policy implication of this study for family business sustainability in Nigeria involves increasing the awareness and encouraging business owners to have succession plans that is without prejudice for the sex of their children or that have consideration for female children to be involved in family businesses, thereby enhancing their employability prospect. **(Keywords: Family Business, Polygamy, Organization, Management, Succession)**

### (USD-H10) The hitches against SMEs and women entrepreneurship in Africa: A way forward

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This paper aims at discussing in an elaborative manner, the hitches against SMEs and women entrepreneurship in Africa with a peculiar interest in Nigeria. This study also attempts to proffer solutions or remedies to avert the hitches identified or ameliorate the effects of the hitches thereof. This paper applies qualitative method of research. The methodology allows for review of relevant related literatures, findings, and opinions contained in other researches. The paper finds that SMEs is a popular practice in Africa as well as in any growing economy where mixed economy or private economy is allowed; however, it has been combatted by various challenges which militate against its practice and success. Also, the paper finds that irrespective of the quest for gender equality and women empowerment; women entrepreneurship has over the recent years taken a better stride than it had taken in previous years. Notwithstanding the near progression in relation to women entrepreneurship, there are factors which militate against the practice thereof. These factors range from socio-economic, socio-cultural, socio-political dimensions, etc. The paper finds that irrespective of the hitches against women entrepreneurship, there are possible remedies to avert them or mitigate the effects thereof. The paper recommends amongst other things, effective and strategic public-private partnership as way forward from the hitches identified. This is because, in as much as SMEs and women entrepreneurship are in the private sector, they are shortchanged as result of lack of capital and socio-cultural inhibitions. Thus, it will take government's intervention in terms of favorable rules and regulations, provision of credit facilities, and incentives and its enforceability for SMEs and women entrepreneurship to blossom.

**(Keywords: SMEs, Women entrepreneurship, Hitches, Mixed economy, Public-private partnership)**



## TRACT - H (Family Business and Gender Entrepreneurship in Africa)

### (USD-H12) Strategic Issues of Informal Entrepreneurial Activities Induced by COVID-19 in Nigeria: Perspectives in Challenges, Specializations and Motives among Women

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Macro-industrial and natural resources approach have been the focus of employment creation and development in Nigeria for a long time. With the Coronavirus pandemic however, this approach has again been realized not to be sustainable given sub-Saharan Africa's experiences relative to development outcomes. It is against this background that this article examined; challenges entrepreneurs face in informal economy, areas of specialization of entrepreneurs and motives of entrepreneurs in informal economy. Context of Coronavirus pandemic was explored to test the shock capacity, flexibility and resilience of informal sector and entrepreneurship especially relative to gender. 556 copies of questionnaire were administered on randomly selected respondents while 12 in-depth interviews were conducted with purposively selected entrepreneurs. Data collected through questionnaire were analyzed through SPSS while data collected through IDIs were content analyzed and presented through ethnographic narratives and interpretative discourses. Ethnographic summaries were also used. Findings suggest that, Pre Covid-19 and during Covid-19, women are very many and engage productively in the informal sector and they are trained and they train other apprentices. A lot of the women in the informal sectors are well formally educated as they have university degrees. Many are also involved in the sector largely by choice and because of the flexibility in the sector to be able to effectively achieve work-family life balance. Women entrepreneurs face many challenges including lack of access to loan and gender mainstreaming and these have been made worse by the Coronavirus pandemic. Gender creativity, adaptability, ingenuity, elasticity and constructivity were found in context of the pandemic even during lockdowns, and after, as women take up pandemic compliant and overcoming informal activities in manners that have never been seen in history. **(Keywords: Covid-19, informal economy, women entrepreneurship, job creation)**

### (USD- H20) An Assessment of the Contributions of Roselle Production/Enterprises to the Livelihood of Women in Lagos Metropolis

