



# 3<sup>rd</sup> ARUA Centre of Excellence for Unemployment and Skills Development - International Conference, 2022 (ARUA, CoE-USD' 2022)



**THEME:**  
**SUSTAINABLE AND WORKABLE SOLUTIONS FOR YOUTH UNEMPLOYMENT IN AFRICA**

**BLENDED INTERNATIONAL CONFERENCE**  
 (Physical and Virtual)

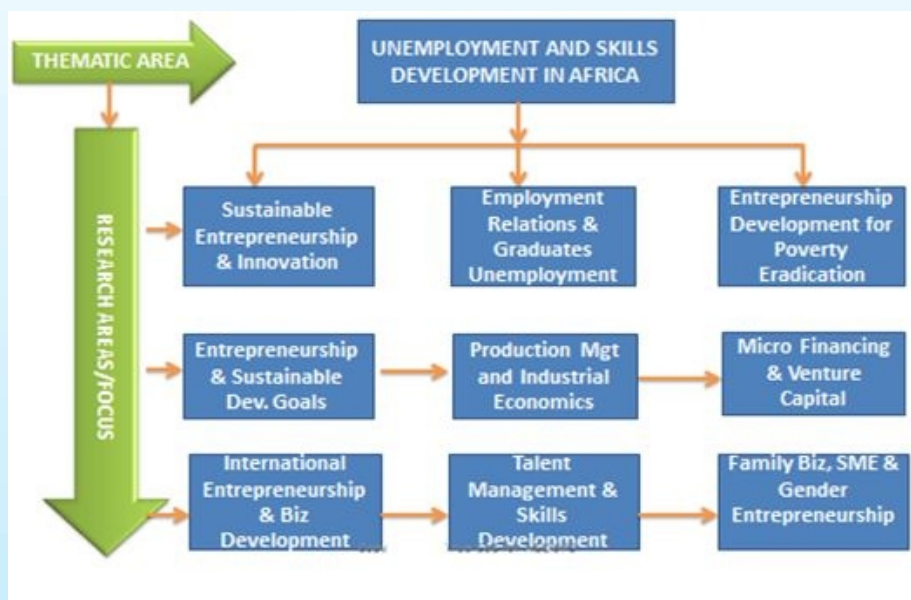
**July 26 - 28, 2022**  
**University of Nairobi. Kenya**

*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





## Kenya National Anthem

### Kiswahili

1  
Ee Mungu nguvu yetu  
Ilete baraka kwetu.  
Haki iwe ngao na mlinzi  
Natukae na undugu  
Amani na uhuru  
Raha tupate na ustawi

2  
Amkeni ndugu zetu  
Tufanye sote bidii  
Nasi tujitoe kwa nguvu  
Nchi yetu ya Kenya,  
Tunayoipenda  
Tuwe tayari kuilinda.

3  
Natujenge taifa letu  
Ee, ndio wajibu wetu  
Kenya istahili heshima  
Tuungane mikono  
Pamoja kazini  
Kila siku tuwe na shukrani.

### English

1  
O God of all creation  
Bless this our land and nation.  
Justice be our shield and defender  
May we dwell in uni ty  
Peace and liberty  
Plenty be found within our borders.

2  
Let one and all arise  
With hearts both strong and true.  
Service be our earnest endeavour,  
And our Homeland of Kenya  
Heritage of splendour,  
Firm may we stand to defend.

3  
Let all with one accord  
In common bond united,  
Build this our nation together  
And the glory of Kenya  
The fruit of our labour  
Fill every heart with thanksgiving



**PROFESSOR Stephen Kiama GITAHI**  
Vice Chancellor  
University of Nairobi



**DR Rose NGUGI**  
Executive Director, Kenya Institute for Public  
Policy Research and Analysis (KIPPR)  
*Conference Special Guest Speaker*



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



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



## Introductory Remark

by the Director, ARUA CoE-USD



**Professor Sunday ADEBISI**

Director, ARUA CoE for Unemployment and Skills Development,  
Professor of Entrepreneurship Hub & Strategic Management;  
First Occupier Professor, Dr. Mike Adenuga (Jnr) Professorial  
Chair in Entrepreneurial Studies

The Vice Chancellor, University of Nairobi, Professor, **Stephen Kiama GITAH**, The Vice Chancellor, University of Lagos, Nigeria; Prof. Oluwatoyin Ogundipe, ARUA Secretary General; Professor Earnest Aryeetey, The Conference Special Guest Lecturer; **Dr Rose Ngugi**, Deputy Vice Chancellor, University of Nairobi, Research, Innovation and Enterprise; Prof. Horace Ochanda, her Counterpart from Lagos, Deputy Vice Chancellor Academic and Research; Prof. Bola Oboh, Management Teams of both Universities, Deans and Professors here present, physically and virtually, Conference participants, Guests, Academic colleagues, Gentlemen of the Press, Ladies and Gentlemen.

It is my utmost delight to welcome you to the 3<sup>rd</sup> ARUA Centre of Excellence for Unemployment and Skills Development - International Conference, 2022 (ARUA, CoE-USD' 2022) in Kenya. I am also proud to say that this conference is the third blended physical and virtual conference to be organised by ARUA, CoE-USD after post lockdown from COVID-19. We are particularly very happy to host this year Conference at the University of Nairobi campus in our strategic response to coping with transiting the pandemic era. This conference hopes to build on, and also surpass the success of the 1<sup>st</sup> and 2<sup>nd</sup> ARUA, CoE-USD International conferences held in University of Lagos, Nigeria on December 2-4, 2020 and University of Cape Town, South Africa on August 25-27, 2021. At the 1<sup>st</sup> conference, we had Dr. Jumoke Oduwole, Senior Special Adviser to the President of the Federal Republic of Nigeria on Ease of Doing Business delivered the Conference lecture on the topic: **"The Deepening Youth Unemployment Crisis in Africa Occasioned by COVID-19 Pandemic: What Options Available for the Rescue?"** and for the 2<sup>nd</sup> conference, we had Professor (of Practice) Dimy Doresca, Director of International Business, John Papajohn Entrepreneurship Centre, University of Iowa delivered the Conference lecture on the topic: **"The Drive for Innovative Solutions to Youth Unemployment in Africa: Policy And Practice Imperatives"**.

I am happy that the outcomes of the conferences led to the revolution of focus and attention of the Nigerian Government on the youth population since January, 2021. Also, the approval of National Universities Commission to review the entire nation's education curriculum geared towards embedding entrepreneurship skills development in all disciplines in the higher institutions in Nigeria to drive innovative youth led business that will stem out of the disciplines of our students while in the university to tackle unemployment in Nigeria. Our Centre played a very major role in giving birth to this. More attention is now being focused on youth entrepreneurship development across African countries by respective governments than before. We are very happy of the tremendous impact these conferences have made in Nigeria and Africa as a whole, and we will look towards greater impact in Kenya and the rest of the African Countries after this 3<sup>rd</sup> edition of our Conference.

As countries of the world continue to grapple with the issue of unemployment resulting in deepened economic and social crises, the search for sustainable and workable solutions remain elusive. This has also been exacerbated by the reality of COVID-19 pandemic causing so much disruption to global businesses and weakening the

## Introductory Remark

by the Director, ARUA CoE-USD

economic, financial and social fabric of almost every nation, regardless of development status. International Labour Organisation (2022), report shows that the global unemployment is expected to remain above pre-COVID-19 levels until at least 2023. The 2022 level is estimated at 207 million unemployed people, compared to 187 million in 2019. The ILO's report also cautions that the overall impact on employment is significantly greater than what is represented in these figures because many people have left the lab

our force and so many businesses have crumbled. The ILO report corroborates the prediction of the United Nations in 2021 that the economic crisis worsened by the pandemic will result in high global unemployment of more than 200 million people in 2022 with women and youth workers worst-hit.

To this end, youth employment has continued to surge, leading over 30 million people in Africa into extreme poverty from 2021 and about 22 million jobs were lost, and the trend is expected to continue through the second half of 2022 and on into 2023. More so, the economic disruptions stemming from the Russia-Ukraine war could push a further 1.8 million people across the African continent into extreme poverty by the last quarter of 2022 (African Economic Outlook, 2022). That number could swell with another 2.1 million in 2023 which will no doubt worsen the problems of massive unemployment, underemployment and poverty in Africa. Consequently, the lack of adequate social protection and support policies in Africa made matters worse and many few decent jobs owned by the youth are gradually winding up on a daily basis.

Without sustainable and workable innovative solutions to accelerate the creation and sustainability of decent jobs, and policy support structure for small businesses, and the recovery of the hardest-hit economic sectors, the lingering effects of the pandemic could be with us for years in the form of lost human and economic potential and higher poverty and inequality in Africa as a whole. Like Guy Ryder, the ILO Director-General said early this year that "The truth is, there can be no real recovery from this pandemic without a broad-based labour market recovery and workable solutions that can be sustainable. And to be sustainable, this recovery must be based on the principles of creation of decent work – including health and safety, equity, social protection and social dialogue."

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

- Engendering strong collaboration among researchers and experts in Africa, focusing on entrepreneurship and skills development as intervention tools to the challenges of unemployment in Africa;
- Capacity building for young faculty members in doctoral and postdoctoral training in partnership with ARUA universities in Africa and ARUA partners across the world;
- Building team of experts that will constantly research into youth unemployment in Africa and the

## Introductory Remark

by the Director, ARUA CoE-USD

needed entrepreneurship and innovations that can provide lasting solutions to this menace in Africa;

- To network and collaborate with agencies and industry players to build hubs and co-working spaces where innovative solutions and disruptions to global economy can culminate to drive policies and practices that will end unemployment in Africa.
- Organizing Annual conferences and workshops, seminars and stakeholder engagement meetings that will connect town and gown to harmoniously work together to build African youths to rise up to combat unemployment; and Empower African youth with entrepreneurial skills for self-reliance to fight unemployment and poverty across Africa.

Over the past three years, our Centre of Excellence has engaged in major activities and achieved remarkable milestones that have raised capacity of youth and academics to tackle unemployment in Africa. Notable among others are; the Train-the-Trainers Capacity Building Programme (3TCBP) Entrepreneurship and Innovation Mentorship Education Certification (EIMEC) organised in Lagos, Nigeria and Nairobi, Kenya for faculty members of the universities, Youth Business and Innovation Challenge (1.0, 2020) and (2.0, 2021) across Africa with over 200 youths participating and more than 50 enterprise innovations pitched in the various participating countries, with eight enterprise innovations already pitched at the international competitions in Nigeria and South Africa YoBIC competitions from which the Centre has seed-funded 6 of such innovations and another 3 will be seed-funded in this conference making us to have had 9 spin-offs in 3 years. We have also successfully run Webinar Series for World Youth Skills Celebration, and Global Entrepreneurship Day, Safeguarding training for researchers, Embedded Entrepreneurship Experience (EEE) workshop for Directors of Entrepreneurship Education across Universities in Nigeria, Doctoral Workshop in 2020 and 2021 respectively for postgraduate students across Africa, and 3-Day workshop on Building Entrepreneurship Capabilities of Drugs & Herbal Medicine Researchers among others. As at today, we have more than 200 research outputs from various scholars who have collaborated with us on this journey of understanding and providing sustainable solutions to youth unemployment in Africa.

Interestingly, from our steadfast commitment and effort in tackling youth unemployment headlong, the EIMEC Program anchored by our Centre of Excellence has facilitated collaboration with the Bank of Industry in Nigeria that gave birth to BOI-UNILAG Incubation Hub. The program has also given birth to Business Innovation and Talent Expression (BITE) in UNILAG. To further support our initiative in resolving the menace of youth unemployment, BOI Nigeria has offered a credit line of N200 million (about \$450,000) for all classes of our students from undergraduates to postgraduates in the University of Lagos as seed-fund at 5% interest rate that also comes with moratorium of 6-9 months.

We are super convinced that more major milestones can still be achieved before the turn of the year and that is why the Centre has organised this solutions focused conference; titled **“SUSTAINABLE AND WORKABLE SOLUTIONS FOR YOUTH UNEMPLOYMENT IN AFRICA”**. This conference has become a necessity to examine how to combat the aggravating state of youth unemployment through policies and practices that can drive sustainable

## *Introductory Remark*

by the Director, ARUA CoE-USD

innovative solutions. Transitioning to post-pandemic era has not been an easy ride for most economies. The youths have become more jobless, idle and in dire need of quick intervention. A report by the Africa Union estimates that in the post-pandemic era, more than 20 million jobs, both in the formal and informal sectors are threatened with destruction. The big question is what is the way forward?

We strongly believe that in tackling this question, there is need for urgent action that will spur workable and sustainable solutions to solve this unemployment crisis. This is a cogent reason why the conference is also featuring a doctoral workshop and the Youth Business and Innovation Challenge (YoBIC, 3.0) to raise potential entrepreneurs and wealth creators from Africa so as to gradually wane unemployment state in Africa. As you may be already aware, the conference is a blended one; holding physically and virtually, where participants would have access to connect online as COVID-19 Pandemic has changed the order of things seriously. I implore us to have an exchange of knowledge that will engender sustainable and workable solution-based focus, capable of determining the way forward in respect to the resolutions that we all seek to have from this conference so that we can, together, envisage the future of a sustainable human and economic growth devoid of unemployment in Africa.

I thank the Government of Kenya for allowing us to gather for the purpose of this intellectual interactions and discussion, the Vice Chancellor University of Nairobi, Kenya our host, the Vice Chancellor, University of Lagos who has given all the supports necessary to sustain the ARUA CoE-USD at the Hub Centre in Lagos, the LOC members in Nairobi and Kenya that have worked tirelessly in the last 6 months as well as the ARUA, CoE-USD Secretariat staff and volunteers.

I stand here to welcome you into this epoch conference, kindly permit me, to appreciate our funder, United Kingdom Research and Innovation (UKRI) Global Challenges Research Fund (GCRF) for the financial supports through the ARUA-UKRI Partnership and Capacity Building Grant. This Conference in Kenya and all its participants physically and virtually as well as the other two previous conferences, have been sponsored through the support of ARUA-UKRI Grant without any registration and publication fees for research outputs of participants in the last three years. Also, Best Papers in each of the Tracks competes for GBP200 to support winning scholars to do more research that are novel and impact driven. We have awarded 20 of such prizes in the last two years and another 10 best papers will also emerge in this conference and all fully funded by our sponsor. We are also grateful to the ARUA secretariat and its Secretary General, Professor Aryeetey for providing the academic and research platform that enables us to thrive and collaborate in Africa. I welcome all the participants into this fantastic conference, and promise you a very exciting moment.

It is worthy of note that this conference in University of Nairobi, Kenya is a round-up of our



## *Introductory Remark*

by the Director, ARUA CoE-USD

primary project of “**Partnership, Research and Capacity-Building for Youth Unemployment Solution in Africa (PRAC-4-YUSA)**” as a result of the expiration of the UKRI sponsorship by **August, 2023**. Notwithstanding this, we are very sure of continuing this research vanguard yearly across Africa until we can have a desirable result from conquering unemployment in Africa. It is our hope that before the next year event, international and African Agencies already warming up to be a part of this impact-driven research would have come on board in ensuring the sustainability of our conference and YoBIC competitions.

Permit me to close my speech by appealing to all participants, that despite the little relaxation on COVID-19 Pandemic, kindly be cautious and observe all necessary protocols and social distancing, especially those of us that are physically on site at this Conference venue. Let us combat the menace of COVID-19 spread together by doing the minimum required to stay very safe. Kindly watch and sanitize your hands regularly.

We look forward to a great experience for every single participant present physically and virtually in this 3<sup>rd</sup> International Conference.

**God bless Africa!**



**PROFESSOR Stephen Kiama GITAHI**  
Vice Chancellor  
University of Nairobi

**Prof. Stephen Kiama Gitahi** is the 8th Vice Chancellor of the University of Nairobi. Prof. Kiama has vast experience in Administration and Leadership having previously served at the University of Nairobi as: Deputy Vice Chancellor in charge of Human Resource and Administration, Principal of the College of Agriculture and Veterinary Sciences, Founder Director at the Wangari Maathai Institute, among other administrative positions.

Prof. Kiama is an accomplished scholar with a good track record in formulating and managing academic programs and supervising and mentoring Msc and PhD students. He has over 30 years of research and teaching experience at various institutions including University of Nairobi, St. Andrews University in Scotland, Free University of Berlin, Germany, University of Bern, Switzerland, University of Witwatersrand, South Africa and University of Ghana.

Stephen Kiama is currently the Chairman of the University of Nairobi Senate, as well as Chairman of the Public Universities Vice Chancellors' Human Resource Committee. At the Regional and International level, he is the President of the Association of Commonwealth Universities' East and Southern Africa Region; and Rotating President of the International Institute for Online Education.

Kiama is currently serving as a member of the Board of Trustees in the University of Nairobi Pension Fund, Kenya Education Network Trust and the University of Nairobi Foundation.



**PROFESSOR Margaret HUTCHINSON**  
Associate Vice Chancellor  
(Research, Innovation and Enterprise)

Prof. Hutchinson holds a PhD from the University of Guelph, Canada, MSc and BSc from the University of Nairobi with over 40 years of experience in Agricultural research, extension, Innovation and Technology transfer. She Currently, Prof. Hutchinson is a **Full Professor** of Horticulture and **Acting Associate Vice Chancellor (Research, Innovation and Enterprise)** and **Immediate Acting Deputy Vice Chancellor (Finance, Planning and Development)** at the University of Nairobi. She also holds several administrative positions at the university and teaches and conducts research and outreach programs in Horticulture and Agriculture related and Gender Courses

**Nationally and Internationally,** Prof. Hutchinson consults with many organizations ranging from Agriculture and Food and Nutrition Security, Gender Mainstreaming in Agriculture, Leadership, governance and Transformation.

Prof. Hutchinson is a member of several professional bodies such as the International Society of Horticultural Science, African Crop Science Society, Horticultural Association of Kenya, Kenya Professional Association of Women in Agriculture and Environment, the Agricultural Society of Kenya and Institute of Directors.

Margaret is highly motivated, self-driven, results-focused person who is passionate about economic, social, spiritual and societal transformation of communities

## Dean of Faculty of Business & Management Sciences

# PROFILE



**PROFESSOR James NJIHIA**

Dean of Faculty of Business  
& Management Sciences

**Prof James M. Njihia** is an Associate Professor of Information Systems and Operations Management, Department of Management Science and Project planning, Faculty of Business and Management Sciences, University of Nairobi, and Dean of the Faculty. He was the Dean of the School (now reconstituted as Faculty) of Business from 2016-2020, and had served as the Chairman of the Department of Management Science from 2009. He holds a PhD in Information Systems from the University of Warwick, UK, and an MBA and BSc Eng. (Civil) from the University of Nairobi. His research explores how developing countries can better exploit information technology for development from innovations in policy and strategy, managing in complex contexts, and productivity and

quality improvement in operations and supply chains, with specific expertise in digital strategies and operations excellence. He has published in scholarly books and journals in business, management and information systems, philosophy of science, and contributed to scholarly books on technology and policy. Prof Njihia is the Vice-Chairman and Country Representative of the Operations Research Society of Eastern Africa (ORSEA), founding Chairman of the Operations Management Society of Kenya (OMSK), and a member of the Kenya Institute of Management. He has consulted widely locally and internationally in private and public sector organizations in the areas of strategy formulation and implementation, digital business and innovation, information systems, project and programme management, market research and feasibility studies, with experience in local and international business development, infrastructure, and healthcare systems.



## Conference Special Guest Speaker

# PROFILE



**DR Rose NGUGI**

Executive Director, Kenya Institute for Public Policy Research and Analysis (KIPPR)

Dr Rose Ngugi is the Executive Director of the Kenya Institute for Public Policy Research and Analysis (KIPPR). She is involved in providing technical guidance in public policy research and analysis as well as capacity building in promoting evidence-based policy making process with the overall aim of contributing to the achievement of the national development goals. Before then, she was a Senior Advisor in the Office of Executive Director, Africa Group 1, International Monetary Fund, Washington D.C. Dr. Ngugi has been a member of Central Bank of Kenya, Monetary Policy Committee and has vast teaching experience from the University of Nairobi, School of Economics. She has published widely with research interests in public policy, financial sector, investments, public

sector reform agenda and institutional issues. She holds a PhD from Business School Birmingham University, UK, Masters and Bachelor's degree in Economics from the University of Nairobi, Kenya.

## PROFILE



**PROFESSOR 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."

## Plenary Speakers

# PROFILE



**DR Peter AKUON**

**Dr. Peter Akuon** is an expert in digital revolution and an advocate for new global employment opportunities for a digital youth. He holds PhD in Electrical and Electronic Engineering and is a Senior Lecturer at the University of Nairobi, Kenya.



**Prof. Jane AMBUKO**

nutrition security in sustainable food systems.

**Prof. Jane Ambuko** is an Associate Professor of Horticulture at the University of Nairobi, Kenya. She holds a BSc in Agriculture, MSc in Horticulture from the University of Nairobi, Kenya and a PhD in Agricultural Sciences (Pomology and Postharvest Major) from Tsukuba University, Japan. Her area of specialization is Postharvest Management in perishable food crops. Her research, training and outreach initiatives focus on technologies and innovations for postharvest quality preservation and small-scale processing of perishable food crops. Prof. Ambuko works closely with smallholder farmers in outreach programs to disseminate knowledge on good postharvest handling practices and technologies to reduce postharvest losses. She is a champion of food loss and waste reduction towards food and



**Dr. Chika YINKA-BANJO**

Dr. Chika O. Yinka-Banjo is a senior lecturer at the Department of Computer Sciences, University of Lagos (UNILAG), Akoka, Nigeria. She obtained her Ph.D. in Computer Science from University of Cape Town (UCT), South Africa. In addition to her teaching, research, students' supervision and several referred publications. She pioneered the robotic research group in the University of Lagos and this comprises of undergraduate and postgraduate students. She led them to their first international robot soccer competition in June/July 2018 in Ethiopia. She leads in UNILAG corporate social responsibility movement to catch them young in coding and robotics around the UNILAG communities. Dr. Yinka-Banjo is a recipient of several awards and grants. In 1997, she received the Abuja National Mathematics Centre academic award for 'Best Mathematics Student' in Federal University of Technology, Owerri. She is also a recipient of the following awards: One year study (Mathematical Sciences) at African Institute for Mathematical Sciences (AIMS), Stellenbosch University, Cape Town, South Africa (2009), L'Oreal-Unesco Fellowship for Women in Science (2013 fellow for Sub-Saharan Africa) and a three-year PhD (Computer Science) scholarship, for study at the University of Cape Town South Africa, from the organization for Women in Science for the Developing World (OWSD) (August 2011 – July 2014). In recent times, She has won and worked on AI grants from Facebook in 2020, IDRC in 2021- date, USAID/DAI in 2022 – date. She is a member of several learned and professional organizations including Computer Professional Registration of Nigeria (CPN), Fellow of Nigeria Computer Society (FNCS), Organization for Women in Science in Developing Countries (OWSD), L'Oréal/UNESCO for women in Science for Sub-Saharan Africa, Association for Computing Machinery (ACM), Institute of Electrical and Electronics Engineering (IEEE) and AIMS Next Einstein Initiative (AIMSNEI). Dr Yinka-Banjo is happily married and blessed with three lovely children: Victory Yinka-Banjo, Ruth Yinka-Banjo and Joseph Yinka-Banjo.



## Plenary Speakers

# PROFILE



**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 Chair 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"**.



**Prof.. Gituro WAINAINA**

**Professor Gituro Wainaina** is a PhD holder in Agricultural Economics, Master in Business Administration, Bachelor of Education and Associate Professor of Business Analytics in the School of Business University of Nairobi. He has extensive working experience with the University of Nairobi, Kenya Vision 2030 Delivery Secretariat, the World Bank, and the CARE International in Kenya. Besides, Prof. Wainaina has a long-standing resilient partnership and working relationship with governments in Kenya, Tanzania, Uganda, Rwanda, Ethiopia, Malawi, Zambia, Botswana, Ghana, and Nigeria as well as with organizations

such as UNDP, WFP, UNICEF, World Bank, African Development Bank, DfID, and Council of Governors. Presently, he is a member Uwezo Sasa Kenya National Advisory Committee; council member of Management University of Africa; member of Board of Trustees for Kiambu Institute of Science and Technology; board member of Centre for Innovative Leadership and Governance; and advisor Innovations for Poverty Action. His passion includes provision of sufficient nutritional food; water harvesting and management; mainstreaming youth leadership and entrepreneurship; provision of inclusive quality lifelong learning and above all believing, practicing, and championing integrity together with 'Ubuntu'.

## Plenary Speakers

# PROFILE



**Teju ABISOYE**

Teju Abisoye is the Executive Secretary of Lagos State Employment Trust Fund (LSETF), where she leads a team to deliver on programmes targeted at tackling unemployment in Lagos State. The Programmes of LSETF are structured to provide financing and leverage for Micro, Small, and Medium Enterprises (MSMEs); skills development for youths; and promote technology-driven innovations in enterprises. In her role as the Executive Secretary, the MSME Recovery Fund Initiative was created to help businesses in Lagos State that were affected by the vandalism that occurred distinctly during the END SARS protest. Before her role as the Executive Secretary, she was the Director of Programmes and Co-ordination at LSETF and was assigned the

responsibility of delivering targeted interventions designed to enable access to finance for MSMEs. She also led the team in providing skills development opportunities and other structured interventions for job and wealth creation. Teju is a lawyer with over 15 years of experience across various fields which include: development finance, project planning and execution, monitoring and evaluation of humanitarian projects, government interventions and investment opportunities. She previously worked as a Financial Analyst for venture capital and private equity firms, an Administrator for a non-profit organization, and Programmes Director for the Federal Government You WIN! Programme. She is an Alumnae of Yale's Women Leadership Programme, a 2021 Amujae Leader, a flagship programme by the Madam Ellen Johnson Sirleaf (EJS) Centre. She is a Lawyer and has received expert training in Social and Development finance from Oxford and Stellenbosch Business school. Teju is committed to the development of MSMEs as the engine of growth in African Economies



**Prof. Jackson MAALU**

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

extensive experience in research, teaching and consultancy in entrepreneurship and strategic management. Has been a member of various research teams including Successful African Firms and Institutional Change (SAFIC), Entrepreneurial leadership research project among others. Current research activities focusing on influence of institutions on firm performance: Firm level dynamics and capabilities. Prof. Maalu is a Kenya Co-spoke leader of the ARUA, CoE-USD

## Plenary Speakers

# PROFILE



**Oluwaseun (Seun) TUBI**

Oluwaseun (Seun) Tubi is the Program Lead, Bank of Industry's Startup & Tech Hub Program. He is also the Chief Information Security Officer for the Bank. Prior to joining the Bank, he worked in management consulting, banking and technology sectors. Some of his previous roles were: Senior Consultant at Accenture, General Manager at Chams, Senior Project Manager at Stanbic IBTC Bank, among others. He holds B.Sc. degree in Computer Science & Engineering at OAU, Ile-Ife and M.Sc. Finance at University of London. He is a CFA charter holder and has other tech and cybersecurity credentials.



**Obaro OSAH**

Obaro is a seasoned and professional Banker with over twenty years' experience in the banking and financial services industry, spanning International Operations, Trade Services, Treasury Operations, Correspondent Banking, Customer Service, Relationship Management and Business Development. He has worked with First City Monument Bank (FCMB), NNB International Bank, Unity Bank, United Bank for Africa Plc (UBA PLC) and now with the Bank of Industry. He is the Head of the Banks SME Operations in the southern Nigeria. Prior to this appointment in October 2020, he was the Regional Manager in charge of the South East Region and the Regional Manager, Lagos Region. His responsibilities include the Growth and Development of the MSME businesses in line with the **National Industrial Revolution Plan (NIRP)** and the **Economic Recovery and Growth Plan (ERGP)** that focusses on the impactful/preferred sectors on the Nigerian Economy. His experience thus covers the nation's Southern geographical Regions and her rich and diverse endowments/comparative advantage products coupled with unique businesses focused areas in the quest by the Bank of Industry (BOI) to make positive impact and transform the Nigerian Industrial sector. He is a graduate of Banking and Finance from the University of Lagos and holds an MBA from the University of Nigeria. He is also a Fellow of the Chartered Institute of Bankers of Nigeria (CIBN).



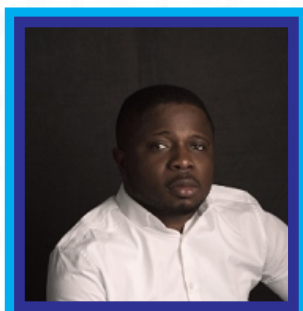
**Dr. Peter BAMKOLE**

Dr. Peter Bamkole pioneered the Enterprise Development Centre (EDC) of the Pan-Atlantic University in January 2003 – now one of the top enterprise development centers in Africa. As the Director of the Center, he is responsible for the overall program development, capacity building and support services to entrepreneurs and students across the university. His 38 years' cognate experience spans oil & gas sector, water industry and academia. Peter consults widely in Sub-Saharan Africa on entrepreneurship development and practice. He leads the Mastercard Foundation funded program - "Transforming Nigeria Youth" and several others both in the public and private sectors. He currently chairs the board of Nigeria Climate Innovation Center and International Breweries Foundation. He is a Board member of Zenith Bank Plc, Novare Real Estate Investment Trust, Nigeria, JNC International among others. He is also a member of the Lagos State Research and Innovation Council as well as the Pan-Atlantic University Management Council.



## Plenary Speakers

# PROFILE



**Timothy ADELEYE**

**Timothy Adeleye** is a serial entrepreneur. Tim is the Founder/CEO of Nigeria's CleanTech startup, Ecomade Industries Ltd providing unique environmental solutions to climatic challenges in Africa and creating sustainable jobs to end poverty through recycling of waste materials to economically valuable products. He is also the Executive Director of Opticomm Media (Nigeria first comedy TV channel), Tim Homes Nigeria Ltd, RapidCash Tanzania and others. A highly creative entrepreneur with great passion for INNOVATIONS TO END POVERTY IN AFRICA. Tim has received accolades from various bodies including 2018 Forbes Africa under 30 Achievers, Business Day Top 100 Fastest Growing SME in Nigeria and many more. Tim and his Team set a new record with the successful implementation of Africa's biggest pyrolysis plant, converting waste plastics and other materials to inorganic fuel that substitute high diesel costs for Nigerian manufacturers. A Lagos Business School Alumni.



**Reuben KIMANI**

**Reuben Kimani** is the co-founder and CEO of Username Investment Limited, the leading property company in Kenya. He is tasked with laying down the strategy for the company in the medium term as well as identifying the company's long-term goals, projects to undertake and building the company's reputation in the region. He has since moved Username Investments from a startup organization to the leading Real Estate company in Kenya in a period of 3 years. The company has grown from a turnover of USD 200,000 to USD 5,000,000 and from 4 employees to over 60 and 500 indirectly employed. More than 9000 young people in Kenya have also acquired property through his able leadership. He is a self-driven, result oriented entrepreneur and a qualified engineer with a mission to change the real estate landscape in Kenya and Africa. Reuben desires to provide affordable land to millions of people in the continent and development of iconic landmarks that will define cities and neighborhoods. He believes in being impactful in the society by focusing on ideas and work that radically transform people's lives, his mantra is to get important things done and fast.



**Dr. Emmanuel ABBEY**

Dr Emmanuel Abbey is a Lecturer at the Department of Economics, University of Ghana and a Consultant on the Carnegie Data Benchmarking Project of the African Research Universities Alliance (ARUA). Dr Abbey holds a PhD in Development Economics and has worked on various projects related to youth unemployment, structural transformation in Africa and entrepreneurship. As a Consultant to ARUA, Dr Abbey is involved with institutional data gathering about ARUA Universities as well as preparing a bibliometric report based on data from the Web of Science. Dr Abbey was the immediate past Project Coordinator overseeing the thirteen (13) ARUA Centres of Excellence (CoE). He occasionally provides administrative/organizational support to ARUA.



## Plenary Speakers

# PROFILE



**Oluwatobi AJAYI**

Oluwatobi is a widely creative and astute entrepreneur, he is the founder of Nord Automobiles Limited, one of the first Nigerian automobile brands and Africa's premier automobile corporation. He started his career at Mercedes-Benz Nigeria, growing very fast to become the head of division (vans) and later co-founded Jetvan, an authorized dealer of Mercedes-Benz. Oluwatobi is among the most influential people in the Nigerian Auto Industry, winning so many local and international awards and recognitions for his contributions to the automotive industry in Nigeria and Africa. He was listed by Forbes as one of the most promising young entrepreneurs in Africa for 2018. He is an alumnus of the prestigious Lagos Business School (Pan Atlantic University) where he bagged his MBA, he has a certificate from the IESE Business School Spain after concluding his Pan African EMBA Module. He holds a B.Agric in Soil Science and Farm Mechanization, Olabisi Onabanjo University, Ogun state. He is the AMBA & BGA MBA Entrepreneur of the Year, 2021, the first Nigerian to win this highly contested award. He is a Fellow of the Institute of Credit Administrators.



**Dr. Ayodele SHITTU**

Ayodele Shittu is an economist and entrepreneurship 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 was awarded the 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 (Nigeria LICs). At present, Dr Ayodele Shittu is a Senior Lecturer in the Department of Economics, and the Deputy-Director of the Entrepreneurship and Skills Development Centre (ESDC) at the University of Lagos, Nigeria.

## Plenary Speakers

# PROFILE



**Prof. 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”**



**Deji MACAULAY**

Deji Macaulay holds a BSc in Systems Engineering from University of Lagos, Nigeria (UNILAG) and is an Associate Member of the Institute of Directors, Nigeria (mIOD) amongst other certificates and qualifications in leadership and technology. He has an elaborate career in Telecommunications Engineering delivering home-built software solutions to telecom operators in the West African region. Additionally, currently owns a leading digital service aggregator company licensed by the Nigerian Communications Commission to provide services in security, micro-insurance, content and other verticals. He

was awarded the “BusinessDay’s Nigerian Business Leadership Award for Enterprise Solutions” and was named one of Nigeria’s “100 Most Proactive, Result-Driven CEOs by the Guardian Newspaper. Deji also runs a talent community providing digital technology companies with access to highly skilled African talent viz-a-viz providing global employment opportunities to local engineers. Additionally, he runs a yearly funding program to support engineering ideas and innovation within Nigerian Universities through his firm 'Expanzo Initiative. He is an avid swimmer and likes to participate in ocean sports.



**Prof. Justus MUYOKI**

Justus Munyoki is a Professor of Marketing at the University of Nairobi, Kenya. He holds a Bsc degree in Agriculture, Master of Business Administration (marketing) and Phd in marketing, all from the University of Nairobi. He has over 20 years of administrative experience, university level teaching, research and consultancy experience, Prof Munyoki has attended and presented conference papers in various local as well as international conferences and has authored over thirty articles in peer reviewed journals. He is the author of *Marketing Management: Theory and Practice*; *Social Science Research: A Hand Book*, and co-authored the book *Marketing in Developing Economies: Theory, Practice, and cases with special focus on Africa*. He is a former chairman, Department of Business Administration, University of Nairobi, and is currently the Director, Research and Enterprise at the University of Nairobi.. He is a registered Certified Public Secretary of Kenya (CPSK) and advises organizations on management and governance issues . His current research interests are in customer experience, marketing in the developing countries, brand management and establishment of entrepreneurial Universities.



**Alhaji Zubairu Borodo**

Zubairu M. Borodo is a professional business man and a technocrat with over a decade wealth of experience in Business development Management, business finance, business corporate governance, business Risk Control Management, business Marketing, Sales, Revenue and Strategy Management. He is also an expert in Youth Skills Training and Entrepreneurship Development. He started his career in 1998 as the sole proprietor Entrepreneur that founded Z M Trading and General Enterprises from where he joined forward Resources Nig Ltd. in the year 2000 as the pioneer company Executive Director Business Development. In 2003, he teamed up with a couple of Investors to form ZIN INVESTMENT LTD, a Company that specialized in the Fast Moving Consumer goods ( FMCG) trading with over N100BILLION in Sales turnover with Major Telecoms Companies in Nigeria. He served as the Managing Director/ CEO from 2003 to June 2015. Together with his investors, he formed several other corporate companies in Nigeria with Core business interest in ( ICT, Construction, Real Estate, Renewable Energy) between 2006 to date under a Holdings Business Entity ZaZ Holdings Ltd and with Four Subsidiaries SPV: ZaZ Constructions Ltd, ZaZ Property Development Ltd, ZaZ Connect Ltd, and ZaZ Global Infrastructure & Services Ltd. Zubairu M. Borodo currently serve as GMD/ CEO, ZaZ Holdings Ltd. He also sits on board of directors of several corporate companies in Nigeria. He has received several Awards from business partners, NGOs and Students Association, community/ Government Agencies for his selfless and contribution to the growth and development of Nigerian Economy and Africa. He is also a member of several professional bodies in Nigeria.

## Plenary Speakers

# PROFILE



**Mr. Abdul-Ahmed O. Mustapha**

Mr Abdul-Ahmed Olorunfemi Mustapha, a 2009 recipient of Best Collaborative Application Award, Mayor of New York, and an honorary of Dean's Franklin University, Columbus, Ohio, was appointed as Permanent Secretary, Ministry of Science & Technology by His Excellency Mr Akinwunmi Ambode in August 2015. Prior to that, he served as Director Oracle Application in Lagos State Ministry of Finance in April 2012, and later appointed as Director General, Lagos State Financial Systems Management Bureau (FSMB) in May 2013 by His Excellency Mr Babatunde Raji Fashola. He is a Member, National Black Association of America (NBA), and Project Management Institute of America, Newark, New Jersey Chapter, and he is an expert in Information Technology/Financial Systems. His experience spanned through working with General Electric, Merrill Lynch, DeanWitter Project Lead, and NEXTEL Meadowlands, Senior Manager at KPMG Consulting Senior Project Manager, Bearing Point Consulting Project; Project Lead, ETS Global Testing Service; Global Project Manager, Security, QA and Training, Astra-Zeneca-Wilmington, Delaware,



**3<sup>rd</sup> ARUA, CoE-USD Blended International Conference, Nairobi, Kenya**  
**26<sup>th</sup> - 28<sup>th</sup> of July, 2022 | 10:00am (EAT) - 17:30pm (EAT)**

**PROGRAMME OF EVENTS**

<b>MONDAY, JULY 25, 2022</b>			
<b>Time</b>	<b>Duration</b>	<b>Event</b>	<b>Presenter/Facilitator</b>
<b>ARUA, COE-USD PRE-CONFERENCE DOCTORAL WORKSHOP - (VIRTUAL)*</b>			
10:00am - 10:20am (EAT)	20minutes	Welcome Address	<b>Professor Sunday ADEBISI</b> Director, ARUA, CoE-USD University of Lagos
10:20am - 10:30am (EAT)	10 minutes	Program Outline	<b>Professor Kesh GOVINDER</b> Coordinator of the ARUA, CoE-USD Pre-Conference Doctoral Workshop & Professor of Applied Mathematics, University of KwaZulu-Natal, South Africa
10:30am - 11:30am (EAT)	60 minutes	Research and Publication Ethics (Conducting ethical research and avoiding plagiarism)	<b>Dr. Nnedinma UMEOKAFOR</b> Chartered Construction Manager & Senior Lecturer in Quantity Surveying, Liverpool John Moores University, UK
11:30am - 12:00pm (EAT)	30 minutes	<b>BREAK</b>	
12:00pm - 13:00pm (EAT)	60 minutes	Data Gathering and Analysis	<b>Professor Urmilla BOB</b> Professor of Geography, University of KwaZulu-Natal, South Africa
13:00pm-13:30pm (EAT)	30 minutes	<b>Mentorship Session:</b> "Growing along the Academic Ladder from Cradle to Career: The Needed Mentoring for Doctoral Students"	<b>Professor Bola OBOH</b> DVC (Academic & Research), University of Lagos, Nigeria
13:30pm - 14:30pm (EAT)	60 minutes	<b>BREAK</b>	
14:30pm - 15:30pm (EAT)	60 minutes	Literature Review and Developing Conceptual Framework	<b>Professor Abimbola WINDAPO</b> Spoke Lead, ARUA, CoE-USD, South Africa & Professor of Department of Construction Economics & Management, University of Cape Town <b>Professor Ayodeji. O. AIYETAN</b> Durban University of Technology, South Africa
15:30pm - 16:00pm (EAT)	30 minutes	Qualitative Approaches to Data Analysis	<b>Professor James NJIHIA</b> Dean, Faculty of Business & Management Sciences, University of Nairobi, Kenya
16:00pm - 16:30pm (EAT)	30 minutes	<b>BREAK</b>	



16:30pm - 17:30pm (EAT)	60 minutes	Paper Writing	<b>Dr. Sershen NAIDOO</b> <i>Executive Director, Institute of          Natural Resources,          Pietermaritzburg, South Africa</i>
<b>END OF WORKSHOP</b>			

**Arrival Cocktail (Evening) - Venue University Tower Building (5pm - 7pm)**

**DAY 1 - TUESDAY, JULY 26, 2022**

Time	Duration	Event	Presenter/Facilitator
<b>Conference Opening Ceremony - (New Conference Centre)</b>			
9:00am - 9:30am (EAT)	5 mins	Introductory Remarks (Host University)	<b>Professor James NJIHIA</b> <i>Dean, Faculty of Business &amp; Management Sciences, University of Nairobi, Kenya</i>
	5 mins	Introductory Remarks (HUB Chair)	<b>Professor Sunday ADEBISI</b> , <i>Director ARUA, CoE-USD, University of Lagos</i>
	5 mins	Welcome Remarks	<b>Prof Margaret HUTCHINSON</b> <i>Associate VC (RIE), UoN, Kenya</i>
	5 mins	Welcome Address (Host University)	<b>Professor Stephen Kiama GITAHI</b> , <i>VC, University of Nairobi, Kenya</i>
	5 mins	Welcome Address (Hub University)	<b>Professor Oluwatoyin OGUNDIPE</b> , <i>FAS</i> <i>VC, University of Lagos, Nigeria</i>
	5 mins	About ARUA Network in Africa	<b>Professor Ernest ARYEETAY</b> , <i>Secretary-General African Research Universities Alliances (ARUA)</i>
	5 mins	About UKRI Network Relationship with ARUA in Africa (5 Minutes)	<b>Charles Clerck and Charlie Wallace</b> <i>United Kingdom Research &amp; Innovation (UKRI)</i>
9:30am - 10:00am (EAT)	30 mins	<b>Keynote Address - "Sustainable and Workable Solutions for Youth Unemployment in Africa"</b>	<b>Dr Rose NGUGI</b> <i>Executive Director, Kenya Institute for Public Policy Research and Analysis</i>
10:00am - 10:15am (EAT)	15 mins	<b>Questions &amp; Contributions</b>	
10:15am - 10:30am (EAT)	20 mins	<b>TEA/COFFEE BREAK</b>	
<b>First Plenary Session - Expert Panel Discussion (New Conference Centre)</b>			
10:30am - 11:00am (EAT)	30 mins	<b>"The Efforts and Policy Drive towards Resolving Youth Unemployment in Africa: The Good, the Bad, and the Ugly"</b>	<b>Professor Sunday ADEBISI</b> <i>Director, ARUA, CoE-USD, University of Lagos, Nigeria</i>
11:00am - 11:15am (EAT)	15 mins	<b>Questions and Answers</b>	Moderator
<b>First Parallel Sessions</b>			
11:15am - 12:45pm (EAT)	90 mins	<b>Track A - Youth Unemployment Crisis</b>	<b>ARUA ROOM</b>
		<b>Track B &amp; Track I - Role of Sustainable Development Goals (SDGs) 2030 &amp; - Intellectual Property</b>	<b>UKRI ROOM</b>
		<b>Track C - Agropreneurship Solutions</b>	<b>USD ROOM</b>
		<b>Track D - Innovation and Technopreneurship</b>	<b>ESDC ROOM</b>
		<b>Track E - Talent Management and Skills Development</b>	<b>AFRICA ROOM</b>
12:45pm - 1:45pm (EAT)	60 mins	<b>Lunch</b>	