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Hibiscus Sabdariffa (Roselle) entrepreneur has great potentials for job and wealth creation, as well as export to boost the economy, especially in the era of diversification from oil. This study examined the contributions of the Roselle entrepreneur to women livelihood in Lagos Metropolis. A three stage sampling techniques was used in this study, the first stage involved the random selection of five (5) local government out of the twenty local government in the state. The second stage involved the purposive selection of four (4) vegetable communities know vegetable production and sells in each of the local government previously selected. The third stage involved the random selection of three (3) roselle market across the three (3) Senatorial District in Lagos, which are Lagos East (Kosofe- Ketu Market and Mile 12 Market), Lagos West (Agege Market and Ifako-Ijaiye-Ogba Market) and Lagos Central (Mainland-Yaba Market). 150 semi- structured questionnaire were administered and gave a total of hundred and fifty(150) women respondents that were selected for the study, they include women market leaders, women involved in the selling, marketing, trading, processing and consumers of Roselle in the selected Lagos markets, were interviewed using questionnaire guide. Data collected includes types of Roselle enterprise engagement, income generation from Roselle business. The information was used to determine women's livelihood conditions in terms income generation and the contribution of income from Roselle enterprise to household expenditure/income and nutrition security. Of particular interest is how much does their involvement in Roselle entrepreneur reduces the livelihood burden? The data were analyzed with the aid of Statistical Package Social Scientist (SPSS) software in respect to correlation relationship. The findings from the survey about the nature of consumption, the results shows that 30% of the women consume Roselle in their household and 70% are involved in Roselle enterprise. On the frequency of production, result shows that 50% of the women produce Zobo weekly for commercial purposes. In respect to income generation from Roselle enterprise, 47% of the respondent save below 5,000 naira weekly, while 37.1% save between 5,000 to 10,000 naira weekly, the results also shows that 50% of the women engaged in Roselle enterprise makes income from the venture, this is also support by the result that 47% of the women involved in Roselle enterprise makes an average monthly income of 20,000 to 40,000 naira. For the contributions of the Roselle entrepreneur to women livelihood in Lagos Metropolis, 71.2% of the respondent indicates that Roselle enterprise has medium contribution to their livelihood, supporting bills payment in the household, while 54.4% of the respondent shows Roselle enterprise contributes high to their nutritional demand and 60.6% testify that it contributes to food security. The characteristics of Roselle dealer's shows 40% of the women involved in Roselle processing, 26% engaged in Roselle marketing, 30% for household consumption and medicinal value and 1% engaged in planting. This results are indicative of the prospective of roselle business among women and youth in Lagos State. This calls for government, civil society and institution working toward wealth creation to take advantage of the roselle business. **(Keywords: Diversification, entrepreneurship, women entrepreneurship, wealth creation)**



## TRACT - I (Information and Social Entrepreneurship)

### (USD-I01) Fostering rural entrepreneurship: A factor analysis of socio-entrepreneurship variables among rural youths in North-central Nigeria

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Young entrepreneurs and professionals appear to have different perspectives on the main challenges to youth entrepreneurship in rural and remote areas. Promoting entrepreneurship among rural youths would create farm businesses which would address the rising youth unemployment rate in the country. This study therefore aimed at investigating factors influencing entrepreneurial behaviour among rural youths in North-central Nigeria. A multi-stage random sampling technique was used to select 480 rural youth entrepreneurs in the study area. Data were sourced through structured questionnaire from respondents and the collected data were subjected to both descriptive and inferential statistics such as frequency counts, percentages, mean, standard deviation and diversity and entrepreneurial behaviour indexes and factor analysis. Results show that rural youths engaged in several entrepreneurial (on-farm, off-farm and non-farm) activities with almost half (46.6%) having medium level of diversification while 12.9 and 26.5% of them have very high and high diversification index respectively. Finding shows that most (44.5%) of the respondents had high level of entrepreneurial behaviour. Results of factor analysis shows that socioeconomic, production, psychological and institutional factors among rural youths, with Eigen values of 3.039, 2.647, 1.818, and 1.026 respectively, accounted for their entrepreneurial behaviour. Distance to market, access to financial institutions, and extension services (institutional variables), having coefficients 0.553, 0.521, and 0.517 respectively were particularly important variables of rural youth entrepreneurial behaviour. In order to improve the entrepreneurial behaviour of rural youths identified factors must be considered and upgraded. Also, strategies that will improve access to credit by rural youth entrepreneurs should be encouraged and such strategies should explore ways of enabling young entrepreneurs to access credit even if they do not possess prime assets that are currently being accepted by financial institutions as collateral. **(Keywords: Entrepreneurship, Entrepreneurial Behaviour, Index, Rural Youths, Factor Analysis)**