Second Plenary Session (New Conference Centre)			
1:45pm - 2:45pm (EAT)	60 mins	<b>"Sustainable and Workable Solutions to Youth Unemployment in Africa: Experts' Perspectives"</b> (Health, Engineering, Agriculture, ICT, Humanities, Government, and NGOs)	Health - Prof Azeez Butali; Engineering - Dr Peter Akuon; Agriculture - Prof Jane Ambuko; ICT - Dr. Chika Yinka Banjo; Humanities - Dr. Peter Bankole Government- Mr Roy Kasaka Government-Mr Abdul-Ahmed Mustapha
2:45pm - 3:00pm (EAT)	15 mins	<b>Questions and Answers from the Audience</b>	Moderator
Second Parallel Sessions			
3:00pm - 4:30pm (EAT)	90 mins	<b>Track A - Youth Unemployment Crisis</b>	<b>ARUA ROOM</b>
		<b>Track G - Family Business and Gender Entrepreneurship in Africa</b>	<b>UKRI ROOM</b>
		<b>Track E - Talent Management and Skills Development</b>	<b>USD ROOM</b>
		<b>Track D - Innovation and Technopreneurship</b>	<b>ESDC ROOM</b>
		<b>Track F - Entrepreneurship Areas</b>	<b>AFRICA ROOM</b>
4:30p.m - 5:00pm (EAT)	30 mins	<b>Networking among Participants</b>	
Close of Day 1			

DAY 2 - WEDNESDAY, JULY 27, 2022			
Time	Duration	Event	Presenter/Facilitator
8:30am - 9:00am (EAT)	30 mins	<b>Arrival &amp; Registration</b>	
Third Plenary Session			
9:00am - 9:45pm (EAT)	45 mins	<b>"Sustainable Development Goals (SDGs) Agenda Relevant to Solving the Lingering Youth Unemployment Crisis in Africa: The Specifics"</b>	<b>Prof Gituro Wainaina</b> <i>University of Nairobi, Kenya</i>
9:45am - 10:00am	15 mins	<b>Question &amp; Answer Session</b>	
10:00am - 10:30am (EAT)	30 mins	<b>TEA/COFFEE BREAK</b>	
Third Parallel Session			
10:30am - 12:00pm (EAT)	90 mins	<b>Track A - Youth Unemployment Crisis</b>	<b>ARUA ROOM</b>
		<b>Track H - Informal and Social Entrepreneurship</b>	<b>UKRI ROOM</b>
		<b>Track F - Entrepreneurship Areas</b>	<b>USD ROOM</b>
		<b>Track J - Policies and Intervention</b>	<b>ESDC ROOM</b>
		<b>Track J - Policies and Intervention</b>	<b>AFRICA ROOM</b>
Fourth Plenary Session - (New Conference Centre)			



12:00pm - 12:45pm (EAT)	45 mins	<b>"Cross-border and Digital Entrepreneurship for overcoming youth unemployment and Creating Decent Jobs in Africa"</b>	<b>Professor Tony Bailetti</b> <i>Carleton University, Canada</i>
12:45pm - 1:00pm (EAT)	15 mins	<b>Question &amp; Answer Session</b>	
1:00pm - 2:00pm (EAT)	60 mins	<b>Lunch</b>	
<b>Fourth Parallel Sessions</b>			
2:00pm - 3:30pm (EAT)	90 mins	<b>Track A - Youth Unemployment Crisis</b>	<b>ARUA ROOM</b>
		<b>Track H - Informal and Social Entrepreneurship</b>	<b>UKRI ROOM</b>
		<b>Track F - Entrepreneurship Areas</b>	<b>USD ROOM</b>
		<b>Track J - Policies and Intervention</b>	<b>ESDC ROOM</b>
			<b>AFRICA ROOM</b>
<b>Fifth Plenary Session - (New Conference Centre)</b>			
3:30pm - 4:15pm (EAT)	45 mins	<b>"Global Evidences of Family Business that Survive beyond First Generation: What Lessons for Africa?"</b>	<b>Prof Jackson Maalu</b> <i>University of Nairobi, Kenya</i>
4:15pm - 4:30pm (EAT)	15 mins	<b>Question &amp; Answer Session</b>	
4:30pm - 5:00pm (EAT)	30 mins	<b>Networking among Participants</b>	
<b>Close of Day 2</b>			

<b>DAY 3 - THURSDAY, JULY 28, 2022</b>			
<b>Sixth Plenary Session -</b>			
<b>Time</b>	<b>Duration</b>	<b>Event</b>	<b>Presenter/Facilitator</b>
8:30am - 9:00am (EAT)	30 mins	<b>Arrival &amp; Registration</b>	
9:00am - 9:45pm (EAT)	45 mins	<b>"Panel Discussion - The Compelling Need to Tackle Youth Unemployment Crisis in Africa: Perspectives of Young African Scholars (ARUA, CoE-USD Young African Scholars)"</b>	Lead - <b>Dr. Shittu (Nigeria)</b> Ghana- <b>Dr. Emmanuel Abbey</b> South Africa - <b>Dr. Kenny Alade</b> Kenya - Ethiopia- Nigeria - <b>Dr Bukola Amao-Taiwo</b>
9:45am - 10:00am (EAT)	15 mins	<b>Question &amp; Answer</b>	
10:00am - 10:30am (EAT)	30 mins	<b>Tea/Coffee Break</b>	

Seventh Plenary Session - (New Conference Centre)			
11:00am - 11:30am (EAT)	30 mins	"Informality - Rethinking Informal Entrepreneurship as Sustainable Solution for Decent Jobs Creation to Combat Youth Unemployment in Africa"	<b>Ms Teju Abisoye</b> <i>Executive Director, LSETF</i>
11:30am - 11:45am (EAT)	15 mins	<b>Question &amp; Answer</b>	
AFRICAN YOUTH BUSINESS AND INNOVATION COMPETITION (AFRICAN-YOBIC) HARCHATON			
11:45am - 12:00pm (EAT)	15 mins	<b>Presentations of Past YoBIC Winners' Prototypes, Enterprises and Experience (South Africa, Nigeria, Kenya and Ghana)</b>	
12:00pm - 12:30pm	30 mins	Young African Entrepreneur/CEO Experience Sharing and Mentorship Session:	<b>Deji Macaulay</b> , CEO, Expanzo <b>Oluwatobi Ajayi</b> , Founder, NORD Automobiles Limited <b>Timothy Adeleye</b> , Ecomade Industries Limited <b>Reuben Kimani</b> <b>Zubairu Borodo</b> , GMD, Zaz Holdings Limited
Fourth Parallel Sessions			
12:30pm - 1:30pm (EAT)	60 mins	Team Ghana ( INNOVA 360)	(New Conference Centre)
		Team Kenya (Team Tawi)	
		Team Nigeria (Team Cycle AI)	
		Team South Africa (Team Able-Me Solutions)	
1:30pm - 2:00pm (EAT)	30 mins	<b>Decisions and Evaluation by the Juries</b>	
2:30pm - 3:00pm (EAT)	30 mins	<b>LUNCH</b>	
END OF SESSION			

DAY 3 - THURSDAY, JULY 28, 2022 (EVENING)			
Conference Dinner and Award Night (7:00pm - 9:00pm)			
Time	Duration	Event	Presenter/Facilitator
6:30pm - 7:00pm (EAT)	30 mins	"Welcome Cocktail"	Conference Hall
7:00pm - 7:05pm (EAT)	5 mins	<b>Welcome Address</b>	<b>Professor J. Munyoki</b>
7:05pm - 7:10pm (EAT)	5 mins	<b>Closing Dinner Address</b>	VC, UoN
7:10pm - 7:50pm	40 mins	<b>Presentation of Awards &amp; Announcement of the YoBIC Harchatton Winners</b>	VC, UoN VC, UNILAG



(EAT)			<b>ARUA Secretary Gen Dean FBMS, UoN UKRI</b>
7:50pm - 7:55pm (EAT)	5 mins	Farewell Speech	<b>ARUA/UKRI</b>
7:55pm - 8:00pm (EAT)	5 mins	Conference Appreciation and Closing Speech	<b>Professor Sunday ADEBISI (Director, ARUA CoE-USD)</b>
8:00pm - 9:00pm (EAT)	60 mins	Dinner, Networking, and Dancing	<b>Conference Hospitality Team</b>
<b>Closing and Announcement of the 4<sup>th</sup> ARUA, CoE for Unemployment and Skills Development International Conference and YoBIC 4.0</b>			
<b>END OF SESSION</b>			

## Friday - Saturday (Tourism)









## Schedule for Paper Presentation

DAY 2 – WEDNESDAY, JULY 27, 2022				
Third Parallel Sessions				
Time	Parallel Session 3.1	Parallel Session 3.2	Parallel Session 3.3	Parallel Session 3.4
Track Themes	Track A Youth Unemployment Crisis (ARUA ROOM)	Track H Informal & Social Entrepreneurship (UKRI ROOM)	Track F Entrepreneurship Areas (USD ROOM)	Track J Policies and Interventions (ESDC ROOM)
10:30pm - 12:00pm (EAT)	<p>Chair: Dr E. Abbey</p> <p><b>Paper Presentations:</b></p> <p>USD-A13: T. Iyaomolere</p> <p>USD-A14: D. Olusegun</p> <p>USD-A15: I. Shobowale</p> <p>USD-A16: S.A. Olasehinde</p> <p>USD-A17: B. Adeniyi</p> <p>USD-A18: M. Kabutey-Ongor</p> <p><b>Rapporteur:</b>Dr Salome. Richu</p>	<p>Chair: Dr. Peterson Magutu</p> <p><b>Paper Presentations:</b></p> <p>USD-H01: P. Shah</p> <p>USD-H02: M. Ahmed</p> <p>USD-H03: T. Aruleba</p> <p>USD-H04: S. Adelekan</p> <p><b>Rapporteur:</b> Dr Florah Oluoch</p>	<p>Chair: Prof. A. Windapo</p> <p><b>Paper Presentations:</b></p> <p>USD-F06: O. Aitokhuehi</p> <p>USD-F07: A. Taiwo</p> <p>USD-F08: O. Duo-Onikosi</p> <p>USD-F09: E. Idolor</p> <p>USD-F10: I.O. Oladeji</p> <p><b>Rapporteur:</b>Dr Mary Mwenda</p>	<p>Chair: Dr Ben Mkalama</p> <p><b>Paper Presentations:</b></p> <p>USD-J01: O. Extradallenum</p> <p>USD-J02: O. Adebiyi</p> <p>USD-J03: A. Odunmbaku</p> <p>USD-J04: A. Aboaba</p> <p>USD-J05:</p> <p><b>Rapporteur:</b> Dr Reuben Kikwatha</p>
Track Themes	Track A Youth Unemployment Crisis (ARUA ROOM)	Track H Informal & Social Entrepreneurship (UKRI ROOM)	Track F Entrepreneurship Areas (USD ROOM)	Track J Policies and Interventions (ESDC ROOM)
3:30pm 5:50pm (EAT)	<p>Chair: Prof Jackson Maalu</p> <p><b>Paper Presentations:</b></p> <p>USD-A19: T.O. Olaposi</p> <p>USD-A20: S. Omolawal</p> <p>USD-A21: N. Ishola</p> <p>USD-A22: D.M. Oke</p> <p>USD-A23: O. Olatise</p> <p>USD-A24: M.B. Ogunniyi</p> <p><b>Rapporteur:</b> Ms Jennifer Ezenwankwo</p>	<p>Chair: Dr. Dan Elly</p> <p><b>Paper Presentations:</b></p> <p>USD-H05: J. Okebiurun</p> <p>USD-H06: N. Marwa</p> <p>USD-H07: J. Nchege</p> <p>USD-H08: T. Sanni</p> <p><b>Rapporteur:</b> Dr. Joseph Owino</p>	<p>Chair: Dr Nixon Omoro</p> <p><b>Paper Presentations:</b></p> <p>USD-F11: M. Oladejo</p> <p>USD-F12: M. Salawu</p> <p>USD-F13: O.V. Falobi</p> <p>USD-F14: O. Yinusa</p> <p>USD-F15: A. Oroja</p> <p>USD-F16: S. Ngalomba</p> <p><b>Rapporteur:</b> Dr Zipporah Onsomu</p>	<p>Chair:Prof Gituro Wainaina</p> <p><b>Paper Presentations:</b></p> <p>USD-J06: C. Ekpo</p> <p>USD-J07: B. Adebisi</p> <p>USD-J08: B. Ilori</p> <p>USD-J09: O. Odu-Onikosi</p> <p>USD-J10: Stephine Waniko</p> <p><b>Rapporteur:</b> Dr. A.S. Mulwa</p>
Fourth Parallel Sessions				
Time	Parallel Session 4.1	Parallel Session 4.2	Parallel Session 4.3	Parallel Session 4.4
Track Themes	Track A Youth Unemployment Crisis (ARUA ROOM)	Track H Informal & Social Entrepreneurship (UKRI ROOM)	Track F Entrepreneurship Areas (USD ROOM)	Track J Policies and Interventions (ESDC ROOM)
3:30pm 5:50pm (EAT)	<p>Chair: Prof Jackson Maalu</p> <p><b>Paper Presentations:</b></p> <p>USD-A19: T.O. Olaposi</p> <p>USD-A20: S. Omolawal</p> <p>USD-A21: N. Ishola</p> <p>USD-A22: D.M. Oke</p> <p>USD-A23: O. Olatise</p> <p>USD-A24: M.B. Ogunniyi</p> <p><b>Rapporteur:</b> Ms Jennifer Ezenwankwo</p>	<p>Chair: Dr. Dan Elly</p> <p><b>Paper Presentations:</b></p> <p>USD-H05: J. Okebiurun</p> <p>USD-H06: N. Marwa</p> <p>USD-H07: J. Nchege</p> <p>USD-H08: T. Sanni</p> <p><b>Rapporteur:</b> Dr. Joseph Owino</p>	<p>Chair: Dr Nixon Omoro</p> <p><b>Paper Presentations:</b></p> <p>USD-F11: M. Oladejo</p> <p>USD-F12: M. Salawu</p> <p>USD-F13: O.V. Falobi</p> <p>USD-F14: O. Yinusa</p> <p>USD-F15: A. Oroja</p> <p>USD-F16: S. Ngalomba</p> <p><b>Rapporteur:</b> Dr Zipporah Onsomu</p>	<p>Chair:Prof Gituro Wainaina</p> <p><b>Paper Presentations:</b></p> <p>USD-J06: C. Ekpo</p> <p>USD-J07: B. Adebisi</p> <p>USD-J08: B. Ilori</p> <p>USD-J09: O. Odu-Onikosi</p> <p>USD-J10: Stephine Waniko</p> <p><b>Rapporteur:</b> Dr. A.S. Mulwa</p>



**Prof. Bola Oboh**  
University of Lagos, Nigeria

Professor Bola Oboh, a Professor of Genetics in the Department of Cell Biology & Genetics and a former Director, Research and Innovation Office, is the Deputy Vice Chancellor (Academics and Research) at the University of Lagos. She specializes in plant breeding and genetics with special interest in population genetics, conservation biology & genetics, environmental biology, genotoxicology & forensic biology. Her research career focused largely on biodiversity studies of local vegetables and tree crops, with a recent interest in chicken and mammals. She has vast consulting and administrative experience having served as the Managing Director, UNILAG Consult Limited (Acting capacity 2011 – 2015; Substantive 2015 – 2016).



**Dr. Ayodele Shittu**  
University of Lagos, Nigeria

**Ayodele Shittu** is an economist, an entrepreneurship coach, and the Deputy-Director of the Entrepreneurship and Skills Development Centre (ESDC) at the University of Lagos, Nigeria. 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 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).



**Dr. Emmanuel Abbey**  
University of Ghana, Ghana

Dr Emmanuel Abbey is a Lecturer at the Department of Economics, University of Ghana and a Consultant on the Carnegie Data Benchmarking Project of the African Research Universities Alliance (ARUA). Dr Abbey holds a PhD in Development Economics and has worked on various projects related to youth unemployment, structural transformation in Africa and entrepreneurship. As a Consultant to ARUA, Dr Abbey is involved with institutional data gathering about ARUA Universities as well as preparing a bibliometric report based on data from the Web of Science. Dr Abbey was the immediate past Project Coordinator overseeing the thirteen (13) ARUA Centres of Excellence (CoE). He occasionally provides administrative/organizational support to ARUA.



**Prof. Jackson Maalu**  
University of Nairobi, Kenya

Professor Jackson Maalu is an Associate Professor of Entrepreneurship in the Department of Business Administration, School of Business, University of Nairobi. He played a leadership role in the introduction of entrepreneurship programmes in the University and has taught entrepreneurship for over twenty five years, supervised over thirty masters and seven doctoral students to completion. He has held various administrative positions in the University including the Dean, School of Business, the Director of Mombasa Campus of the University of Nairobi for five years, Director Students Welfare Authority for four years.

## Track Chairs

### TRACK - B & Track I Chair



**Prof. Charles Rambo**  
University of Nairobi, Kenya

**Professor Charles Rambo** is an associate professor of finance, business, and project financing in the department of finance and accounting, faculty of business and management sciences at the University of Nairobi. He holds a Ph.D. in Finance and MBA (Finance). Prof Rambo has lectured at the University of Nairobi for 20 years



**Dr. Winnie Nyamute**  
University of Nairobi, Kenya

**Dr. Winnie Nyamute** is a full-time Senior Lecturer and Consultant in the Department of Finance and Accounting at the University of Nairobi. She has a verse industry experience including: board member of IFAC since November 2019; . the Institute of Certified Public Accountants of Kenya (ICPAK), the Nairobi Securities Exchange, Sameer Africa PLC, Board of Trustees of NSE Clear and of KCA University. She is also passionate about students support and development. She is a Patron of the Accounting Students Association and also the Faculty Advisor for the Certified Financial Analyst (CFA) Global Research Challenge.

### TRACK - C Chair



**Dr. Joseph Owino**  
University of Nairobi, Kenya

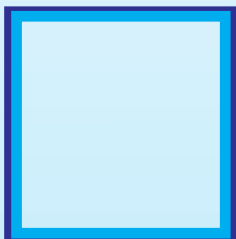
**Dr. Joseph O. Owino** is a PhD holder in Business Administration and currently lectures at the School of Business, University of Nairobi in Kenya. He has a Master of Business Administration and a foundation degree in Agribusiness Management (Hons). He is an active researcher in Marketing and organizational development and has published widely in peer reviewed journals. He is a full member of the American Marketing Association (AMA), actively consults in marketing and agribusiness. His research interests include marketing strategy with focus on marketing strategy and organizational development. Other research interests include pro-environmental consumer behaviour, and ethical marketing.

### TRACK - D Chair



**Prof. Cyrus Iraya**  
University of Nairobi, Kenya

**Professor Cyrus Iraya** is a Professor and Consultant with over twenty years experience in lecturing in Finance, Investments and Portfolio Management, Management Accounting and Corporate Governance at the Department of Finance and Accounting, School of Business. Setup the University of Nairobi Mombasa Campus structures as the first coordinator for more than seven years from 2004 to 2012



**Dr. Winnie Njeru**  
University of Nairobi, Kenya

**Dr. Winnie Njeru** is a Lecturer in the Department of Business Administration, University of Nairobi, Nairobi, Kenya. She has a very strong passion for subjects of marketing and marketing strategies





**Dr. Florence Muindi**  
University of Nairobi, Kenya

**Dr. Florence Muindi** is a senior lecturer and Chair of Department of Business Administration at the Faculty of Business and Management Sciences, University of Nairobi. Apart from lecturing in the University she is also a consultant and researcher in the area of organisational leadership, management, and development. Florence has a wealth of management and training consultancy for the private sector, public sector and Non governmental organizations having done consultancies in these sectors in the last 20 years.



**Dr. Mercy Munjuri**  
University of Nairobi, Kenya

**Dr. Mercy Munjuri** is a Senior Lecturer at University of Nairobi, School of Business and HR consultant. She is a Fellow of Higher Education Academy (UK). She is passionate about applying the human resource management skills for impact contributions in employee training and development, teaching, research activities, consultancy services, project supervision and engage intensely in scholarly work.



**Dr. Abimbola Windapo**  
University of Cape Town, South Africa

**Dr. Abimbola Windapo** is a Professor at the Department of Construction Economics and Management, University of Cape Town, with more than 34 years of experience in practice, teaching, and research in the construction industry and projects. She has held various teaching and administrative positions at the University of Cape Town and the University of Lagos, Nigeria, and gained professional experience as a construction professional at Bouygues Nigeria Ltd and in private consulting. Her research is interdisciplinary and focuses on building materials technology, sustainable housing, construction industry development, construction business, and project management from a performance and practice perspective.



**Dr. Kennedy Ogollah**  
University of Nairobi, Kenya

**Dr. Kennedy Ogollah** is a Lecturer in the School of Business, Department of Business Administration. Besides teaching and research, he has a strong passion for both industry and corporate practices. His consultancy career spans through areas of Strategic Management, Entrepreneurship and Innovation, Marketing and Business Development, Business Research, Strategic Leadership and Governance.



**Dr. Nixon Omoro**  
University of Nairobi, Kenya

**Dr. Nixon Omoro** is a senior lecturer, certified public accountant, researcher and consultant at the department of Finance and Accounting, Faculty of Business & Management Sciences, University of Nairobi. He has over 15 years of teaching and research experience at higher institutions of learning and public sector in the areas of corporate governance, corporate valuation, financial analysis and reporting, financial management, financial accounting and public finance. Currently he is the coordinator faculty of Business & Management Science, Kisumu Campus, University of Nairobi.