### (USD-I02) Assessment of surrounding air conditions on the Operations of informal entrepreneurs in Okitipupa, Ondo State

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During moments of economic recession, entrepreneurship dialogue becomes a burning national issue so as to cater for loss of jobs. The recent economic downturn in Nigeria, occasioned by the Covid 19 pandemic has brought about new economic and social phenomenon. Street businesses have become most family survival options; this however, is not without its attendant negative consequence. The environment in which informal entrepreneurs carry out their daily business can hardly be regarded as garden fresh due to the impasse caused by the movement of vehicle along the street. This study is carried out in Okitipupa in Ondo state, Nigeria, to assess the level of exposure to hazardous air bore pollutant on street entrepreneurs, who subsist along major traffic corridor in Okitipupa. The study relied on questionnaire survey in which 226 informal entrepreneurs were sampled in order to harness the challenges faced by them, as a result of road side pollutant and experimental survey to measure the true state of some of the pollutant in the corridor of study. Finding revealed, that these entrepreneurs are highly affected by road traffic air pollutant as 9.73% of the respondents cough often, 3.98% reported high level of breathless, 11.95% of the respondents have high nasal discharge, 6.64% of the respondents have high throat irritation and 5.75% reported high asthmatic condition. While it was observed that an average of 3.891ppm to 7.506ppm of carbon monoxide, 0.006 ppm to 0.009 ppm sulphur dioxide, 0.019 ppm to 0.043ppm of Nitrogen dioxide and 415.44µg/m<sup>3</sup> to 498.289µg/m<sup>3</sup> of Particulate matter 10 is produced on the selected corridors. Based on the findings study recommends that entrepreneurs in the informal sectors should carry out their business at least 150m away from major traffic corridor to avoid over exposure to automobile generated pollutions as this can possibly lead to a decrease in the risk of business health hazard. **(Keywords: Informal Entrepreneurs, Air pollutions, Road traffic, Health hazard)**



**TRACT - I (Information and Social Entrepreneurship)****(USD-I03) An Examination of The Fundamental Causes of Conflict-Induced Internal Population Displacements in North-Central Nigeria**

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The study identified the fundamental causes of conflict-induced internal population displacements in the Nigeria Middle Belt (now North-central Nigeria) from 1945 to 2005. It also discussed the consequences of ethno-religion crises between different ethnic and religion groups of the region. The aim is to assess primordial factors that brought about frequent violent crises in the region. The study employed both primary and secondary sources of data. The primary source comprised in-depth oral interviews conducted with 250 respondents purposively selected on the basis of their involvements in the conflict-induced displacement of the people in the study area. The secondary data included books, newspaper reports, journal articles, commentaries, government publications and the Internet. Data collected were subjected to content analysis and historical interpretation. The results shows show that the historical roots of ethno/religion conflicts and internal population displacements in the region predated colonial period though the tempo heightened between 1990 and 2005. Finding also shows that the origin of conflicts in North-Central Nigeria hinges on four major basic periods which include, amongst others, the pre-Islamic and pre-colonial periods, the Caliphate epoch, the period of colonialism and lastly was the civilian and military regimes featuring the post-independence political and the military legacies. The study concluded that there has not been any enduring solution to the problem of displacements in North-central Nigeria. **(Keywords: Conflicts, Population, Displacements, Ethnic, Religious)**

**(USD-I05) Student Support and Entrepreneurship Skills Development of University Students: Evidence from Lagos and Ogun States, Nigeria**

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University support for entrepreneurship education, educators and students largely impact the extent to which entrepreneurial skills will be developed. Developing such skills certainly has a significant impact on reducing the rising rate of unemployment in Nigeria. This study examined the relationship between student support and entrepreneurship skills development in public and private Universities in Lagos and Ogun States. A mixed method research design was adopted with a population of 26,830 final year students and 8 directors of entrepreneurship development centers. The multi-stage sampling technique was used to select 2394 final year students and 6 directors of entrepreneurship development centers as sample. The study was guided by two objectives from which one research question and one hypothesis was derived. Data were analysed using Frequency count, mean and standard deviation while Pearson Product Moment Correlation was used to test the hypotheses. Qualitative data were analysed in narrative form using the verbatim reports and emerging themes and patterns derived from the key informant interview. The results showed a strong positive relationship ( $r = 0.42^*$ ,  $P = .01 < 0.05$ ) between student support and entrepreneurship skills among the students. Based on the findings, the study concludes that student support programs reinforce the development of relevant entrepreneurship skills that might eventually promote business creation in students before and after graduation. Among others, it was recommended that universities invest in partnerships that will enhance the level of informal support in terms of internships, competitions and seed grants. **(Keywords: Student support, Entrepreneurship Education, Skills development, Entrepreneurship skills development)**

## TRACT - I (Information and Social Entrepreneurship)

### (USD-I06) Analysis of Formal and Informal Sources of Entrepreneurial Financing on the Performance of MSMEs in Lagos, Nigeria.

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The Micro, Small and Medium Enterprises (MSMEs) sector has been identified as one of the drivers of economic growth in developed and developing economies. It contributes significantly to employment generation and Gross Domestic Products (GDP). However, in view of the current financial crisis experienced by many economies, due to outbreak of COVID-19 pandemic, many economies have witnessed significant decline in finance flow to MSMEs, thus creating a funding gap for their operations. The study analysed the effect of formal source of finance (Bank Loan) and informal source of finance (Trade Credit) on the performance of MSMEs. The objectives of the study are to; examine effect of Bank Loan (BL) on profitability of MSMEs and effect of Trade Credit (TC) on sales turnover. Survey research design was employed on registered MSMEs in Lagos State with a sample size of six hundred and sixty-five (665) determined using Cochran's formula from the population of registered MSMEs in Lagos. Primary data were collected from the respondents with administration of structured questionnaire using simple random technique. Data were analysed using descriptive and inferential statistics. The results revealed that TC had  $\beta = 0.891$ ;  $R^2 = 0.828$ ;  $t\text{-value} = 35.642$ ;  $p < 0.05$  while BL with  $\beta = 0.775$ ;  $R^2 = 0.638$ ;  $t\text{-value} = 33.894$  and  $p < 0.05$ ; respectively. This revealed that TC has stronger effect on MSMEs' performance than BL indicating that MSMEs make more profit through TC than BL. The study recommends that, financial policy that ensures availability and accessibility of loans to MSMEs through Deposit Money Banks should be developed as well as creating awareness for alternative micro credit schemes that could cushion the effect of Covid-19 on the performance of MSMEs. (**Keywords: Bank loan, GDP, Finance, MSMEs, Profitability, Trade credit**)

### (USD-I11) Why We Defy the Law to Remain in Urban Space: Street Traders and the Struggle for Survival in Lagos

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Street trading is one of the cheapest businesses for millions of unemployed people in developing countries including Sub-Saharan Africa where the problem of acute poverty has imposed heavy burden on individuals. Although, street trading generates income for several people who want to survive in many African cities, to most urban regulators in Nigeria, street vending is counterproductive to the management of the urban space business in many cities, it remains a big burden for most urban regulators in Africa who see street traders as anti-government and counterproductive to the management of urban spaces. This article examines the responses of street traders in Lagos State to the Lagos State Street Trading Prohibition Law. The study relies on mixed-method of social research which adopts a cross sectional survey to sample 894 Street Traders across three Senatorial Districts in Lagos State using multistage sampling technique. The survey is complemented with a total of 30 key Informant interviews and Focus Group Discussions of government officials involved in the regulation of urban spaces. Data generated is analyzed using descriptive and inferential statistics. The results show that poverty, unemployment, family pressure and the need for the street traders to cater for their dependents, are the critical incentives to defying street Trading Law. This finding is complemented by evidence from the qualitative study which finds that people defy the law, not only because they are afraid of the law enforcement agents but because street trading serves their immediate economic needs in the face of harsh economic conditions. (**Keywords: Street Trading, Urban Space, Law, Buyers, Lagos State**)

**TRACT - I (Information and Social Entrepreneurship)****(USD-I12) Covid-19 Pandemic, Household Finance and Youth Employment in Nigeria: A Case of Yaba Local Council Development Area, Lagos State**