## Track Chairs

### TRACK - G Chair



**Dr. Angelina Mulwa**  
University of Nairobi, Kenya

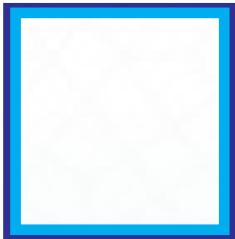
**Dr. Angelina Mulwa** is a Senior Lecturer in the University of Nairobi, Faculty of Education. She holds a PhD in Distance Education from the University of Nairobi. She is an Expert in Education, online learning, Monitoring and Evaluation, Project Management, Research and Academic mentorship. She is a member of the International Project Monitoring and Evaluation Society, Kenya Association of Project Managers. She has published widely in the area of research, Education, Project Monitoring and Evaluation and Project Management.

### TRACK - H Chair



**Dr. Peterson Magutu**  
University of Nairobi, Kenya

**Dr. Peterson Magutu** is a management scholar and researcher in operations, procurement and supply chain management in practice with both classroom and industry experience, currently Magutu lectures at the Department of Management Science & Project Planning of the University of Nairobi.. In addition Obara has consulted in the areas of organizational strategy, performance management, procurement & supply chain management, project and programme management in both advisory and training capacities at local and international levels. He is currently the hematic Leader - MSc. Supply Chain Management; Work Package 1 (WP1) Leader in InnoFood Africa European Union's Horizon 2020 Research (862170).



**Dr. Dan Elly**  
University of Nairobi, Kenya

### TRACK - J Chair



**Prof. Gituro Wainaina**  
University of Nairobi, Kenya

**Professor Gituro Wainaina** is a PhD holder in Agricultural Economics, Master in Business Administration, Bachelor of Education and Associate Professor of Business Analytics in the School of Business University of Nairobi. He has extensive working experience with the University of Nairobi, Kenya Vision 2030 Delivery Secretariat, the World Bank, and the CARE International in Kenya. Besides, Prof. Wainaina has a long-standing resilient partnership and working relationship with governments in Kenya, Tanzania, Uganda, Rwanda, Ethiopia, Malawi, Zambia, Botswana, Ghana, and Nigeria as well as with global organizations of repute.



**Prof. Kesh Govinder**  
University of Kwazulu-Natal, South Africa

**Kesh Govinder** is a Professor of Applied Mathematics at the University of Kwazulu-Natal (UKZN). He has worked on the analysis and solution of differential equations for over two decades. His applications span the fields of general relativity and mathematical biology. To date he widely published and serves as a class teacher for the London School of Economics. He has been very active at all levels of UKZN. He was the first Dean and Head of School of Mathematics, Statistics and Computer Science and also recently served as Assistant Dean of Research at UKZN. He has been a lead advocate for diversity and inclusivity at UKZN for the past 25 years.



**Dr. Ben Mkalama**  
*University of Nairobi, Kenya*

**Dr. Ben Mkalama** is a Lecturer in the Department of Business Administration, University of Nairobi. His special research interests include Entrepreneurship, Strategic Management, and Innovation Management.

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Prof. Kesh GOVINDER

**Kesh Govinder** is a Professor of Applied Mathematics at the University of KwaZulu-Natal (UKZN). He has worked on the analysis and solution of differential equations for over two decades. 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 35 postgraduates. He also serves as a class teacher for the London School of Economics. He has been very active at all levels of UKZN, including Council, Senate, the Finance Committee and Remuneration Committee. He was the first Dean and Head of School of Mathematics, Statistics and Computer Science and also recently served as Assistant Dean of Research at UKZN. He has been a lead advocate for diversity and inclusivity at UKZN for the past 25 years. Recently, he developed an innovative tool (the first of its kind) to evaluate the effectiveness of diversity initiatives. Currently, he is active in the Diversity, Inclusivity and Equity Committee of the Astrophysics Research Centre as well as being an assessor for a North Western University course on DEI. In 2020 he was appointed as the South African Co-Focal Spoke Lead of the ARUA CoE for Unemployment and Skills Development and has been active in driving entrepreneurship among youth in Africa. He is the co-managing editor and chairs the Management Committee of the ARUA Journal of African Employment, Entrepreneurship, and Skills Development. He also sits on the International Advisory Board (IAB) of the UKRI Capacity Building Grant to the ARUA Centre of Excellence in Notions of Identity hosted by Makerere University as well as Scientific Advisory Committee of the South African DSI-NRF Centre of Excellence in Epidemiological Modelling And Analysis.



Prof. Urmilia BOB

**Prof Urmilia Bob** is a Full Professor of Geography in the School of Agriculture, Earth and Environmental Sciences and University Dean of Research at the University of KwaZulu-Natal, South Africa. She has a Masters and PhD in Geography from West Virginia University, USA and a Masters in Tertiary Education Management from the University of Melbourne, Australia. She conducts research on a range of developmental and environmental issues, including socio-economic impact assessments of developmental projects in relation to conservation and tourism projects as well as sustainable livelihoods in both rural and urban contexts. She has published in these fields in both nationally and internationally recognised academic books and journals as well as been involved in consultancy-based projects. She has supervised to completion more than 70 Masters and PhD students in these areas of research as well. She has been involved in collaborative research with national and international academic organizations and NGOs, attending several conferences and workshops worldwide. She has training expertise in quantitative and qualitative methodologies and techniques, monitoring and evaluation, development of indicators, social and environmental impact assessments, gender analytical methodologies, research planning, and the development of academics and postgraduate students. She is responsible for overseeing research ethics and monitoring of research outputs institutionally. She is currently a member of KwaZulu-Natal Provincial Planning Commission and on the Board of the International Evaluation Academy.

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Dr. Abimbola WINDAPO

Dr. Abimbola Windapo is a Professor at the Department of Construction Economics and Management, University of Cape Town, with more than 34 years of experience in practice, teaching, and research in the construction industry and projects. She has held various teaching and administrative positions at the University of Cape Town and the University of Lagos, Nigeria, and gained professional experience as a construction professional at Bouygues Nigeria Ltd and in private consulting. She is a C2 rated researcher with the National Research Foundation (NRF) of South Africa 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). She is also a Fellow of the Nigerian Institute of Building. Her research is interdisciplinary and focuses on building materials technology, sustainable housing, construction industry development, construction business, and project management from a performance and practice perspective. She has a significant network of academics and practitioners in and outside South Africa to support her research. Abimbola is the Joint Coordinator of the TG81 – Global Construction Data Task Group of the CIB. She is the University of Cape Town Spoke contact for the ARUA Centre for Unemployment and Skills Development and the Urbanization and Habitable Cities in Africa. She is also the Editor of, 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 a Distinguished Associate of the Royal Academy of Engineering and the recipient of several awards, including the prestigious NSTF-South32 Engineering Research Capacity Development "Science Oscars" Award. Visit <https://abimbolawindapo.academia.edu/> and [https://www.researchgate.net/profile/Abimbola\\_Windapo](https://www.researchgate.net/profile/Abimbola_Windapo) to view a copy of her detailed CV and publications.



Dr. SERSHEN

Dr. Sershen is a multi-disciplinarian working across the Natural and Social Sciences on projects focused on plant ecophysiology, water and sanitation, waste management, urban ecology, marine ecophysiology and sustainability science. He is a specialist in curriculum design and research methodology, having served as an Associate Professor in Plant Ecophysiology at the University of KwaZulu-Natal and the Grants, Monitoring and Evaluation Officer at the South African Technology Network. He holds a PhD in Plant Biology and a Post-graduate Diploma in Higher Education, and is a fellow of the South African Young Academy of Sciences. He is a Honorary Research Fellow at the University of the Western Cape and is recognised for his seminal work in several disciplines in the Life Sciences with over 80 publications, several international keynote addresses and invited research sabbaticals. His involvement in community-based projects across the country, has seen him being appointed as an expert consultant by a number of government departments, a trustee of the Durban Botanic Gardens and a council member of the Botanical Society of South Africa. As Executive Director of the INR, he provides strategic leadership on projects in all the thematic areas in which the Institute operates.



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Dr. Nnedinma UMEOKAFOR

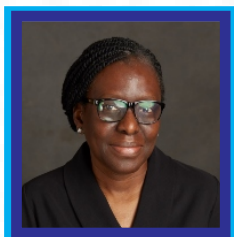
Dr Nnedinma Umeokafor is a Chartered Construction Manager and a Senior Lecturer in Quantity Surveying at Liverpool John Moores University, United Kingdom. Prior to joining Liverpool John Moores University, he was a Senior Lecturer in Construction Law and the Course Leader for all undergraduate BSc programmes (BSc Quantity Surveying Consultancy, BSc Building Surveying, and BSc Construction Management) in the Department of Civil Engineering, Surveying and Construction Management at Kingston University, London, United Kingdom. He has held academic positions in other higher education institutions in the UK, for example the University of Greenwich, University of East London and University College of Estate Management UCEM, all in the UK. At present, Dr. Nnedinma Umeokafor is a Fellow of Advance HE (previously Higher Education Academy) (FHEA), a full member of Association for Project Management (MAPM), a chartered membership status within the Chartered Institute of Building (CIOB), a Chartered Construction Manager (MCIOB), and also a Member of Institute of Leadership and Management (MInstLM).



Prof. James M. NJIHIA

**Prof James M. Njihia** is an Associate Professor of Information Systems and Operations Management, Department of Management Science and Project planning, Faculty of Business and Management Sciences, University of Nairobi, and Dean of the Faculty. He was the Dean of the School (now reconstituted as Faculty) of Business from 2016-2020, and had served as the Chairman of the Department of Management Science from 2009. He holds a PhD in Information Systems from the University of Warwick, UK, and an MBA and BSc Eng. (Civil) from the University of Nairobi. His research explores how developing countries can better exploit information technology for development from innovations in policy and strategy, managing in complex contexts, and productivity and quality improvement in operations and supply chains, with specific expertise in digital strategies and operations excellence. He has published in scholarly books and journals in business, management and information systems, philosophy of science, and contributed to scholarly books on technology and policy. Prof Njihia is the Vice-Chairman and Country Representative of the Operations Research Society of Eastern Africa (ORSEA), founding Chairman of the Operations Management Society of Kenya (OMSK), and a member of the Kenya Institute of Management. He has consulted widely locally and internationally in private and public sector organizations in the areas of strategy formulation and implementation, digital business and innovation, information systems, project and programme management, market research and feasibility studies, with experience in local and international business development, infrastructure, and healthcare systems.

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Prof. Bola OBOH

Professor Bola Oboh is a Professor of Genetics in the Department of Cell Biology and Genetics, University of Lagos and the Deputy Vice Chancellor (Academics and Research). She was born in Reading, United Kingdom. She received her Ph.D. Plant Science in 1986 from the University of Ife (OAU). She has her postdoctoral training at the Alabama A & M University, Huntsville, USA and the Dorschkamp Institute for Forest & Landscape Planning, Wageningen, The Netherlands between 1986 and 1987. She

specializes in plant breeding and genetics with special interest in population genetics, conservation biology & genetics, environmental biology, genotoxicology & forensic biology. Her research career focused largely on biodiversity studies of local vegetables and tree crops, with a recent interest in chicken and mammals. Prior to her appointment as DVC (A and R), she was the Director, Research and Innovation Office of the University where she oversees the activities of the office relating to research capacity building, leap-frogging research activities, pre- and post-award grant support and administration as well as research governance. She was able to work with other researchers in the University and collectively increased the grant portfolio to above fifteen billion naira (N15,000,000,000.00). She also functions as the Director of the TETFund Centre of Excellence in Biodiversity Conservation & Ecosystem Management (TCEBCEM). She has vast consulting and administrative experience having served as the Managing Director, UNILAG Consult Limited (Acting capacity 2011 – 2015; Substantive 2015 – 2016). She serves as a Member on TETFund's Research & Development Standing Committee, National Standing Committee on the Evaluation of Foreign Qualification (Federal Ministry of Education, Technical Advisory Committee (TAC) for the Technology Incubation Centre (TIC) under the National Board of Technology Incubation Federal Ministry of Technology.



Prof. Ayodeji OLATUNJI

Dr. Ayodeji Olatunji Aiyetan, at present, is a staff at the Department of Construction Management and Quantity Surveying at the Durban University of Technology, South Africa. His qualifications include B.Sc. Building (1986), M.Sc. Construction Management (both at A.B.U Zaria, Nigeria) and Ph.D. Construction Management 2011 (NMU, PE, South Africa). His areas of research focus are: Productivity Improvement in the Construction Industry, Construction Management, Sustainability, Gender Issues, Construction

Process and Risk Management. He is a Member of the Nigerian Institute of Building and an Incorporate Member of Chartered Institute of Building. Aiyetan has publish DHET accredited Journal and Conference papers both National and International. Aiyetan of recent has been pronounced Associate Professor.

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

### (USD-A01) Explaining the Duration of Youth Unemployment in South Africa: A Micro Perspective Using the Survival Analysis Approach

Cyprian Amutabi  
*University of Nairobi, Nairobi, Kenya*  
**Email:** [owenmilimu@gmail.com](mailto:owenmilimu@gmail.com)

Africa's population has been growing steadily since 1950 and has gradually outnumbered Europe to reach about 1.3 billion people in 2020. As such, it currently constitutes the world's second-largest population compared to other continents and is only preceded by Asia. According to the 2020 Mo Ibrahim Foundation (MIF) report, the median age of Africa's population stood at 19.7 in 2020 making it the youngest in the world. Currently, approximately 60% of Africa's population is younger than 25 years, and more than a third lie between the age brackets of 15-34 years. A more worrying trend is the presence of a mismatch between educational attainment and employability prospects in the labor market. The prevailing youthfulness of the labor force denotes that it will constitute a potential for the future development of the continent. However, the share of young people in the total unemployed in Africa is at least 60% and more than 40% of young Africans consider their living conditions to be poor. In South Africa, the unemployment problem is equally prevalent among the youth with modeled estimates from International Labor Organization averaging it at 59.62% in 2020 for the youth of ages between 15 and 24 years. This rate is just too high when compared to that reported in other regions of the world. Further, the general unemployment rate in South Africa peaked at 35.3% in the fourth Quarter of 2021; a rate which is the highest since the commencement of the Quarterly Labor Force Surveys (QLFS) in 2008. This is worrying since high and long-term youth unemployment rate bears negative multiple socio-economic consequences namely; waste of part of the labor resources for which society has incurred significant costs in education and training, increased social tensions due to the deterioration of the quality of life, and poverty coupled with the increased crime rate. Notably, evidence from theory lends credence to the market-behavioral assumptions and the inter-linkages of several key factors namely wages, an individual's surrounding, discrimination, and human capital in explaining employment prospects. This study aims to examine the duration of youth unemployment in South Africa. We will employ a survival analysis approach to estimate the mean duration. Thereafter, we proceed to identify the key factors and then analyze their contribution to explaining the duration of youth unemployment. Three waves of the South Africa's QLFS data for the period 2019-2020-2021 will be used to capture the labor force dynamics. The findings are expected to provide insights into understanding the persistence of the youth unemployment problem, its duration, and the factors that can be targeted through policy to alleviate it. Policymakers will also be guided in designing efficient employment-creation policies whose applicability can be extended beyond the South African case.

**Keywords:** Duration Model; Survival Analysis; Youth Unemployment.

### (USD-A02) Does a Bachelor of Commerce degree pay off? Reflections of working and job-seeking graduates in Tanzania

Veronica Nyahende and Simon Ngalomba  
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The rapid expansion of higher education across Africa over the past three decades and slow transition to labour market have raised serious concern on the quality of graduates and subsequently the choice of degree programme one has to pursue at higher education institution as a strategy to ensure smooth transition to the highly competitive labour market. The study was motivated by a desire to compare the labour market performance of graduates of various academic disciplines to see whether there is any evidence of a payoff for Bachelor of Commerce (B.Com) graduates over their non-B.Com counterparts. This study used the data from two waves of a



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Tanzanian survey of university alumni to analyse the labour market positions of university graduates with different educational backgrounds, during and after graduation. This study presents results of a survey conducted among bachelor of Commerce graduates. The main purpose of the study was to ascertain the relevance of their degree to their transition from university studies to the job market. The study revealed that less than half of them found a job. Out of working graduates, one in eight B.Com worked in an area related to business disciplines and only one in nine graduates found their degree useful in their job-seeking efforts. The participants were also of the opinion that potential employers often did not perceive them as graduates a specialized range of skills. This study attempts to bridge the gap between the competencies gained in B.Com higher education institutions and the competencies needed for the future workplace, as confirmed by HRM practitioners. Although this study is focused on B.Com degree in higher education institutions in Tanzania, it will be of significant importance to all higher education institutions across the globe who play a significant role in preparing the next generation of employees for the global workplace.

**Keywords:** Graduate; Higher Education; Job-Seeking; Work

### (USD-A03) Assessment, Entrepreneurial Competence and the Challenges of Entrepreneurial Capacity Development in Nigeria

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The increasing number of graduates-unemployed continues to reignite the need for pragmatic approach to entrepreneurial development in Nigeria and Africa at large. An important aspect of these approaches is the introduction of Entrepreneurship Education (EE) at the tertiary-levels of education as mark of innovative - entrepreneurial thinking and business skills development. Unfortunately, the several documented attempts at both business start-up and sustainability by the entrepreneurially motivated graduates-youths have so far compromised the increased incentivized efforts towards self-employment and industrialisation. The present analysis, largely motivated by the Triple Helix Model, situated entrepreneurial capacity in Nigeria within the relational University - Industry - Government model rather than an isolated contribution of each element to the entrepreneurial development. To support our view, we obtained data for the three elements of the model which were analysed and discussed. The analyses reveals that government expenditure on education and tertiary level enrolment; entrepreneurial aspiration and new limited liability companies formation; business environment (score on ease of doing business) and business entry were positively correlated and significant. However, the correlation between business entry and unemployment is weak. This confirms our expectation of assessment challenge within the entrepreneurial education framework. This solidifies our objection that State incentivising in the face of improper assessment of entrepreneurial competence would inevitably result into business failure among aspiring entrepreneurs and vis-à-vis low sustainable capacity for self-employment. We therefore, concluded that low entrepreneurial competence is a major defining factor of entrepreneurial development in Nigeria. Hence the need for a systematic synergy among the major actors in the triple helix model that is consistent with entrepreneurial capacity framework developed in this paper.

**Keywords:** Entrepreneurial Competence, Entrepreneurial Capacity Development, Triple Helix Model, Innovation



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### (USD-A04) Youth Unemployment Crisis: Driver of Insecurity in Nigeria

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Globally, there are nearly 1.8 billion youths who are between the age of 15 and 24 years. Ironically, the majority of these youths live in developing countries. In Nigeria, youth unemployment crisis is on the increase on a daily basis. For instance, since the beginning of the economic recession in the country's economy in 1984, an increasing number of graduates have been unable to find permanent jobs in their chosen fields of study. However, unemployment rate measures the number of people actively looking for a job as a percentage of the labour force. The country's high rate of unemployment came in at 27.1% in the second quarter of 2020. Also, it was the first time since 2018 that Nigeria's national bureau of statistics published such figure. The only figure that can be compared to 2020 is 23.1% that occurred in the third quarter of 2018. In fact, unemployment has caused many youths to become frustrated, discouraged and reliance solely on family members and friends for survival. Unfortunately, as the youth population grows, so does the unemployment rate and insecurity skyrocketing. This scenario of youth unemployment crisis has influenced the general insecurity faced in the country. In Nigeria, it has also been demonstrated that violent crimes such as terrorism, ransom-driven kidnapping, rural banditry, armed robbery, etc are the driving forces to insecurity. Therefore, the objectives of this paper is to examine the dynamics of youth unemployment crisis as a driver to insecurity in Nigeria. To analyze factors responsible for the Nigerian youth unemployment crisis. To determine the effect of youth unemployment crisis on the socio-economic development of Nigeria. To inculcate the culture of entrepreneurship amongst the Nigerian youth. To offer viable options for intervention in tackling youth unemployment crisis to boost security in the country. The paper also employed descriptive method and used secondary sources of data from various knowledge repository centres and platforms, while social learning theory was adopted in explaining why people engage in culture of entrepreneurship in the society. This theory proposes that learning involves observation, extraction of information from those observations, and making decisions about the performance of the behaviour. This paper advocates for the need for a comprehensive database on labour market projections, entrepreneurs, and skills gaps in Nigeria. The paper argues that for sustainable development, peer-to-peer learning should be tailored to Nigeria's vision. This will help in facilitating collaboration between policy makers, academia, non-governmental organizations (NGOs) and the private sector.

**Keywords:** Entrepreneurship, Insecurity, Nigeria, Youth Population, Youth Unemployment Crisis

### (USD-A05) Why do the youth enter into self-employment in Africa? Evidence from the School-to-Work Transition Survey

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Self-employment among the youths has become prevalent among sub-Saharan African (SSA) countries with over 77 percent of all youths involved in this segment of the labour market. Apart from the strong role of labour market segmentation, other dimensions, including demographic, social, institutional, technology, and policies may be exerting significant influences on the choice of young labour market participants in entry into self-employment. This study examines the leading factors that drive the decision of youth to inter into self-employment (instead of more decent and formal employment) in the labour markets of selected SSA countries.

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This is performed by asking two research questions relating to the drivers and appropriate policy responses to self-employment among youths in SSA. The data used in the study are obtained from the School-to-Work Transition Surveys (SWTS) by the ILO for seven (7) SSA countries (Benin, Congo DR, Liberia, Madagascar, Malawi, Tanzania, Togo, Uganda and Zambia) which generate relevant labour participation and market transition information on young people aged 15 to 29 years. The study is conducted using an overall pool sample of 29,180 youths aged between 15-29 years. The principal components analysis (PCA) is used to identify 11 major driving factors from an initial pool of 25 candidate items, while the generalized least squares technique is used to test how the selected factors influence the participation of the youths in self-employment. It is found that both social and economic factors (often beyond the individuals' control) are the leading factors that push youths in SSA countries into less decent self-employment. Policy aimed at reducing social risks, skill training, and economic conditions of the youth are critical for reducing the prevalence of poor self-employment among SSA countries.