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Covid-19 is an unprecedented shock on global economies. This study investigates the impact of Covid-19 on household finance and youth employment in Nigeria (Yaba Local Council Development Area of Lagos State). It covered three major areas in Yaba LCDA (Iyana Oworo, Pako and Ilaje). The study employed descriptive and ex-post facto research design as well as survey method in the distribution of questionnaires. Also, a multistage sampling technique was employed to randomly group the population for easy assessment. In addition, four hundred (400) questionnaires were administered while three hundred and fifty (350) were returned (87.3%). Frequencies and percentages were used to analyze the research questions while regression was employed to address the hypotheses. The empirical results provide very strong evidence of negative impact of Covid-19 pandemic on youths household finance as well as its employment, For the shock not to have permanent effects on youths means of livelihood, policy makers should take appropriate actions, especially in the area of digital training, modular entrepreneurship program to help youth reverse the effects of the negative shocks. **(Keywords: Covid-19 Pandemic, Household, Finance, Youth employment, Training)**

**USD-I13 Entrepreneurship and People with Disabilities (Pwds) in Nigeria: Analysis of Challenges and Prospects**

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People with disabilities (PWDs) in developing countries are seen as helpless, contemptible, and awful with their livelihood depending on people's sympathy. In recent times, there has been a paradigm shift. PWDs now engage in viable businesses to make ends meet and contribute to national growth. Inherent challenges associated with small businesses are complicated with PWDs. Thus, this study evaluated the entrepreneurship challenges and prospects of PWDs in Nigeria. Survey design was adopted for the study. The four states in Nigeria with the highest number of PWDs that engaged in entrepreneurship based on the information obtained from Joint National Association of Persons with Disability (JONAPWD) formed the population of the study. A multi-stage sampling technique was used to select the sample size. Social discrimination, family support, risk taking, entrepreneurial education, skills, and finance are the key variables of the study. Primary data through the administration of structured questionnaire were used to elicit information from the respondents. Structural equation model (SEM) was used to analyze the collected data with the aid of SMARTPLS 3. The findings of the study showed that social discrimination, family support and risk taking have positive effect on PWDs business success, while finance, entrepreneurial education and skills top the list of challenges of PWDs business success. The study concluded that there are inherent challenges and possible prospects to PWDs business success. The study recommended among others, that entrepreneurship education and skills acquisition should be modified to meet the needs of the PWDs entrepreneurs while access to finance should also be made available to enhance PWDs business success. Hence, government at all levels should provide institutional vocational centers with needed human and material resources to educate PWDs as well. **(Keywords: Entrepreneurship, PWDs, Social discrimination, Start-up capital, Education & skills)**

## TRACT - J (Intellectual Property)

### USD-J02 The Legal Profession in Nigeria: Need for Young Lawyers to Diversify into Entrepreneurship for Self-Employment in a Technological Age

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One of the most pressing issues facing the Legal profession in Nigeria in the 21st century is the justice delivery to millions of people who need legal representation. Some of the citizens cannot afford or access a lawyer. The overwhelming majority of the citizens of the country go without much-needed legal help because they simply cannot afford to pay a lawyer his legal charges for all the stress and risk of litigation, and they also do not qualify for the limited legal aid programs available. However, they can afford to pay the arm chair Doctor, Architect, Engineer etc. Consequently, legal profession faces a delivery problem, unemployment and appears to have failed to develop sustainable models for delivering legal services that are affordable, accessible and adopted by clients who utilize them on a regular basis. Thousands of lawyers are being graduated from the Nigerian law school every year but unemployed. For these new breed of solicitors and advocates of the supreme court of Nigeria, individuals represent an opportunity of enormous untapped market. Thus, the legal profession also faces a matching problem of struggle to pair appropriately qualified lawyers with clients who need them. Today's law school graduates need to be entrepreneurial to succeed, but traditional legal education tends to produce lawyers who are strange bedmate with entrepreneurs. This paper seeks to examine the role of lawyer, issue of unemployment innovative programmes of law faculties that may ameliorate unemployment of new wig in the 21<sup>st</sup> century. The introduction of new syllabus in faculties' law will prepare law students towards self-employment and to be entrepreneurial in law-related careers; few law schools train law students to be business oriented. Drawing some experiences from other jurisdictions, some lawyers have applied their legal education to be successful entrepreneurs. The research methodology adopted in carrying out this study is both doctrinal empirical methods. The article will also make findings. The article finally makes recommendations for the legal profession to be entrepreneurship focus in the present technological age and as to ways and techniques of achieving this desire. **(Keyword: Legal practice, New wig, Unemployment, Youth development, Government)**

### USD-J05 Examining the impacts of Covid-19 Pandemic on Rule of Law, Good Governance and Socio-Economic Life in Africa

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The outbreak of Covid-19 pandemic and its attendant crisis have strained the already fragile socio-economic life and democratic institutions in Africa, thereby making the concept of good governance almost mere mirage in the region. The concept of good governance entails the way public institutions conduct public affairs including the socio-economic well-being of the populace, and manage public resources in a preferred way. However, crisis created by the pandemic has not only introduced new socio-economic challenges but has amplified the existing ones particularly the heightening rate of unemployment among youth which constitute greater percentage of workforce in Africa. This invariably has resulted in conflicts and restiveness compounding the existing governance challenges and dwindling opportunity for much-needed national policies for enterprise and job creation in the region. Against this backdrop therefore, it is the objective of this paper to bring to the fore, the negative impacts of the lingering Covid-19 crisis on the rule of law, good governance, and their overall effect on economic well-being in Africa. This is achieved through doctrinal method. This work finds that, while much attention has been given to the immediate health challenges posed by Covid-19, its adverse impacts on the democratic structure and socio-economic well-being, especially for developing countries of Africa has been largely uncharted. Covid-19 pandemic has precipitated massive loss of job and created occasions for conflicts and social unrest in Africa. However, such employment challenges and conflicts are concomitant and can only be effectively addressed through robust public and legal institutions with strict adherence to the concept of good governance. The paper concludes that, in addition to its immediate health threats, Covid-19 has inevitably resulted in socio-economic and security crises which have exacerbated the vulnerabilities of the African populace. It therefore recommends inter alia, the adoption of robust institutional frameworks aimed at resuscitating every aspect of the economy, that would guarantee supportive economic and social environments, encourage entrepreneurship, skill acquisition, job creation and assure higher employability rate among Africa's teeming youth. This is a governance issue, and only way to assuage the socio-economic shock created by Covid-19 crises in Africa. **(Keywords: Covid-19, Good Governance, Socio-economic Crises, Employment Challenges, Rule of Law)**



**TRACT - J (Intellectual Property)****USD-J07 Intellectual Property: A Recourse to Youth Unemployment in Africa**

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The global health crisis ravaging countries as seen in recent times is a clear indication of the world's lack of preparedness in its healthcare industry. The Corona virus which has now caused over fifty (50) million infections and over 1,000,000 deaths worldwide due to its unique capacity for cellular immunity alterations has negatively impacted businesses. This is largely due to government restrictions on movement, closure of businesses, no social gatherings clause amidst others to minimize the spread of the virus. The adverse effect of the current pandemic on economies cannot be re-emphasized as there are clear indications of countries taking a dip in the recession loop. The aftermath of the pandemic has seen a large number of entrepreneurs with struggling businesses due to inflationary pressures and the harsh reality of an unprecedented global economy downturn. According to the International Labor Organization (ILO), the level of unemployment as experienced by male and female youths in Africa was estimated at 10.4% and 11% respectively for the year 2020. The level of unemployment is only a spectrum of the raging issues faced by the youth population in Africa. This seemingly growing population of young adults (ranging from 18 to 35) must find innovative and adaptive measures to the dynamic global business environment. The pandemic has created a new face to the versatility of the workplace in terms of remoteness and real-time networking opportunities. However, can any of these be sustained in the face of our inability to rightfully accredit innovation and creativity to individuals is a question that behooves us in the aftermath of this pandemic. An outlook on the intellectual property space shows the activities of the African Regional Intellectual Property Organization (ARIPO), which seeks to promote employment in Africa. Unfortunately, the current membership is thirteen out of fifty-five African Union countries. The organization is pivotal in fostering job creation and encouraging economic growth. Previous studies have shown a direct positive effect of intellectual property rights to economic growth. This paper empirically verifies the import of intellectual property to unemployment and how variables such as population growth rate, per capital income and level of education affects youth unemployment. **(Keywords: COVID-19, Youth Unemployment, Africa, Global Economy, Entrepreneurship, Intellectual Property)**