**Keyword:** Ages 15-29, Decent Employment, Employment Policies, Self-employment

### (USD-A06) The Role of Entrepreneurial and Business Skills on the Performance of SME's engaged in Urban Horticulture Production

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Africa is a God-gifted continent endowed with abundant resources suited for agriculture. Agriculture, though not recognized as a job by many young Africans, has huge potential to reduce unemployment rate, especially in urban areas. Recognizing its economic contributions, government and collaborators have been taking different initiatives to address problems related to inputs such as land, capital and technology; and give little attention to build entrepreneurial, managerial, financial, and marketing capabilities of small and medium agricultural holders in urban areas. Hence, this study tries to investigate how entrepreneurial and business skills influence the performance of young horticulture producers in some selected urban areas of Ethiopia. The investigation follows a mixed research design where entrepreneurial behaviors (Opportunity Seeking, Persistence, Commitment, Risk-taking, Demand for Efficiency and Quality, Information Seeking, and Systematic Planning) and business skills (business management, financial, and marketing skills) of young horticulture producers are measured quantitatively. In addition, qualitative data are collected from documentary sources and interviews in order to identify causes for the observed behavior in the quantitative study; and to determine the prospects and challenges of UA in Ethiopia. The sources of data are 250 SME urban agricultural holders in and around Addis Ababa; and respondents are selected purposively. In addition, 10 interviewees from relevant stakeholder groups (i.e., government bureaus, financial institutions, and collaborators) are contacted for interview. Questionnaire and interview checklists are used to collect data. Data collected via questionnaire are analyzed using descriptive and inferential statistical techniques and software; and content analysis technique is applied to analyze the qualitative data. The findings of the study will benefit policy makers, managers of SME in UA, and future researchers.

**Key words:** Entrepreneurship, Unemployment, Agriculture, Competencies, Horticulture, Ethiopia

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### **(USD-A07) Underprivileged conditions influencing participation in Sports for future Youth Employment**

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Over the years sporting activities serve different purposes in the life of many people – for fun, fitness, combating diseases, among others. However, for the youths, sports remain a veritable tool for self-development, empowerment or employment opportunities. The popularity and financial empowerment successful sports personalities enjoy could be a motivation to ambitious youths who want to eke out a living from sporting activities. The beauty of sports is that it cuts across gender, race, educational background and socio-economic status to benefit those who have the resilience, rigour and discipline to brave the odds. The varieties of sporting events and different human resources needed is an indication of how broad the platform could be, to accommodate different interest groups for self-development. This study examined the nexus of how underprivileged conditions [such as birth place (rural/urban), loss of parent(s), among others] could influence the choice of sports for self-development and employment. A cross-sectional multistage sampling method was used to select 400 youths who participated in the March, 2022 Nigerian University Games Association (NUGA, 2022) hosted by the University of Lagos, Nigeria. The questionnaire administered to the respondents consists of structured self-report inventory. Data obtained was analyzed with the use of frequency tables, chi-square and logistic regression. The results show that underprivileged conditions could be a catalyst for youths' involvement in sports participation for the purpose of future employment opportunities. In view of this, there should be concerted efforts by stakeholders in sports to expand and maintain facilities and sports festivals to accommodate different interest groups of youths who utilize this avenue for self-development and future employment. This could go a long way in redirecting the energy of our teeming youths away from being recruited into social vices and focus on meaningful self-development sporting programmes that could create viable future employment roles in sports.

**Keywords:** Self-development, Sports, Underprivilege, Youth employment

### **(USD-A08) Youth Unemployment and Cyber Crime in Nigeria, 2010-2020**

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Unemployment is a global social-political and economic problem, however, managing unemployment in Sub Sahara Africa has become increasingly difficult as a result of climate change and COVID 19 Pandemic. In Nigeria for example, between 2010 and 2020, the rate of unemployment rose from 6.4 percent in 2010 to 33.3 percent in 2020. One major reason adduced for the high rate of unemployment in Nigeria, is lack of critical infrastructures occasioned by policy inconsistency. Extant literature shows that Cost of doing business in Nigeria is astronomically high and it has aggravated the unemployment situation with over 5.7 million Nigeria youths in the last 10 years into seeking asylum and refugee status in other countries. The unemployment rate for people between the ages of 15 and 35 hit 55.4% in 2019 and they constitutes majority of the labor force needed in the agricultural sector, as food insecurity is on the increase. Nigeria spends billions of Naira importing food, as the youths are not interested in farming but rather in illegal activities, such as Yahoo-yahoo, as only few are willing to acquire skills. Some scholars have predicted that, in the next few years there will be no artisan in Nigeria, if



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something fast is not done to stop this trend. Several studies have shown that successive government in Nigeria have adopted policies, such as Structural Adjustment Programme SAP, Operation Feed the Nation, Green Revolution, National Directorate of Employment, so as to trim down the effects, but none yielded the required results. Therefore, this study is an attempt to empirically investigate Youth Unemployment and Crime in Nigeria with the aim to determine whether Youth Unemployment is responsible for violent crime in Nigeria, as some studies in South Africa have shown negative to this assertion. The study deployed ex-post facto research design with data from secondary sources, such as Textbooks, Journals, Periodicals etc. Data were analyzed, using content analysis. Results from data shows that Youth unemployment is responsible for violent crime in Nigeria, whereas unemployment was not implicated in violent crime South Africa. The study also find that, unemployment is responsible for cybercrime in Nigeria, with prediction that, there will increase in the number of ex-convicts that maybe unemployable. Therefore, this paper recommends among others that the government should, (1) Declaration a state of emergency on unemployment in Nigeria (2) A realistic blue print for youth empowerment must be design (3) A proactive, skillful and educated law enforcement agency must be put in place to address criminalities.

**Key Words:** Asylum, Cybercrime, Kidnapping, Migrant, Unemployment

### (USD-A09) Vocational Training as a Response to Youth Unemployment: Understanding the Challenges of the Socio-Professional Integration of Young People in Eastern DRC.

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This article offers a reflection on a very sensitive and well-known social issue: the constraints that many young people face, especially those from vocational training centers, in the city of Bukavu for a real socio-professional integration. This reflection aims to shed light on the factors that push many young people to move towards vocational training centers, and the elements that hinder their socio-professional integration and in the end to propose strategies to facilitate socio-professional integration of the young people. This article proposes a reflection on a problem on the factors that push many young people to move towards vocational training centers and the constraints they face for a real socio-professional integration after training. This reflection aims to shed light on the factors that push many young people to move towards vocational training centers, and the elements that hinder their socio-professional integration and in the end to propose strategies to facilitate socio-professional integration. young people. The results on the factors show that many young people decide to go to vocational training centers because of unemployment due to the low level of education. Which means most are either D6 or A2 technicians. They are therefore considered to have a fairly short degree. In this context, they become more and more vulnerable in access to employment and are twice as often in a situation of inactivity. Moreover, the inability of the families of several young people to support their studies at the higher and university level young people to move towards vocational training centers to have a more or less professional job. The study also found that the low level of access to investment capital, which should enable most young people to create income-generating activities and strengthen their sustainable livelihoods, has also pushed many young people to vocational training centers. The Obstacles to which many young people are confronted for their professional



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integration are, among other things, the non-recognition of the titles or certificates of certain training centers which are perceived as centers without strong experience and whose trained products are quite often very inefficient; poor access to capital for entrepreneurship which could enable young people to create their own jobs after their training; the stigmatization of some young people, as well as the low level of youth interconnection in the city of Bukavu. These constraints contribute to the precariousness of the situation of young people in their efforts to integrate socio-professionally into the society of Bukavu. Several strategies have been proposed to support young people from vocational training centers, including the implementation of public policies that put in place support strategies for young people as well as the organization of young people into cooperatives to facilitate access loans and create entrepreneurial activities.

**Keywords:** Vocational training, Unemployment, Issues, Integration, Socio-Professional

### (USD-A10) Entrepreneurship, Labour Productivity and Youth Unemployment in Nigeria: The Missing Link

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A high level of unemployment and underemployment amongst the youths is one of the socio-economic problems confronting Nigeria. It has resulted to the inability of the labour market to absorb new entrants thereby worsening unemployment incidence. Also, the deepening level of unemployment has led to mirage of challenges faced by the youths. Such as working longer hours for low wages; engagement in hazardous jobs without compensation; informal employment arrangements; increase in social vices; human capacity under-utilization; increased poverty amongst the citizenry; social alienation and weak purchasing power. The consequences of these affect productivity level. Embracing entrepreneurship is a strategy of reducing overdependence on white collar jobs and creating employment opportunities. However, some entrepreneurship businesses cannot survive in the long run due to a misfit in the technical/vocational skills acquired by the entrepreneurs. The objective of this study is to examine the extent to which the misfit between technical/vocational skills have contributed to the rate of unemployment and labour productivity in two selected geopolitical zones in Nigeria. Amongst others, this study will validate the consequences of youth unemployment in the selected region. To achieve this, relevant theories; concepts of youth unemployment, labour productivity and the development of entrepreneurship values will be examined. Two geopolitical zones, South-East and South-South are selected because they relatively have higher rate of unemployment (22% and 28% respectively). This is the basis for selecting these regions. The study will use both qualitative and quantitative research design to examine the objectives. The qualitative design will employ the use of survey (questionnaires) in retrieving relevant information while the quantitative design will retrieve secondary data that will help to provide a contextual analysis of the nature and prevalence of entrepreneurship, labour productivity and youth unemployment in the selected region. Descriptive statistics (tables, frequencies, trend) and inferential statistics (one-sample t-test, ANOVA) will be employed in analysing the data retrieved. The outcome of the analysis will document the extent of mismatch between youth unemployment, entrepreneurship values and labour productivity in Nigeria. Also, it will establish the extent to which the acquisition of the right skills can help to reduce the misfit between labour demand and productivity with attendant consequences on the rate of youth unemployment and underemployment. Based on the outcomes of the findings, the study will recommend policy interventions for reducing youth unemployment and poverty reduction which will enhance entrepreneurial values.

**Keywords:** Entrepreneurship; Labour; Productivity; Youth Unemployment

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### (USD-A11) Promoting Youth Employment through Learn-Work-Earn (LWE) Apprenticeship Programmes Initiatives in Lagos State, Nigeria

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Youth unemployment has assumed an escalating dimension as a social problem in Nigeria. There were 13 million unemployed youth in Quarter 3 (Q3) 2018 but the figure has risen to 21 million in Q2 2020. Nigeria is a “country of the young” with the largest youth population in the world. The Constitution of the Federal Republic of Nigeria, 1999 (as amended), Child Right Act (2003), National Policy on Education (2014) and Social Protection Policy (2016) guarantee the right to education, free compulsory, and universal primary education, child protection and opportunities for employment and self-reliance. The Federal government of Nigeria established National Commission for Mass Literacy, Adult and Non-Formal Education (NMEC) to promote inclusive non-formal education, literacy and vocational education. The Agency for Mass Education manages vocational training centres in Lagos State. There are also informal traditional apprenticeship programmes to train craftsmen and artisans (plumbers, electricians, welders, auto-mechanics, masons and technicians among others) to fill critical manpower needs for rural and national development. Despite these programmes, Nigeria has a high rate of youth unemployment with 10.5 million out-of-school youth. Lagos State has over 2 million out-of-school youth and young graduates who are unemployed. There is also an overwhelming concern that interest in vocational schools and traditional apprenticeship centres to acquire skills is dwindling among youths. The study will seek to examine the theory of change for youth employment interventions with emphasis on demand-side stimulus intervention and propose the concept of Learn-Work-Earn (LWE) Apprenticeship Programmes Initiatives to resuscitate youth's interests in apprenticeship programmes where they will acquire skills, work and are incentivised with wage subsidies or remunerations to relieve poverty during skills acquisition and youth entrepreneurship programmes. The study will use descriptive survey research design. The population will include traditional masters in the informal apprenticeship programmes and unemployed youth aged between 18-25 years old Shomolu Local Government Area of Lagos State. The sample will be selected using cluster sampling technique. The clustering will be based on the existing ward system in the Local Government being studied. Five wards will be randomly selected and a total of 100 apprenticeship masters and 200 unemployed youths, (20 Masters and 30 youths each) respectively, making a total of 300 respondents. Data will be collected using questionnaires and structured in-depth interviews. The findings of the study will highlight extent of enrolment and possible factors responsible for the gross low participation of youths on the apprenticeship programmes with a view to recommending alternative strategies for boosting youth's interests in apprenticeship programmes through the Learn-Work-Earn (LWE) Apprenticeship Programmes Initiatives.

**Keywords:** *Learn-Work-Earn (LWE)* Youth Employment, Apprenticeship Programmes, Vocational Training Centres, Skills acquisition

### (USD-A12) Youth Unemployment, Poverty and Security Challenge in Contemporary Nigeria

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The varieties of security challenges in contemporary Nigeria seems to have defiled all known attempts to curb it. From Boko Haram and Banditry in the North, Niger-Delta Militancy in the South-South (2004-2015), Indigenous People of Biafra agitation in the South-East to Oduduwa Congress agitation in the South-West to the

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nationwide END SARS Protest of 2021, Nigeria keeps experiencing one form of security challenge perpetrated presumably by the youths. This paper examines the nexus between unemployment, poverty, and security challenges in Nigeria against the backdrop of ineffective, resourceful and strategic leadership failure. Using historical qualitative methodology, the paper contends that: the high level of insecurity is occasioned by a lack of gainful employment by the youths who out of frustration channel their vibrant energy into armed robbery, cultism, kidnapping, banditry militancy, agitation for secession, and "yahoo-yahoo" (cyber fraud). Suffice to say that no nation can achieve meaningful and sustainable development when its youthful population is engaged in vain pursuits. To this end, the paper submits that to curb insecurity in the land, deliberate efforts by government, private individuals, and organizations must be made to create job opportunities to meaningfully engage the growing number of unemployed youths in the nation, thereby taking Nigeria off the list of very poor nations. More importantly, the government must exhibit the political will to curb youth restiveness and its attendant consequences which impact negatively on societal development and nation-building.

**Key Words:** Youths, unemployment, poverty, insecurity

### **(USD-A13) Assessment of Knowledge, Attitude and Practice (KAP) of Youth Scavengers on Recyclable Waste for Wealth Creation in Lagos State, Nigeria**

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Nigeria generates a lot of plastic wastes, and these wastes can be recycled to create wealth. In view of the rate of unemployment among the youths in Nigeria and Africa as a whole, this study therefore assessed knowledge, attitude and practice (KAP) of youth scavengers on recyclable waste for wealth creation in Lagos State. Three research objectives and three research questions were raised for the study. The study adopted a survey research design. The population of the study includes scavenger selected using purposive sampling technique at Ebute Ilaje dump site in Shomolu Local Government Area of Lagos State. Questionnaire was used to gather information from the respondents and were analyzed using frequency counts and percentage. The study revealed that the level of knowledge of youth scavengers on recycling of plastic waste in Lagos state for wealth creation is high. The attitude of youth scavengers on recycling of plastic waste in Lagos state for wealth creation is positive and the youth scavengers are practicing recycling of plastic waste in Lagos state for wealth creation and that the respondents are only involved in the firsts stage of recycling practices which is sorting, without no idea nor involvement in the major practices of recycling to create more wealth. It was therefore recommended among others that proper awareness, education and training should be given to the scavengers on recycling practices to increase their knowledge and get them involved in the process of recycling plastic waste to create more wealth.

**Keywords:** Knowledge, Attitude, Practice, Recyclable waste and wealth creation

### **(USD-A14) The Programme of Study and Graduate Employability in Nigeria: Panacea for a Sustainable Society**

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Despite the role of education as an instrument par excellence for sustainable development in Nigeria. Yet, there seems to be an acute and monumental increase in the graduate unemployment rate in society. As such, several



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university graduates who are intelligent and willing to work have been handicapped by the situation of the wrong program of study. In light of this, this study aimed at investigating the relationship between university study programs and the employability of graduates. Three research questions were formulated to guide the study and three hypotheses were tested in the study. The descriptive survey research design was employed to establish the relationship between the variables of interest. The population of the study includes all final year students of Nigerian universities which are delimited to only federal universities in Nigeria. The multi-stage sampling technique was employed in selecting respondents as participants in the study. In the first stage, the states of the federation were stratified into the six geopolitical zones, and a state was selected from each of the six zones representing a stratum using a ballot system. In stage two, a federal university is randomly selected from each of the selected states. In stage three, participants for the study were selected based on the accidental sampling technique. The sample size for the study was determined using the online sample size calculator which calculated 385 participants. An online google form survey questionnaire instrument that is thoroughly scrutinized and validated by experts in the Department of Educational Management and confirmed reliable at 0.85 coefficient using the Cronbach Alpha method was used to elicit responses from the participants. The data collected were analyzed using Statistical Package for Social Sciences (SPSS 25). The demographic information was analyzed using the descriptive statistical tool of frequency count and percentage while the research questions were analyzed with mean and standard deviation and the three hypotheses were analyzed using the Pearson Product Moment Correlation (PPMC) to describe the degree of relationship between the variables at 0.05 level of significance. The study establishes the relationship between school curriculum, methods of teaching, courses offered, and employability of graduates. Hence, the study recommends that the programs offered in the universities be reviewed and restructured to include the latest innovations in science and technology and ensure proper implementation. Admission into some study programs that are not lucrative disciplines in Nigerian universities such as zoology, philosophy, anthropology, etc. should be reduced however, it could be studied as a professional program or at the post-graduate level. The university system as well as the commissions managing it (NUC, JAMB, etc.) should conduct a regular synchronization of societal needs, labor market demand, and university program of study.

**Keywords:** Employability, Graduate; Society; Sustainability

### **(USD –A15) Revitalizing Technical and Vocational Education and Training (TVET) through Entrepreneurship Skills: A Veritable Tool for Youth Unemployment and Wealth Creation in Nigeria**

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This study focused on revitalizing technical and vocational education and training (TVET) through entrepreneurship skills for youth unemployment and wealth creation in Lagos State, Nigeria. This study was also carried out to determine entrepreneurship skills required for revitalizing TVET, strategies for revitalizing TVET through entrepreneurship skills and challenges for revitalizing TVET through entrepreneurship skills. Three research questions guided the study. The study employed a descriptive survey research design. The population for the study consisted of 95 respondents, made up of 72 TVET facilitators and 23 experts of entrepreneurship education studies in the study areas. There was no sampling, because the population was of manageable size. A self-structured Revitalizing TVET through Entrepreneurship Skills Questionnaire (RTVETESQ), made up of 56-items and validated by three experts was used to collect data for the study. A reliability co-efficient of 0.86 was obtained through Cronbach Alpha method. Data collected were analyzed using Mean and Standard Deviation to answer the research questions. Findings of the study revealed self-motivation skills, business planning skills among others as required for revitalizing TVET. Training and re-training TVET facilitators with appropriate entrepreneurship skills among other strategies were indicated for revitalizing TVET through entrepreneurship



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skills for youth unemployment and wealth creation. It was recommended that entrepreneurship skills workshops on how to identify business ideas should be integrated into TVET programmes and internship training should be developed, matching TVET youths with locally successful entrepreneurs for youth unemployment and wealth creation.

**Keywords:** Entrepreneurship Skills, TVET, Youth Unemployment, Wealth creation

### **(USD-A16) Effect of Economic Empowerment Programmes on the Rate of Unemployed Youths in Nigeria: A Study of National Directorate of Employment (NDE)**

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This study aims to examine the effect of vocational skills on unemployed youths in Nigeria; ascertain the effect of entrepreneurship development on unemployed youths in Nigeria, and assess the effect of agricultural development programs on unemployed youths in Nigeria. A descriptive survey design was adopted; the stratified sampling method was used as the sampling technique for this study. This research makes use of both primary and secondary data obtained from the National Directorate of Employment Ekiti branch, Nigeria and the Nigeria Bureau of Statistics 2019 annual report and interviews from staff with several people that have benefited from the various programs employed by the empowerment institution. Ekiti State branch of NDE was purposively selected to know the effectiveness of economic empowerment programme on unemployed youths. The population under study covers both the staff and beneficiaries of the four employment creation departments of the National Directorate of Employment in Ekiti State; but for this research, three of the departments are the main focus. A total of 55,058 unemployed have benefited from the employment creation departments of the Ekiti State National Directorate of Employment right from inception, comprising 42,621 under VSD, 2,405 under SSE, and 7,178 under REP and 2,854 under SPW. However, a total of 652 beneficiaries were sampled. Face-to-face interviews were made with the main three departments aimed at the objective of this study, members of staff and beneficiaries of the Directorate. Ten members of staff saddled with the responsibility of implementing the employment programmes were interviewed while 40 beneficiaries were also interviewed on performance and challenges facing the Directorate at reducing unemployment rate in Ekiti State. The data collected through primary and secondary sources were analyzed using both descriptive and inferential statistics. Conclusively, one source of the underfunding of the NDE is the debauchery of vigor and resources of the federal government in similar programmes and schemes; policies for employment generation should be comprehensive and should include all stakeholders, governments, employers and employee associations, the private sector, Civil Society Organizations and the international community. The continuous emphasis on crude oil as a major source of revenue should be de-emphasized. In addition, Government should diversify the economy to develop alternative sources of revenue.

**Keyword:** Empowerment, Unemployment, NDE, and Vocational Skills

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

### (USD-A17) Tackling Restiveness among Youths in Nigeria: The Entrepreneurial Window

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The objective of the study is to examine the extent to which Entrepreneurship would have an impact on Tackling Restiveness among Youths in Nigeria. Specifically, the study assessed the extent of implementation of Entrepreneurship programs; investigated the challenges of Entrepreneurship programs; examined the effectiveness of Entrepreneurship programs on the discovery of skills, talents and potential; investigated the effectiveness of Entrepreneurship programs on the development of skills, talents and potentials by the students in North central, Nigeria and analysed the effectiveness of Entrepreneurship programs on gaining self-employment by the Polytechnics students in North Central, Nigeria. The descriptive research design of the survey type was adopted in the study. The population of the study comprised all the students of Polytechnic in North central, Nigeria. The sample of the study consisted of six hundred (600) respondents which were achieved through multi-stage sampling techniques. The study adopted a questionnaire structured on a five-point Likert scale which was subjected to face and content validity by some experts in the entrepreneurial studies department. The reliability of the instrument was estimated at 0.82 coefficient using Chronbach's Alpha reliability method. Data collected for the study were analyzed using both descriptive and inferential statistics. All hypotheses were tested at 0.05 level of significance. Based on the study, it was concluded that entrepreneurship programs assist students in the discovery and development of skills as well as in getting self-employed; entrepreneurship programs have a significant effect on the development of skills, talents and potentials and entrepreneurship programs have a significant effect on gaining self-employment by the Polytechnics students in North Central, Nigeria. Based on the findings, it was recommended that the government at all level, stakeholders in the educational sector as well as administrators should lay more emphasis on entrepreneurial study programs in the educational institutions across the country to assist in alleviating the high level of unemployment that is rendering Nigerian youths idle and be able to tap and utilise the man power as well as the natural resources.

**Keywords:** Entrepreneurship; Restiveness; financial independence; skills; talents; self-employment

### (USD-A18) Youth Unemployment and the Effectiveness of Employment Policies in Ghana: A Gender Perspective

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The role of the youth in the national development of a country cannot be overemphasized. Therefore, it is imperative for policymakers to focus on issues affecting the development of the nation's youth. Key among these issues is youth unemployment. Unemployment among Ghana's youth has been on the rise even though the National Youth Authority, a government agency mandated to coordinate youth employment activities, has implemented numerous programs since its formation in 1974 to address the issue. Recent figures from the 2021 Population and Housing census in Ghana show that the unemployment rate is about 7.8%. With about 65.8% of the youth available for work but not actively seeking during the census period. Additionally, about 409,300 females were available to work but not actively looking for employment, according to the survey. There are 296,700 men in this category. Other indicators such as capital stock, and technological advancement among others determine the growth rate, but the availability of labour and human resource has been found to strongly correlates with growth in an economy. This study seeks to examine the effectiveness of employment policies from a gender perspective. The study uses primary data from the Arua Centre of Excellence for Unemployment

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and Skills Development conducted in 2020 as a Baseline Assessment Project (BAP) to evaluate various national interventions programmed to address the youth unemployment crises in Africa. The survey sampled subjects from Ghana, Nigeria, Kenya, and South Africa; however, this study uses Ghana for its analysis. The data collected will be used in a probit regression model to understand factors that influence the effectiveness of the policies for both genders (male and female). Preliminary findings indicate that respondents who were beneficiaries or know beneficiaries of Youth Employment Agency (YEA) programs held that the agency was very effective in reducing youth unemployment. The study contributes to a better understanding of the nature of youth unemployment in Ghana, as well as alternative ways to inform policymakers, employers, and stakeholders, among others, on how unemployment policies affect males and females, as well as ways to improve policies to close the gender gap in youth unemployment.

**Keywords:** Unemployment, Economic growth, Youth, Employment policies

### (USD-A19) Factors Influencing Entrepreneurial Self-Efficacy of Selected Nigerian University Students

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It is generally believed that entrepreneurship is capable of ameliorating some socio-economic problems especially poverty, unemployment, and all sorts of social vices in the society. Since 2006, many universities in Nigeria, public and private have started to teach entrepreneurship related courses to their students with a view to developing entrepreneurial spirit in them and to enable them acquire skills that they would need to start and manage entrepreneurial ventures after graduation. However, it has been found that entrepreneurial education notwithstanding, entrepreneurial self-efficacy is a strong factor in building ability to start and manage new ventures. Students' entrepreneurial self-efficacy has been found to have a significant positive effect on their entrepreneurial attitude and intention. The entrepreneurial efficacy of Nigerian students has been assessed but the factors influencing it is not yet clear. Previous studies have majorly focused on the functions of entrepreneurial self-efficacy but its origin has not been well researched. From the perspective of social cognitive career theory, this paper analyses the effects of students' parental background and some other factors on their levels of entrepreneurial self efficacy. Using questionnaire survey method and a sample of 272 students of a Nigerian university, some hypotheses were tested and some results were obtained. The study found firstly, that those whose fathers have managed other people's businesses may likely be able to come up with a new idea easily. Secondly that those whose mothers had managed another person's businesses are more likely to be able to determine a competitive price for a new product or service. Thirdly, that those whose mothers had initiated business ventures and are still running the ventures are more likely to design effective marketing advertising campaign and to carry out some other entrepreneurial tasks. The paper concludes that the activities of entrepreneurial parents have positive effects on the entrepreneurial self-efficacy of their children.

**Keywords:** Entrepreneurship; Entrepreneurial Self-Efficacy; Students; University



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

### **(USD-A20) Youth Unemployment, Labour Market Access and the role of Social Network Ties among Youths in Ibadan, Nigeria**

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The unemployment situation in Nigeria has become so alarming that youth transition into the labour market is highly dependent on social network ties, which have demonstrated important effects on talent recruitment into work organizations. Social network ties confer special privileges on parents, friends, colleagues and acquaintances that enable them to navigate the labour market and get the needed employment regardless of job seekers' skills and competences. However, there is dearth of studies on the strategies and challenges associated with the use of social networks among youths in Ibadan, Nigeria, hence this study was designed to fill this lacuna, by investigating Youth Unemployment, Labour Market Access and the role of Social Network Ties among Youths in Ibadan, Nigeria. The unit of analysis for this study comprised 254 respondents randomly selected across the city of Ibadan, Oyo State Nigeria. A structured questionnaire was administered on 250 job seekers in order to generate primary data for quantitative analysis, and in-depth interviews conducted among 4 participants (i.e., 2 government officials and 2 managers, all in the field of Human Resource Management) for the qualitative analysis. Findings revealed that gaining employment in both formal and informal sectors is hardly possible without the use of social networks (96.5%) and every unemployed youth tries to get connected to someone who will assist him or her (82.6%) in gaining access to the labour market. Job applicants adopt the strategy of getting connected to religious leaders (85%), political office holders (88%), traditional rulers (64.6%), business owners (72.5%), politicians (92.4%) and other notable persons around them (68.6%). The study also revealed that the use of social networks leads to neglect of meritocracy (68%), disregard for skills and competences (74%), nepotism (65.2%) and workers' poor performance (61.4%). The study concludes that there is need for the Nigerian government to reverse the trend of unemployment and provide equal opportunities and level playing grounds for job applicants navigating the labour market, thereby promoting merit, fairness, equal opportunities to her teeming youths turned out from tertiary institutions every year.

**Keywords:** Unemployment, Youth, Labour Market, Social Networks, Nigeria

### **(USD-A21) A Micro Analysis of Youth Unemployment Challenges and Entrepreneurial Behaviour in Ifako-Ijaiye Local Government Area in Lagos State**

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Youth comprises roughly a quarter of the world's population, and in many countries, especially in Africa and South Asia, young people make up nearly a third of the population. Despite various efforts made by the government to ameliorate the challenges of young Nigerians, the problem of youth unemployment has remained a monster that threatens the livelihood of many youths; and by implication subject many to poverty, to the extent that achieving development goals in Nigeria is seemingly unachievable. Previous studies have generated mixed results about youth unemployment challenges and many of these studies have not considered the behavioural components of these challenges. The rationale for embarking on this study is birthed by identified theoretical, methodological, and empirical gaps. The study will primarily examine the micro analysis of youth unemployment challenge in Ifako-Ijaiye local government area of Lagos State from the lens of socioeconomic and behavioural challenges. The theory behind the model synthesized efficiency wage theory with search and matching model of unemployment, while the behavioural component used BJ-Fogg model which postulates that



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

behaviour- entrepreneurial behaviour for the purpose of this study is a function of motivation, ability, and threat. The study used a mixed method (quantitative and qualitative) approach, where survey method was used for quantitative, while In-Depth Interviews (IDI) were conducted for qualitative approach to elicit responses about challenges related to entrepreneurial behaviour of youth. The instrument for the survey was subjected to validity test and the Cronbach's Alpha was greater than 0.7, while the dimension reduction techniques used Exploratory Factor Analysis (EFA) and Confirmatory Factor Analysis (CFA). The study used Structural Equation Model (SEM) as techniques of estimating the response of three (300) hundred respondents, while BJ-Fogg quadrant graph was used to summarize findings from qualitative analysis. However, the findings revealed that gender; age, religion, education, wage expectation, skill mismatch, and family characteristics are significant in determining unemployment among the youth in Lagos state, while ethnicity was not statistically significant. High skill mismatch was recorded among the youth; and family characteristics also have a positive influence on unemployment. Funding, registration, unfriendly policies, and peer pressures were identified as threats to entrepreneurial behaviour. In a nutshell, the study concluded that social-economic factors should not be isolated from behavioural factors when considering the unemployment challenges among the youth.

**Keywords:** Entrepreneurship; Entrepreneurial Behavior; Job Creation; SEM; Youth Unemployment

### (USD-A22) Tackling Youth Unemployment in Nigeria through Agripreneurship: An Exploratory Analytical Evidence from Lagos State

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In spite of the Nigerian government's identification with the need of providing decent jobs for youths among other persons in Nigeria, youth unemployment remains a daunting challenge. In fact, youth unemployment has been on a steady increase in Nigeria since 2016 but with a sporadic increase to 53.40 percent in the fourth quarter of 2020. Thus, this study seeks to provide an explanation on agripreneurship development in Nigeria, its challenges and how it would address the menace of youth unemployment. Its outcomes are of high importance to Nigeria in minimizing the problems of insecurity, youth unrest and social ills emanating from idleness and rising unemployment. The methodology employed is exploratory in nature. This involves a case study analysis of agripreneurship programmes of the Lagos State government. The reason for this method is the new nature of agripreneurship in Nigeria and its associated issues have not been exhaustively addressed. Also, this method provides a means for a robust assessment and profound understanding of the subject. Besides, the method is not financially burdensome and helps to lay foundation for further studies on the subject. Lagos State shares about 10 percent of the country's population. Lagos is a melting point for peoples from different parts of the country since it remains the commercial headquarters of the country. Lagos in particular has been a model for development in many parts of the country. Therefore, the case study is adequate especially in providing a model for strengthening and expanding agripreneurship activities in the other States of the federation. The study suggests that agripreneurship is largely at preparation stage in Nigeria as implementation has suffered largely from lack of political will. Like any other business in Nigeria, agripreneurship development might have been impeded by shortage of power supply, lack of youths' interest in agriculture, inadequate access to capital, insecurity and the influence of COVID-19 pandemic, among other factors. Consequently, there is need for massive investments by national and sub-national governments in agripreneurship. Also, there should be a coordinated creation of awareness on opportunities in agripreneurship in secondary and tertiary institutions to promote graduate intentions in the venture. Besides, there is a need for enhancement of access to funding and short-term training programmes for the development of capacity and upgrading of skills. It would be of a great value to the human capital development of youths and the economy at large if agripreneurship is adequately promoted in the academic curricula in the Nigerian higher institutions.

**Keywords:** Agripreneurship; Exploratory Analysis; Youth unemployment

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

### (USD-A23) Combating the Menace of Youth Unemployment on Socio-Economic Development and Wealth Creation – a Transformation Strategy

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Unemployed youth refers to the share of young people between the age of 15 to 35 years that are without work but are available for and seeking employment. Lack of employment opportunities for youth have been credited to a mismatch between skills acquired in school and skills required in the labour market; in the event, many young people lack relevant skills that would make them employable. Youth unemployment is among the greatest security and development challenges today which has resulted in underemployment, inequality, and marginalization of young people. The rapid proliferation of youth unemployment in many countries contributes to unrest, instability and stunted economic growth as unemployed youth are prone to engage in or be recruited into activities such as cybercrime, armed robbery, kidnapping, petty theft, drugs (selling and using), prostitution and political violence. Addressing the ugly development linked with unemployment of a growing population of energetic youths is therefore paramount. This paper seek to find out the range of chalxlenges confronting young people as well as the crisis associated with youth unemployment. The paper would also examine the effect of youth unemployment on socio-economic development and wealth creation; find out ways to harness the positive offerings high youth population make possible towards transforming the economy. It would highlight viable interventions that can address labour supply (available through education, skills development and training), and labour demand (available through job creation and creating enabling environment for entrepreneurship, and the quality of work available for young people); how to reduce youth unemployment while aligning with global initiatives on job creation for youth in the area of digital skills, apprenticeship, green jobs, entrepreneurship and self-employment. Structured questionnaire would be used to elicit information from people in the age group 15 to 35 years, which is The African Youth Charter's definition of a youth. Using random sampling method, this study would evaluate the impact of Skills Intervention Programmes (SIPs) by the Industrial Training Fund (ITF) on youth employment. Results would be analysed using descriptive statistics.

**Keywords:** Agripreneurship; Youth unemployment; Exploratory analysis, Young people, Entrepreneurship, Skill acquisition.

### (USD-A24) Personality Traits and Entrepreneurial Creativity: A Study of Selected Small Printing Business Owners in Lagos State, Nigeria

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Creativity leads to the generation of novel and innovative ways of doing business. Essentially, creative entrepreneurs can be regarded as investors in talent, which could be their own or other people's. The most renowned creative entrepreneurs have combined creative flair with entrepreneurial ability to build multi-million dollar business empires. Interestingly in Nigeria, little or no evidence abound for small business owners who have harnessed their creativity skills for sustainable scaling of their business into a million-dollar empire. This is as a result of poor quality of institutions, poor infrastructure, and corruption, which undermines financial stability, public and private investment, human capital accumulation, and total factor productivity. This study examines the role played by personality traits on entrepreneurial creativity of small business owners in Lagos State. Specifically, the study examines the effect of personality traits (i.e. extraversion, openness, neuroticism, conscientiousness, and agreeableness) on entrepreneurial creativity among small-scale Printers in Somolu Local

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

Government Area of Lagos State. In order to achieve the research objectives, the study developed and administered a structured questionnaire to 250 small Scale Printers around Somolu during the month of May, 2022. It is expected, with persistence, self-confidence, independence, drive to achieve, and risk lobbying; that creative entrepreneurs have the tendency of dominating the market, hence having a better return on investment and having a larger market share. This can be seen in the way they treat their customers, timing of delivery, neatness of the job, competitiveness of their pricing, clarity of the output, customers' value added, and others in the printing industry.

**(Keywords:** Creativity; Entrepreneurship; Personality Traits)



## TRACT - B & I (Role of Sustainable Development Goals (SDGs) 2030) (Intellectual Property)

### (USD-B01) China's Poverty Reduction and Eradication Experience: The Yanan Experience and Model with Lesson for Africa

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Poverty is a global phenomenon that has threaten the base of human civilization. Governments have the responsibility of providing an enabling environment for its citizenry to flourish and acquire their basic needs for survival. Eradicating poverty from the streamline of the economy is an arduous task that demands realistic planning, implementation and execution of sound economic policies. The Chinese government led by President Xi Jinping has crafted ideas, policies and strategies that are peculiar to its environment and the living conditions of specific areas to eradicate poverty on a large scale. China's poverty alleviation program is a consistent economic policy of its regimes and as such has acquired the experience which can be modelled for developing countries around the world. Its comprehensive approach of poverty alleviation with 'Grain for Green Policies', government capital investment, subsidies, intervention, direct use of government officials, promotion of agriculture economy, provision of affordable education and health care have achieved tremendous results in Yanan as a case-study for African countries. Over the years, African countries have been characterized with poverty despite its huge natural resources, government has not been able to harness these resources to the benefit of its nation or its citizenry. Several reasons account for the poverty in Africa, some of them are the mismanagement of resources, corruption, conflicts, poor human skills and capacities, disease outbreaks, ignorance and poor infrastructures. These reasons have resulted in poor quality of life and standard of living. Thus, the need to examine the Chinese Miracle as witness in Yanan is imperative for models in Africa. Data for this work was obtained through homogenous purposive sampling and typical case sampling. Government economic policy of fighting and combatting poverty at the rural level was investigated in this research work. It examines the Chinese government poverty alleviation policies, strategies, philosophies and its implementation to achieve the desired success. It adopts the Meta-theory of empowerment to explore the concept of poverty alleviation. It argues that empowering the community, individual and professional empowerment are core ways of eradicating poverty in any society. This work also identifies that government stands in the fore front of championing the elimination of poverty in any society. It concludes that for any successful economic policy, government must have key information about the situation at hand, enact people-oriented policies, and support the people financially and intellectually while offering infrastructural developments.

**Keywords:** Eradication, Development, Poverty, Policies and Strategies

### (USD-B02) Socialization nexus in the achievement of Sustainability agenda and Kenya Vision 2030

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The sustainable development goal (SDG) 16 advocates for peaceful and inclusive societies for sustainable development, access to justice for all, effective, accountable and inclusive institutions at all levels. SDG 16 is an enabler to the attainment of all other sustainable development goals as it does not only require legislation but a new form intergenerational inter-professional socialization which will instil individual discipline and transfer relevant values of sharing, equity and equality, transparency, accountability and elimination of greed, respect for public goods and appreciation of environment. Currently many existing systems in society and economies in

## TRACT - B (Role of Sustainable Development Goals (SDGs) 2030)

Africa are characterised by inefficiencies and abuse of power in various sectors which inhibit economic growth, employment creation and investment, with low trust in law and the rule of law and, thus, are incapable of creating conducive environment to meet the SDGs. In 2007, Kenya prepared the vision 2030 to transform the nation into newly industrializing and middle income country with high quality of life to all citizens in a clean and secure environment. The social pillar focuses on building a just and cohesive society that enjoys equitable social development in a clean and secure environment. The principles of national values, goals and ideology in the political pillar resonate well with Article 20 of the Kenya Constitution 2010 on national values and principles of governance. All the values are required for the realization of sustainable development through favourable and new form of socialization, essential for skills development and competency building to change the mind-set of all citizens. Socialization is currently missing as an important aspect of the national values nor is it systematically embedded in curriculum and work placement. It is only through such a process that Kenya can attain the three Pillars of vision 2030 and Article 10 of the constitution 2010 on national values and principles of good governance and create more business opportunities for the youth and restore trust on the existing systems nationally and internationally. This will be a review article, where published documents are retrieved from various online search engines and their suitability determined for inclusion into the article. The following questions will be addressed: What are the existing challenges in attaining the Kenya vision 2030 and SDGs? What is the role of socialization in bridging the gaps and, what steps should Kenya take to ensure sustainability? A review of the current process, challenges, the role of socialization in addressing nexus issues and necessary steps towards the Agenda 2030 will be explored. Recommendations leverage on socialization for skills development, competency building and sustainability.

**Keywords:** Kenya vision 2030, SDGs, Skills Development, Socialization, Sustainability, Values

### (USD-B03) Sustainable Development Goals: A solution to youth unemployment crisis exacerbated by the Tendering system in South Africa?

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Globally, youth unemployment is estimated to have risen to 13.1 per cent. This increase means that 71 million youth is unemployed, and Africa is the hardest hit. At present, South Africa faces the challenge of high youth unemployment, and it is high time that it addresses the challenge of youth unemployment. South Africa ranks the first country with the high unemployment rate on the continent, with an unemployment rate of 66.5 percent, followed by Angola at 59.8 percent and Nigeria at 53.4 percent. The high rate of youth unemployment in South Africa is attributable to the government bidding system framework, which has created a lot of individual millionaires instead of sustainable employment opportunities. This study aims to determine how the bidding or tendering system leads to high unemployment rates and provide innovative solutions to the high youth unemployment crisis. Research has shown that the tendering system is not fair in employment distribution despite the availability of procurement policies. On top of that, it is not sustainable as the tenderpreneurs do not offer sustainable employment opportunities to the youth. Data from policymakers, relevant procurement policies, and youth employment experts were analyzed qualitatively using the content analysis method to unravel how the current bidding system framework contributes to the high youth unemployment rate in South Africa. For example, the same small business gets awarded tenders, resulting in a quadrable rate of corruption. Furthermore,

## TRACT - B (Role of Sustainable Development Goals (SDGs) 2030)

he bidding framework has focused on polarised employment opportunities at the expense of green employment. The awarding of tenders to the same businesses calls for the review of South African employment policies to align them with Sustainable Development Goals for youth employment. There needs to be a good investment in a sound education and training system to alleviate the high youth unemployment rate, especially for young women.

**Keywords:** Bidding framework, Corruption, Sustainable Development Goals, youth unemployment.

### (USD-I01) Intellectual Property (IP) Impact on the Growth of Small and Medium Enterprises (SMEs): Solution To Youth Unemployment In Africa

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The foundation of most economies around the world is creativity. Through their Small and Medium-Sized Enterprises (SMEs), entrepreneurs have created more jobs and enhanced the standard of living for people all over the world). SMEs are regarded as the engine of economic growth and development in most developed and developing countries, contributing to job creation, sustainable investments, and national and global economic development, while creativity, expressed through intellectual property (IP), is the oil that greases the economic tool of development. Small and medium-sized enterprises (SMEs) employ the most people in Nigeria, accounting for over 48 percent of the country's GDP, second only to oil. As a result, it is important to remember that SMEs have a lot of promise for youth unemployment and a lot of capacity when it comes to increasing national capacity in Africa. The IP system is crucial in aiding SMEs in acquiring and retaining an innovation-based competitive advantage. IP assets such as patents, copyrights, trademarks, and trade secrets, which can grow as collaterals, can provide SMEs with an alternative source of finance. The study applied a conceptual review, relying on extant literature on the benefits and challenges of intellectual property, focusing on the growth of SMES as a solution to youth unemployment in Africa. Data were collected from statutes and case laws, textbooks and the internet. It was revealed that most SMEs are unaware of the existence of intellectual property and how it might positively impact their businesses, or they believe they are too small to benefit from a comprehensive IP regime. As a result of their ignorance, such SMEs do not respect the IP rights of others, stifling their own and the national economy's growth. This article recommends that the Government should evolve policies that would address the challenges and concludes that IP will play an important role in Nigeria by helping SMEs maximize their great potential on youth unemployment. (**Keywords:** Economic development, Intellectual property, Job creation, SMEs, Youth Unemployment)

### (USD-102) Intellectual Property Rights and the Protection of Musical Works By the Youths in Nigeria: An Analysis

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This paper attempts to espouse the provisions of the Copyright Act 2004 as it relates to purpose of ownership, eligibility for protection and the duration of protection of intellectual property rights in Nigeria. The paper focus on the ownership and the protection of musical works. Suffice it to say that, it is been argued by learned authors that the author of a musical work can seek the protection of his intellectual rights, one for his lyrics under literary works, two lyrics and composition as musical work and lastly protection of his sound production. Our youths have taken to the various aspects of musical works as such the paper posits that there is a need to create a special



**TRACT - B (Role of Sustainable Development Goals (SDGs) 2030)**

legal framework that specially protect the youths in Nigeria. These youths enter into contracts with producers and other categories of workers in the music industry. It is not out of place that these contracts could be vitiated by undue influence and/or misrepresentation. This paper concludes that the protection of Intellectual property rights as entrenched in the Copyright Act is derived from the Universal Declaration of Human Rights 1948 (UDHR) which though does not make direct reference to intellectual property rights but in Article 27 of Universal Declaration of Human Rights alluded to such right, a provision this paper shall finds as a foundation upon which the intellectual property rights can be laid.