**(USD-J08) INTELLECTUAL Property: Protection, Legal Framework, and National Policies for Enterprise and Job Creation for the Youths in Africa**

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The global trend of increased youth unemployment has led many governments and international organisations to develop youth-targeted policies and strategies. Africa employment has worsened dramatically since the financial and economic crisis. The 2030 Agenda for Sustainable Development in its Goal 8 commits to 'promote sustained, inclusive, and sustainable economic growth, full and productive employment, and decent work for all'. The study notes that current demographic trends and the explosion of youth unemployment is forcing youth entrepreneurship to the centre of global policy discussions and of the post-2015 development agenda. The study notes that harnessing entrepreneurial talents among young people and easing constraints of the labour market is vital for employment generation and inclusive growth. The paper further notes the specific impact of entrepreneurship education on the society for national transformation among which are the provision of employment opportunities, increase in Gross Domestic Product (GDP), improved standard of living as well as under-dependency on white collar job by the universities' graduates. The study will rely on primary and secondary sources of information. The primary sources include National and international Statutes, local and international judicial decisions will form the remaining sources of primary materials. The secondary sources include existing literature on the subject, relevant books, journal articles, and materials from the internet. The study further notes that with the development of science and technology the world has seen shifts in economy from industry to knowledge. Today we are in technology driven, knowledge based era of which foundation is intellectual involvement. Intellectual property (IP) regimes are envisaged to protect this intellectual involvement. The study contends that today, almost all dimensions of human life are touched by intellectual property rights (IPRs). Highlighting the importance of intellectual property rights protection, which enables the innovation and creativity needed to bolster economic growth. The study proposes a model of how public and private partnership can be enhanced through entrepreneurship education in Nigerian universities towards national transformation and concludes that as Nigeria moves ahead with goals of diversifying and shifting to a knowledge-based economy, a strong intellectual property rights regime and IP framework will promote individual innovations, enhance foreign direct investments and international technology transfer, and in effect, contribute substantially to national economic growth and development. **(Keywords: Entrepreneurship, Intellectual property protection, Unemployment, Youths, National policy)**

## TRACT - J (Intellectual Property)

### **(USD-J09) Intellectual Property to the Rescue of Youths in Nigeria (Africa): Making Money from the Activities of the Mind**

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African countries are not intentionally proposing intellectual properties as an innovative tool capable of creating wealth, to the youths in their societies. Many youths are involved in various innovative activities. However, they are not aware of the revenue generating possibilities of their actions. Even though a limited number of youths stumble successfully into an aspect of intellectual property, the majority remains oblivious to the economics of intellectual property and wait endlessly for a white collar job. The music industry is one of those industries that African youths in Nigeria, Ghana and South Africa among others have created a wave and earn an income from the bundle of rights attached to it. In Nigeria, it is tagged Afrobeats. It is crucial to note that the sounds and lyrics created are often based on the knowledge systems available in the terrain. Due to the uniqueness of Afrobeats, it is accepted across Africa and other jurisdictions. Government agencies vested with the administration of aspects of intellectual property merely saddle themselves with registration and enforcement processes. Little attention is given to the identification of intellectual property as a contributor to the creation of wealth. The dearth of intellectual property policies, consulting and awareness programs on intellectual properties and outdated intellectual property laws has contributed immensely to the challenges faced by youths regarding the possibility of reducing unemployment. This article examines various sectors of intellectual property industries at the grassroots level in Nigeria specifically and Africa generally where youths can earn an income. The construction of appropriate intellectual property policies and awareness programs as a means of socio-economic development and curbing unemployment of youths is proposed as a matter of urgency. Without a doubt, a policy should promote innovation and sensitize the youths on the benefits and profits of being a creator or an inventor. **(Keywords: Intellectual property, Youths, Money making, Innovation, Unemployment, Policies)**



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