**Keywords:** Intellectual Property Rights, Nigeria; Youth Protection

## TRACT - C (Agropreneurship Solutions)

### (USD-C01) From School to the Farm: An Assessment of the Motivation to become Agropreneurs among Students in Lagos Owned Tertiary Institutions

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In spite of the strategic importance of agriculture to the development of nations, agricultural-based entrepreneurship (agropreneurship) seems to be an unfavoured option among youth schooling – and living- in urban settlements such as Lagos state, Nigeria. Despite the various agropreneurship initiatives being implemented by the Lagos State Government through its agencies and institutions, the youth -or young entrepreneurs- desire to pursue their careers in the service, technology, fashion and entertainment sectors where it is happening and trendy. Consequently, the push to becoming agropreneurs seems to be somewhat restricted to undergraduate students that are motivated by factors that are unknown to many researchers and policy makers. This study assessed the factors that motivates undergraduate students of Lagos owned tertiary institutions to becoming agropreneurs. Using the concurrent transformative mixed method research design, data were collected from young agropreneurs (campus farmers) who are undergraduates of the three tertiary institutions- (Lagos State University (LASU), Lagos State University of Education (LASUED), Lagos State University of Science and Technology (LASUSTECH)-owned by Lagos State using the interview and questionnaire methods. Respondents were asked about their motivations to start a business in the agriculture sector, and results of the analysis using simple percentage and content analysis brought to the fore that, among the key motivators for the respondents to start their agro-based businesses were to challenge themselves to think out of the box, becoming independent with the ability to control their time, pursuing their dream, elevating their socio-economic status, and to solve the food crisis. Based on the results, this study recommended amongst others that, government through its specilised ministries, departments and agencies should create policies that encourages campus farming project and also, grants should be made available to campus farmers based on the quantity of their produce yearly

**(Keywords:** Motivation, Agropreneurs, Lagos, Tertiary Institutions, Farm)

### (USD-C02) Influence of Digital Agricultural Extension on Youth-Led 'Agripreneurship' in Ibadan North Local Government Area of Oyo State Nigeria

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Agriculture is one of the key drivers of Nigeria's economy. The interest in and uptake of agribusiness by Nigerian youths is essential to eliminate unemployment and attain sustainable development, goals 1 (no poverty) and 2 (zero hunger) as the National Bureau of Statistics (NBS) reported 35 percent of jobless rate in Nigeria as of 2021 which as increased above the 33.3 percent reported in 2020 when the impact of COVID-19 pandemic forced businesses to lay off staff. This research examined the influence of digital agricultural extension on youth-led agripreneurship in the Ibadan North Local Government Area using the International Institute of Tropical

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Agriculture IITA's Youth Agripreneurs Initiative (IYAS) as a case study. The study is anchored on the Mass-Self theory of communication and the Uses and Gratification theory. The study adopted the survey research design using a self-structured questionnaire and stakeholders' interviews for data gathering from selected respondents. Data collected from the respondents in the Ibadan North Local Government Area of Oyo State were analysed using descriptive and inferential statistics. Findings revealed that digital agricultural extension has made young farmers in the study area have more interest in agriculture and has not only promoted agribusiness but also led to the rise of more agripreneurs in the Ibadan North Local Government Area. Hypotheses tested revealed that there is a significant relationship between digital agricultural extension and youth-led agripreneurship in Ibadan North Local Government Area. The study, therefore, recommends that Nigerian youths should properly utilise digital agricultural extension to promote agribusinesses and end poverty and hunger before 2030.

**Key Word:** Agribusiness, Agripreneurs, Youth-Led Agripreneurship, Tropical Agriculture

### (USD-C03) Availability of Facilities in Vocational Centers for Effective Teaching-learning of Agriculture in the Kingdom of Eswatini

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Though attempts by vocational centers to provide adequate facilities there seems to be challenges hindering the total achievement of this goal. This study assessed facility availability in vocational centers for effective teaching-learning of agriculture in the kingdom of Eswatini. A descriptive survey and a quantitative technique was used to collect data from all students (N=90), instructors (N=6), and principals (N=2) of vocational centers. Nine students were randomly interviewed and they included all instructors (N=6), and Principals (N=2). To ensure correctness in the collected data on the availability of facilities in the vocational centers, a checklist was also used. Two lecturers from the Agricultural Education and Extension of the University of Eswatini, a Principal, and a Chief Inspector for Tertiary Education and Curriculum validated the instrument. The instrument had a reliability coefficient of 87.3% which was established using twenty students from a vocational center. Descriptive statistics, thematic and narrative procedures were used to analyze data. Findings showed that facilities were slightly available in vocational centers. The most available facilities were materials and tools and the least available were systems. The following were challenges experienced by vocational centers: poor budgeting, inadequate subvention, and improper procurement. Marketing vocational centers and equal distribution of funds were some of the strategies to address the challenges. The study recommended that policies that would ensure facility availability should be crafted and implemented. In addition, principals should requisite for facilities to ensure availability and use so that instructors and learners would benefit from effective teaching-learning of agriculture.

**Keywords:** Availability of Facilities, Teaching-Learning, Vocational Centers

### (USD-C04) Fostering Agropreneurship Practice in Nigeria: A look beneath the surface

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Agropreneurship is a powerful tool for shaping today's economic development. This article focuses on how governments, academics, and policymakers on agropreneurship programs can prepare both existing and



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potential agropreneurs to continue contributing to the economic growth and development of the country. This paper draws out the key findings of existing literature relating to the growing field of agropreneurship by critically and constructively reviewing literature that examines issues and perspectives on agropreneurship and the agricultural sector within the Nigeria context, especially with careful analysis of historical data and current data. The review is in line with the need to create sustainable development through agropreneurship initiatives: in an economy presently facing a high rate of unemployment, extreme poverty, poor earnings from foreign exchange, and insufficiency of food items, this article argues for the need to adopt an overarching agriculture value chain to ensure a rapid industrial and economic development across Nigeria. Therefore, an integrative framework for effective agropreneurship practice in Nigeria is proposed to build the capacity of the Nigerian agricultural system, which has a multiplier effect on both the socio-economic and industrial advancement of the country because of its multifunctional nature. Specific recommendations for the capacity of the Nigerian agricultural system through agropreneurship are offered.

**Keyword:** Agropreneurship; Economic development; Youth

**(USD-C05) Agropreneurship Opportunities Presented by Russia-Ukraine War:  
Harnessing Cassava Innovation in Africa**

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With the world's supply of flour gradually waning due to threats posed by the Russian-Ukrainian war, there is an urgent demand to find alternatives to the two major sources of flour- wheat and maize. Russia had been the world's largest supplier of wheat, and Ukraine, the fifth largest producer of maize. Cassava (*Manihot esculenta*) has been considered a worthwhile substitute for both maize and wheat. This is due to its prominent position as the fourth most important staple crop and its competitive tendency to deliver as much value as the both of them. This rising demand for viable alternatives is likely going to spur the industrial revolution of cassava globally, concomitantly providing employment opportunities for millions of youths in Africa. Nigeria is the world's largest producer of cassava, with an estimated 59 million tons produced annually, accounting for a 20.4% share of the global production of cassava. There is an expedient target for cassava's export to reach at least \$5 billion and for this to be viable, the applicability of cassava must be diverse, such that it amasses a very wide range of utilization for both domestic and industrial consumption. At present, only about 20% of cassava root tubers are transformed into other products such as syrup, starch, and flour for confectioneries, leaving the remaining 80% to be consumed traditionally, inclusive of the fraction that goes into loss. This study employs an exploratory approach through an in-depth analysis to survey a case of products obtained from cassava, including innovations from the International Institute for Tropical Agriculture (IITA). A predictive method is also incorporated in this study by carrying out a field sampling of cassava-derived products in 10 of the biggest retail stores in Lagos State, Nigeria. This is to determine the extent of utilization of cassava and the prospects for extending its market reach, thus, expanding the diversity of products that can be derived from it. Current innovations from IITA Cassava Breeding Unit are highlighted in this article. These include composite cassava bread, cassava chips, cassava bits (also known as combo bits or titbits), cassava chin-chin, cassava doughnut, cassava cookies, cassava cake, tapioca, garri, cassava starch and casstard (custard made from cassava). The store surveys reveal that only a few products derived from cassava are currently being commercialized. This study, therefore, demonstrates the robust potential of cassava; reviews some of the existing innovations from it; and exposes the prospects to be explored in making cassava a highly sought-after flour substitute in global demand. Based on the findings of this study, cassava's potential has been hitherto under-utilized, leaving much room for opportunities to be taken advantage of by agropreneurs in Africa.

**Keywords:** Africa; Agropreneurship; Cassava; Innovation;

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### (USD-C06) Wasted food, Value addition and Performance of Youth Employment in Africa

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Resilience in economic growth is fundamental for progressive development and continued creation of decent jobs for the youth in Africa. Nonetheless, this calls for policies that would lay foundation for financing, insurance and enabling environment for micro to medium sized enterprises. In addition, injection of technology and innovation to promote value addition to the extractive sector of agriculture, which is majorly the backbone of the larger sub-Saharan Africa's economy. Hence, policies, technology and innovation would promote efficiency in utilization of resources, production and consumption. Currently, a good proportion of produced food goes to waste, leaving the farmers economic standing at status quo or even more impoverished. In addition, the post-harvest loss contributes to Green House Gas emissions, food insecurity, slowed economy, unemployment and poverty. However, the trend would be reversed through agro-allied value chain and leveraging on the wasted food. Subsequently, reduce food waste, empower the farmers, create employment for the youth and improve the standard of living of citizens. This paper will highlight the concept of wasted food, value addition and performance of youth employment in Africa. The study will employ desk review of peer reviewed journal articles on: agro-allied value chain, food security and youth employment. The findings are expected to: Firstly, provide policy makers with crucial information on the policy gap in planning and financing of wasted food processing. Secondly, furnish youths with information on untapped employment opportunities which could be exploited. Finally, provide investors and financiers with information on new products targeting the youth enterprises. Consequently, reduce the amount of wasted food, create employment opportunities, reduce poverty levels and enhance ecological health for sustained performance of food security projects.

**Key words:** Agro-Allied Value Chain; Food Product Processing; Wasted Food; Youth Employment

### (USD-C07) Impact of Agricultural Credit on Coffee Productivity

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The study examines the productivity impact of agricultural credit in Kenya. The Government of Kenya established Commodity Fund in 2006 to boost coffee productivity in Kenya. Specifically, the Commodity Fund provides affordable agricultural credit to coffee farmers; facilitates the acquisition of inputs; and supports overhead operations of coffee farmers. This is against the notion of experts who previously hypothesized that agricultural credit does not have any impact on agricultural productivity since yield is stochastic. Unfortunately, over the years, there has been little – if any – in-depth analysis that has been dedicated to establishing the impact of agricultural credit on coffee productivity in Kenya. This study surveyed 174 smallholder coffee farmers (participants and non-participants in the credit program) in Kiambu County in Kenya between 2015 and 2019. The paper espouses the DEA Malmquist index to estimate the efficiency of coffee productivity for participating and non-participating coffee farmers in the credit program. The empirical results disclose that participating farmers had the highest geometric mean for productivity change (152%), efficiency change (40.5%), technical change

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(53.2%) and scale efficiency (40.5%). Further, using Bayesian Modelling Average, variety, education, extension visits and crop system had a positive impact on coffee productivity while gender and age of farmer and vice versa. Thus, these insights from the empirical work would be instrumental in providing policy directions in terms of agricultural lending and crafting policies aimed at enhancing the efficiency of coffee productivity.

**Keywords:** Agricultural Credit; Bayesian Modelling Average; Coffee Productivity; Dea Malmquist Index; Efficiency Change; Productivity Change; Scale Efficiency

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**Keywords:** Agricultural Credit; Bayesian Modelling Average; Coffee Productivity; Dea Malmquist Index; Efficiency Change; Productivity Change; Scale Efficiency

### (USD-D01) Social Media Skill: A Sustainable Workable Solution for Youth Unemployment in Nigeria

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Social media has become a technological force that is used by all individuals and businesses to build their brand and increase their customer base. Together with the advent of technological innovation, social media skills have become a global trend and in-demand skills that command huge pay. With the daily automation of economic activities, technology has been shown to be the global future of work. Although, the demand for digital literacy skills especially social media skills such as social media manager, digital marketing and content creation has been on the increase when compared to the supply, the issue of unemployment in Nigeria is exacerbating daily. There is a need for Nigerian youths to tap into this skill gap, thereby providing them with a sustainable employment and reducing the issue of unemployment in Nigeria. This study intends to examine the impact of social media skills in providing a sustainable employment to Nigerian youths. Specifically, the study intends to access the impact of social media manager, digital marketing and content creation skills as a workable solution to youths' unemployment in Nigeria. Anchored on the theory of connectivism, the study will adopt questionnaire as research instrument. Descriptive survey research design and a triangulation of stratified, simple random and purposive sampling techniques will be adopted in sampling youths with social media manager, digital marketing and content creation skills in four Southwest State in Nigeria (Lagos, Ogun, Oyo, Ondo and Ekiti). Analysis of variance (ANOVA) will be used for hypothesis testing and data will be analyzed using SPSS 20.

**(Keywords:** Content Creation, Digital Marketing, Sustainability, Youth Employment)

### (USD-D02) Using Mentorship to Demystify Youth Unemployment in Kenya through Technology Innovation and Creativity

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Sustainable Development Goal no 9 seeks to among other things, Enhance scientific research, upgrade the technological capabilities of industrial sectors, encourage innovation and substantially increase the number of research and development workers per 1 million people and public and private research and development spending by the year 2030. According to a Report by Africa Development Bank, of Africa's nearly 420 million youth aged 15-35, one-third are unemployed and discouraged, another third are vulnerably employed, and only one in six are in wage (ADB, 2016). According to the 2009 National Census in Kenya, while there was a general decline in youth unemployment, the unemployment rates for youth aged 15-19 and 20-24 years these rates were still higher, at about 15.8 percent and 13.1 percent, respectively, relative to a total unemployment rate of 8.6. The United Nations Economic commission for Africa argues that African Governments should ensure that young people engage in technology and innovation, as these can offer opportunities for dealing the challenge of youth



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unemployment. This does not seem to be the case in many parts of Africa, more so in Kenya. . Mentorship, which is key in creating the right mind set and ensuring that youth appreciate the role of job creation and self employment, in which the student becomes a job creator rather than a job seeker does not seem to have been utilized among learning institutions in Kenya. How can technology, innovation and creativity be used to solve the unemployment crisis in Africa?. This study sought to determine the role played by mentorship in enhancing influencing change of mindset among the youth, and enhance youth employability through technology, innovation and creativity. The study is anchored in the social exchange theory and the Schumpeter's Theory of Innovation. A descriptive cross sectional survey involving undergraduate and master's degree students, from the University of Nairobi will be used while descriptive and inferential statistics will be used to analyze the data and make relevant recommendations based on the study findings

**Key Words :** Creativity , Innovation , Mentorship,, Technology, Youth unemployment

### (USD-D03) Digital Technology and Trade Performance in Sub-Saharan Africa

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Digital technology plays a major role in global trade and investment and is expected to continue to shape the trade relations within the Sub-Saharan Africa (SSA) and beyond. The e-commerce which reflects the online purchase and sales of goods and service is a good reference point. SSA is skewing towards digitization with potential for more innovations so far as it addresses short falls in physical and human capital, digital governance and regional trade agreements and the importance of this was recognised by the international organisations in late 1990s. Improvement in transport and information and communication technologies (ICTs) through reduction in transportation and communication costs has consequently increases trade relations between countries. International Monetary Fund observes that internet penetration in SSA has moved up to tenfold since 2000s, contrary to threefold increase for rest of the world. Between 2014 and 2019, the percentage of mobile internet penetration almost doubled in Kenya with mobile phone subscriptions surpassing the population by 12% in 2019. In Nigeria, ICT sector contributes about 14% to the GDP with investment in high speed internet thereby lowering bandwidth prices and increasing network capacity. Nigeria is home to cryptocurrency trade and generated over \$400 million worth of cryptocurrency trade in 2020 placing it third place after the US. South Africa accounts for 49% of the region's cellular internet of things (IoT) connections and has launched commercial 5G services. Despite these contributions on transformation, there seems to be less focus on digital trade in the region. Given the connections between global digitalization and trade, the poor national digital strategies and inadequate digital provisions in trade relations serve as potential threats and slow down SSA's digital transformation. The region is beset with low property protection (IP), data protection and cyber security which mitigate competitiveness, security and trade development. Poor attention on digital technology impact on trade in SSA despite its potential to change the phase of trade relation; has paved way for this study. Thus the questions- How does digital technology foster export and import trade in SSA? What form of digital technology is best for trade facilitation in SSA? - become pertinent. The theoretical framework relies on the preference effect theory in which trade competition enhances technological innovation. Trade variables, mobile cellular subscriptions, internet users (digital technology) and other trade determinants shall be employed. A robust Least Square estimation technique which is insensitive to the violation of Ordinary Least Square assumptions shall be employed for 1995-2020. In conclusion, given the mission for a globalised world, the technological innovation-trade linkage will further boost integration within SSA. Thus, the study outcome is expected to direct government attention towards improving technological innovation for improved trade and sustainable growth in the region.

**Keyword:** Digital technology; Trade performance; Sub-Saharan Africa

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### **(USD-D04) A Decision Support System for Recommending Movies in an E-Booking and Social Distancing Environment Using an Ontology-based Approach**

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One of the difficult places to observe social distancing in line with COVID-19 protocols might be in a cinema due to the queue for booking movies while the seating arrangements will also need to be booked to help observe social distancing. Most cinemas in Nigeria already offer booking services online. Most of them, however, don't offer seat booking, give adequate recommendations on their website, or make their system customer-centric. This paper is aimed at developing a decision support system that can be used along with online movie and seat booking. The model employed was the ontology model which will be used to tailor the description of the user's preferences to help the user in deciding what movie to watch. The system was developed with HTML, CSS, and JavaScript as the front-end design while PHP was used for communicating with the backend which was built with the MySQL server. The system was evaluated by twenty (20) users – 10 of whom are online booking users, 5 staff of cinema houses, and 5 academic researchers about its accuracy, friendliness of the interface, understandability, and acceptability. The result showed that it achieved a rating of 81% for user-friendliness, 98% acceptability rate, 94% accuracy, and 90% understandability.

**Keywords:** Recommender Systems, Ontology, e-booking, seat booking, movie recommendation

### **(USD-D05) Teacherpreneurship and Technopreneurship: Harnessing Skills for Youths' Economic and Financial Empowerment**

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Technopreneurship is formed by the amalgamation of the words, 'technology and entrepreneurship'. while teacherpreneurship is the combination of 'teacher and entrepreneurship'. Technology is the application of science to real life situation to make life easier and better, while entrepreneurship deals with game-changing and innovative skills. The study unravels the background of the various experiences and attempts made at the use of technology in everyday life, particularly in education in order to make life better and easier. The approach adopted in this study is historical, capturing the rise in the use of technology in skills training from January 2020 due to the pandemic (COVID-19) which led to the closure of schools, skill-training centers, borders, nightclubs, markets, worship centers and total lockdown. A textual method of data collection was used, and secondary sources were utilized while 7th edition of APA referencing was adopted for this study. Literature was reviewed based on two categories: theoretical discourse and conceptual discourse. The paper argued that lack of support; extra expenses, technology disregards, and variation of economic background are the challenges of teacherpreneurship. And diverse economic background (socio-economic issues), the inadequacy of the internet service providers, digital inequality/digital divides are challenged to the use of technopreneurship to harness

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skills for economic and financial empowerment of the young teachers. The study proposed that legal issues and digital inequities/digital divide are current issues relating to technopreneurship. The study concluded that there is no limit to what one can do online using digital technology (technopreneurship) and no limit to what one can learn online using digital technology (teacherpreneurship). The study recommended that government as well as private organizations should invest through partnership in learning technology which can ensure lifelong access to learning opportunities and future workforce. The study was divided into five parts: the first part gave the general background that comprises the introduction; the second part discussed the theories backing up Technopreneurship, entrepreneurship and teacherpreneurship, the third segment looked at the teacherpreneurship; the fourth segment viewed the technopreneurship; the fifth segment deliberated on the entrepreneurship, and the final part is the conclusion and recommendation.

**Keywords:** Teacherpreneurship, Technopreneurship, Entrepreneurship, Empowerment

### (USD-D06) The Role of Social Media In Enhancing Technopreneurship among Nigerian Youths

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This study explored role of social media in enhancing technopreneurship among youths in Nigeria. Objectives the study are to identify some of the social media handles that are being deployed by to reach their consumers; assess the impact of these social media handles on business competitiveness and operational efficiency; determine the effect of technopreneurship on youth employment; evaluate the influence of technopreneurship on Nigeria's Gross Domestic Product; and assess how social media have motivated them as stakeholders in technopreneurship. The study is a survey with 337 participants randomly selected among youths technopreneurs in Nigeria. Data was gathered and analysed using Google forms as the instrument. Results of the analysis were presented descriptively using frequencies, percentages, figures and tables. Findings showed that generally, social media had been found to be key players in technopreneurship. Out of the 5 social media handles (facebook, twitter, instagram, whatsapp and tiktok) considered in the study, whatsapp was the mostly used. Social media had positive impact on the operational efficiency and business competitiveness of technopreneurs. Summarily, technopreneurship has led to job creation, empowerment and self reliance thereby reducing unemployment among Nigerian youths. It has also helped in boosting Nigeria's GDP. To further reduce unemployment, Nigerian youths should embrace technopreneurship in earnest and stop looking forward to white collar jobs. Policy makers (government and schools) should introduce technopreneurship as a programme in tertiary education curriculum and be made compulsory for all. This will help to prepare youths for life after schooling and the world of employment.

**Keywords:** Employment; Nigeria; Social Media; Technopreneurship; Youths

### (USD-D07) Digital Inclusion as an Entrepreneurial Driver of Innovation among Micro-Enterprises: The Mediating Role of Infrastructural Development

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Digitalization of micro-businesses has become a celebrated discussion in the literature because of its relevance in socio-economic development. However, the issue of infrastructure that drives the technology has not been



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adequately discussed, particularly in developing economies where individuals do not have any other options than to part with huge amount of money before they can access the necessary facilities. Leveraging on the diffusion of innovation theory, and technology acceptance model, the study examined the mediating effect of infrastructural development on the relationship between digital inclusion and innovativeness of micro-businesses in Yaba Area of Lagos State. The study adopted cross-sectional and simple random sampling to administer copies of the questionnaire to 241 participants from the population of 609 micro-enterprises within Yaba modern markets in Lagos State. This was demonstrated to avoid bias while making generalization about the specific population. Structural Equation Modeling (SEM) was adopted in this study to establish the relationship that exists among the variables and to examine the mediating impact of infrastructural development on digital inclusion and innovativeness of micro-enterprises. The findings revealed that there is a strong relationship between digital inclusion and innovation of micro-businesses, and infrastructural development has full mediating effect. The study further demonstrated that digital accessibility is still a major challenge among micro-enterprises in Yaba Area of Lagos State. However, digital adoption is considered as a veritable tool for improving microbusinesses. In the case of digital application, the outcome of this study showed that it has a significant impact on business development of micro-enterprises. The study, therefore, concludes that infrastructure has a significant role between digital inclusion and innovation of micro-enterprises. The study recommends that for micro-businesses to be innovative in Nigeria through digital inclusion, infrastructural development should be the primary concern of the governments across all levels and other stakeholders.

**Keywords:** Digital Accessibility, Digital Adoption, Digital Application, Infrastructural Development, Innovativeness

### **(USD-D08) A Scoping Review Approach of Generation Z's Attitude towards Serial Entrepreneurs that Possesses Social Presence**

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Buying on social media has become a norm in recent times, and most of the active buyers comprise Generation Zs. These young cohorts have shown to be the most evolved and informed generation, constantly attracting serial entrepreneurs globally due to the access they have to a vast array of information about brands and content via social media where they mostly spend their time. Typically, the nature of entrepreneurship is synonymous with versatility, but a serial entrepreneur plays a crucial role as a frontrunner in the innovation of industries. In addition, serial entrepreneurs gather sufficient experience in their initial and subsequent ventures which make them identify opportunities that eventually help them become experts. However, the success or failure of each venture depends on how well the serial entrepreneur attracts the right target. Therefore, this study seeks to determine whether Generation Zs favour serial entrepreneurs who actively engage on social media platforms over those that rarely do. To examine this further, the Fan-page participation theory was adopted to explain how social presence serves as an excellent channel for serial entrepreneurs to connect and influence favourable responses from Generation Z. Through the review of several works of literature, this study carried out an investigation using the scoping review approach. Findings from the investigation showed that Generation Z showed a more positive attitude to serial entrepreneurs that actively engage on social media than those that rarely have a social media presence. It was recommended that serial entrepreneurs should give a unique personality to their brand when targeting Generation Z, as well as create entertaining brand campaigns on social media platforms that will leave a memorable impression in their minds.

**Keywords:** Generation Z, Serial Entrepreneurs, Social Presence, Scoping Review



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### (USD-D09) Transaction Card Fraud Predictive Model Using AdaBoost and XGBoost Algorithms

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Ensemble learning is considered as a subset of machine learning techniques, which applies general meta method by merging multiple models to acquire better performance for predictions. Boosting as a type of ensemble machine learning technique helps to mitigate bias in supervised learning as well as improve weak learners to be stronger learners. Cashless transaction is now becoming more famous by the day, as there are various means of making payment aside from carrying cash. This include mobile transfer with the use of internet-based applications, USSD code, point of sale (POS) with credit/debit card, ATM, etc. The advantages offered by this development are massive, as it reduces physical theft cases, convenience in making payment, among other benefit, however various means of fraudulent transaction are springing up on daily basis, most especially with use of transaction card, even as technology improves so also do fraudsters update their fraud skills, hence the motivation for this study. Various algorithms or machine learning classifier have been used in identification and predicting fraud threat associated with credit/debit card. The purpose of this study is to propose ensemble learning algorithms – adaptive boosting (AdaBoost) and extreme gradient boost (XGBoost) algorithms for improved predictive model. The data used for this study was collected from a secondary source, Kaggle, the data collected was an imbalanced data, it was statistically analyzed using correlation matrix. The data was used to trained and test the model, using AdaBoost and XGBoost algorithms, with python-3 simulation environment. For validation of the models, evaluation metric used include confusion matrix, ROC curve, ROC and AUC score, recall, f1-score, etc. From the result obtained from the model, both boosting algorithms adopted show high level of ROC-AUC score, with the Adaboost algorithm slightly outperforming the XGBoost algorithm. The study concluded that both algorithms are suitable for accurately predicting fraud associated with transaction card and it is recommended that they can be incorporated into the fraud detection system.

**Keywords:** Adaboost; Ensemble Learning, Transaction Card Fraud, Predictive Model, , Xgboost,

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

### **(USD-E01) The Role of Policy Makers in Job Formation for the Unemployed Women with Disabilities in Ethiopia**

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Unemployment among people with disabilities is high. The condition is worse for women with disabilities as they practice various difficulties on account of gender and disability. The situation for women with disabilities in developing countries such as Ethiopia could be more complex, due to the intersection of disability, gender, poverty, cultural beliefs and practices. This study focuses on exploring the gaps, challenges and opportunities for harnessing their capabilities. Face-to-face semi-structured interviews were conducted to elicit qualitative data. Twenty-two employed and unemployed women with disabilities from different parts of Addis Ababa, Ethiopia were selected using snowball sampling technique. Data were analyzed using grounded theory. The study result showed that women with disabilities have potential of working if they are provided with vocational training projects. The respondents expressed that employment provides women with disabilities income, social participation, and improvement on psychological well-being and self-esteem. Recommendation to policy-makers and practitioners to improve the condition of women with disabilities is the ultimate purpose of the study.

**Key words:** Job Formation, Unemployment, Gender, Disabilities

### **(USD-E02) Talent Management and Skills Acquisition in Technical and Vocational Education: An Antidote to the Problem of Unemployment in Nigeria**

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Unemployment is the situation where individuals who is active and able to work are unable to find a gainful employment or are underemployed- working below capability and potential. Unemployment is one of the problems often faced by developing economies. In recent time it has become a serious issue to Nigeria economy and by nature and extension, Africa as a continent with many developing economies. According to National Bureau of Statistics (2022), unemployment rate in Nigeria increased to 33.30 percent in the fourth quarter of 2020 from 27.10 percent in the second quarter of the same year. In the light of this, this study investigated talent management, skills acquisition process and employment/job creation goals of trainings at technical and vocational collegesskill acquisition centers in Ondo state. Four research questions were raised to guide the study. A descriptive survey research design was adopted for the study. The population for this study comprises of all staffs and students of various technical and vocational colleges in Ondo State. The sample consisted of 380 respondents. Multistage sampling techniques was used. Simple random sampling techniques was used to select 10 technical and vocational collegesskill acquisition centers in the study area. Purposive sampling technique was used to select 28 students and 10 teachers from each of the selected technical and vocational collegesskill acquisition centers in the study area. Questionnaire was used to elicit responses from the participant. Data collected was analyzed using descriptive statistics. The findings of the study showed that there is effective management of talents and skills of the students of vocational and technical education, there was moderately low level of facilities available for training and talent acquisition, the available facilities were put to maximum use, and that job creation was central goal at the skill acquisition centers. Premised on the findings, it was recommended amongst others that government and other stakeholders should improve on facility provision for

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the skill acquisition centers, and that lecturers should give more attention to vocational and technical college students practical skills for job creation and survival in the world of work.

**Keywords:** Skills Acquisition, Technical Colleges, Talents Management, Unemployment, Vocational.

### (USD-E03) Rethinking Entrepreneurship Skills Development in Universities

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For over a decade, entrepreneurship education has served as a tool for entrepreneurial mindset re-orientation for university students in Nigeria. However, there is limited clarity as regards the actual drivers of entrepreneurship skills development in the universities. This study examined the contributions of students' engagement, teaching quality, students support and teaching-learning resources to entrepreneurship skills development in universities domiciled in Lagos and Ogun States. A convergent 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 2,394 final year students and 6 directors of entrepreneurship development centers as sample. A key informant interview guide and a researcher constructed Entrepreneurship Education and Entrepreneurial Skills Development (EEESDQ) questionnaire served as data collection instruments. The study was guided by two objectives and two hypotheses. Data were analysed using The Pearson Product Moment Correlation and Multiple Regression were used to test the hypotheses. Qualitative data were transcribed and analysed in narrative form using the verbatim reports, emerging themes and patterns. The results showed a high level of entrepreneurship skills among the students. Teaching Quality was also found to have the strongest relationship with entrepreneurship skills development. It was concluded that sustained entrepreneurship skills acquisition requires a collaborative approach wherein the universities, faculties, lecturers and students are active participants and co-producers of graduates that are skilled to create value for self and other citizens. The study recommended that a broadened and sustained policy commitment on entrepreneurship programmes should be reinforced in Universities.

**Keywords:** Student, experience, entrepreneurship education, skills, development

### (USD-E04) Improving Employability Skills In Biomedical Engineering Students Through Project Based Learning

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Quality engineering education is essential to the technological development of any nation. The purpose of teaching is to impart knowledge and improve learning outcomes in students. In a globally competitive environment, it is imperative for students to be sufficiently trained using innovative teaching methodologies that can enhance their employability skills. In recent times, many employers have complained that fresh university graduates lack the needed employability skills required at the workplace necessitating compulsory retraining of these graduates. To address this problem, the use of project-based learning (PBL) is proposed. The aim of this paper is to discuss a case study in which PBL was used to improve the employability skills of biomedical engineering students. The aforementioned teaching methodology was used to teach a topic on power rectification



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in a course on microelectronics. A total of nineteen fourth year students, ages 20 – 25 years of the Department of Biomedical Engineering, University of Lagos registered and participated in the class. The students were given assignments to design and develop power supply units for medical devices. The students were divided into 4 different groups with 5 members in the first 3 groups and 4 members in the last group. At the completion of their projects, the students did a group presentation of their work. The projects were examined to ensure their workability. Each of the students was allowed to make presentation and was graded accordingly. After the presentation, the students filled a questionnaire. The questionnaire assessed their ability to learn from this teaching methodology and the employability skills acquired which include team work, analytical, problem solving, technical and presentation skills. The study revealed that many of the students were able to acquire some employability skills after completing the assignment. Majority of the students' expressed preference for the use of PBL in teaching the microelectronics course. Therefore, PBL should be frequently used as a teaching methodology in order to help students acquire employability skills.

**Keywords:** Biomedical Engineering, Employability Skills, Project Based Learning, Teaching Methodology.

### (USD-E05) Human resource accounting: Implications for talent management at workplace in Nigeria

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Human Resource Accounting is a neglected area of study, unlike Human Resource Management which is well researched by various scholars. The problem of human resource accounting as an alternative approach to providing level playing ground for investment in human capital has become a polemical issues among the organizational behaviourists. It is evident based on the reviewed literature that the problem associated with traditional accounting as measure of the division of labour at the workplace are well investigated and the findings are properly documented but the Accounting professionals have not been able to proffer accurate and appropriate measurement for the skills, energy, time, sweat, and blood involved in the job performance of employees at the workplace. This is to say that human resource accounting has not been given a proper attention in the existing body of knowledge. In both developed and developing economy, few studies had been conducted by researchers and their findings still required empirical verification. This paper, therefore, aims at investigating the nexus between human resource accounting and talent management in work organizations in Nigeria. It is against this background that this paper examines the implications of human resource accounting on Talent Management at workplace in Nigeria. The authors conceptualised the subject matter of human resource accounting as catalyst of talent management in order to have a wider knowledge and understanding using contextual analysis. The qualitative research method was adopted for the discourse for possible exploration of the existing literature and identified the gaps in the body of knowledge. The paper revealed that human resource accounting has contributed to talent management at the workplace. The paper further showed that human resource accounting information has implications for investment decisions for the development and maintenance of employees' talent at the workplace. The paper concluded that human resource accounting is an important factor in the determination of talent management. The paper recommended that the employers of labour should facilitate appropriate measures and intervention strategies for compensation of employees for services rendered and account for the skills, knowledge, time, sweat, risks, and blood employed by the employees for retention of talents among employees at the workplace. Moreover, it has been recommended that Nigerian Universities and Polytechnics should introduce Human Resource Accounting as a course of study. This is serve as eye opener to policy planners and

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### (USD-E05) Human resource accounting: Implications for talent management at workplace in Nigeria

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employers of labour, especially in facilitating creation of awareness on the need to create value for the roles of employees at the workplace.

**Key words:** Accounting; Human Resource; Human Resource Accounting; Talent management

### (USD-E06) Contributions of Students' Exposure to Students Industrial Work Experience Scheme (SIWES) towards Students' Entrepreneurial Interest in Oyo State

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Involvement in entrepreneurial activities is a major factor in curbing unemployment among the youths in Nigeria, yet not so many youths are involved in business for so many reasons ranging from lack of fund, inconsistency in government policy, economic background of the youth among others. This study examines the effect of students' industrial work experience scheme on entrepreneurial interest of NCE students at Emmanuel Alayande College of Education, Oyo. The specific objectives of the study were to assess the various skills acquired by students during industrial training, identify the level of exposure of students to the industrial training programme to enhancing students entrepreneurial interest, and determine the effect of the Student Industrial Work Experience Scheme (SIWES) on students attitude to work and identify the challenges that students encounter during the SIWES programme. Three research hypotheses were formulated and a descriptive survey research design was adopted for the study and a total sample size of eighty-six (86) respondents were selected using systematic sampling techniques from school of vocational and technical education and school of arts and social science. Questionnaire was used as the research instrument and data gathered were analysed using descriptive statistic of simple frequency count, percentage, mean and standard deviation and inferential statistics of t-test to test the formulated hypotheses. The result of the study shows that there is a significant difference between skills acquired during the programme and students' entrepreneurial interest and that there is also a significant effect of the industrial training programme on students' attitude to work. However, level of exposure of students to business during the industrial training programme does not influence the entrepreneurial interest of students. Based on the findings, it is therefore recommended that proper orientation should be given to the students as regards the usefulness of the programme to the economic development of the students after graduation. Students should be posted to the right place which match their field of study to carry out their practical learning process. This will help to stop some students from buying some top officers to sign their logbooks without actually undergoing the training due to difficulty in securing placement for the exercise.

**Keywords:** Entrepreneurial Interest; SIWES; Students' Exposure; Youth

### (USD-E07) Students-Staff Co-Creation in and Out-of-Class Activities as a Model of Employability Skills Development in a Nigerian University

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There is a global concern on graduates' employability due to the changing nature of work precipitated by technological advancement and triggered by the Covid-19 pandemic. New jobs that require new sets of competencies have been introduced and these new skill-sets are somewhat unlike what most Nigerian



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universities' curriculum emphasize in terms of content and delivery. The trends of curricular contents and delivery in many Nigerian universities have not captured these skills demands. If left unattended to there will be a gap in skills among Nigerian graduates as many may not be able to secure or create desired jobs in a 21<sup>st</sup> Century technologically driven economy. Since the process of curriculum change and innovation takes time in Nigerian universities due to the many stages it must pass through, this study explored alternative means through which these needed employability skills can be fostered in Nigerian universities without disrupting existing campus activities. The goal is to expose faculties and students to alternative means of fostering relevant employability skills using their day-to-day in and out-of-class activities. Therefore, the study explored the University of Ibadan's students-staff classroom co-creation and participation in and out-of-class engagements as means of employability skills development. The study adopted descriptive survey design, and a total of 350 undergraduates who participate in out-of-class activities were purposively selected from seven (7) faculties of the University to participate in the study. One self-constructed questionnaire titled: 'Students' Staff Co-creation and Participation in and Out-of-Class Activities and Employability Skills Development' was used to collect data. The reliability of the questionnaire was done through a pilot administration to undergraduates who did not participate in the main study. Pilot administration data collected were subjected to Cronbach Alpha analysis for consistency and it yielded a reliability co-efficient of .88. Data collected from the study were analysed using descriptive statistics of frequency count, mean, and standard deviation. Findings showed that interactive classrooms, where students and lecturers co-create (relate freely) to provide solutions to problems enhance students' self-esteem, problem solving, analytical, communication and leadership skills amongst others. It was also found that students who participate in out-of-class activities on campus acquire specific competencies such as networking, collaboration, communication, leadership, programme planning, multi-disciplinary thinking, etc. ahead of those who do not. It was recommended that universities should in the process of curriculum content delivery emphasize a co-creative classroom atmosphere as a means of preparing undergraduates to acquire employability competencies. Furthermore, universities should emphasise undergraduates' participation in out-of-class activities and support such by creating a reward system for out-of-class participation.

**Keywords:** Employability Skills, Student-Staff Co-Creation, Out-of-Class, Skills Development

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### (USD-F01) Entrepreneurial intentions among university students in Tanzania

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The entrepreneurial intentions of students across campus colleges in Tanzania are not adequately investigated. This study, therefore investigated the entrepreneurial intentions of final-year students from two campus colleges of University of Dar es Salaam. The main objective of the study was to determine entrepreneurial intentions of students across campus colleges. The study was motivated by the unemployment rate among university graduates in Tanzania over the three decades. The study was based on the theory of planned behaviour to explain the students' intentions to start business in the future. The data for this study were collected using questionnaires from 163 final-year students. Simple random sampling techniques used in the study. Cronbach's technique was used to ascertain reliability of the instrument. The findings revealed that significant differences exist between graduate entrepreneurial intentions in the selected campus colleges. Since data was collected from one university have been analyzed, a simple generalization should be made cautiously. For this reason, it is suggested that further research be conducted to detect university differences. In addition, students were asked about their entrepreneurial intentions in some cases years before their occupational choices were made. As their perception may alter in the future, longitudinal studies could compensate for this restriction. As an implication to policy, the government must ensure that students are exposed to business contexts and provide support through different paths. Specifically, Tanzania's universities may consider re-designing its university programmes that lead to more influential entrepreneurship education. When universities intend to fulfill their mission in fostering entrepreneurship, the importance of entrepreneurship education should not be underestimated. The empirical findings may help policy makers develop effective policies for promoting entrepreneurship.

**Key words:** Entrepreneurial Intention, Occupational Choices, Unemployment,

### (USD-F02) Corporate Entrepreneurship of the Health Sector in Nigeria

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The health sector in Nigeria has been the focus of debate among health practitioners and policy makers. The presence of corporate entrepreneurship (CE) investment in the Nigeria public healthcare has been on a slow page and leads to decay of healthcare infrastructure. The objective of the study is to investigate effect of competitive dimension, pro-activeness dimension and innovativeness dimension on healthcare sector in Nigeria. The study made use of expo-facto research design and the filtering method was used to select six (6) out of the eight (8) quoted health and pharmaceutical companies in Nigeria for the period of 2012 to 2020 which include Fidson Healthcare Nigeria Plc, Glaxosmikline Nigeria Plc, May and Baker Nigeria Plc, Morison Industries, Neimeth International Pharmaceutical, Pharma Deko Nigeria Plc while Evans Medical Nigeria Plc and Union Diagnostic annual reports are not available for the sampled periods (2012 to 2020). The data were analysed using descriptive statistics, Pearson correlation analysis and multivariate regressions technique. Quality of public healthcare infrastructure was measured by log of tangible Asset) in the annual of quoted healthcare and pharmaceutical company in Nigeria for the periods, competitive dimension was measured by the ratio of selling and distribution expenses to revenue in the annual of quoted healthcare and pharmaceutical company in Nigeria for the periods, pro-activeness dimension was measured by the ratio of revenue to number of employee in the annual of quoted healthcare and pharmaceutical company in Nigeria for the periods and innovativeness dimension was measured

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by the ratio of administrative expenses to revenue in the annual of quoted healthcare and pharmaceutical company in Nigeria for the periods. The descriptive statistic result revealed that the variables were normally distributed, Pearson correlation result showed that negative correlation relationship exist between the variables and the variance inflation factor test conducted revealed that mean aggregate value of 1.08 which was far from 10 means that there was absence of multicollinearity among the explanatory variables while the regression result revealed that competitive dimension of CE had a significant negative effect on quality of public healthcare infrastructure at p-value <0.05 level of significance, pro-activeness dimension of CE had an insignificant positive effect on quality of public healthcare infrastructure at p-value >0.05 level of significance and innovativeness dimension of CE had an insignificant negative effect on quality of public healthcare infrastructure. The result of Ramsey RESET test revealed the high probability value of 0.3363 which was > 0.05 justified the existence of a well specified model in this study. The study recommended that health management and policy maker should ensure that CE dimension of competitive aggressiveness approach must yield the needed result of addressing health related for further healthcare infrastructure performance.

**Keywords:** Corporate Competitiveness, Entrepreneurship, Innovativeness, Proactiveness, Public Healthcare Infrastructure.

### (USD-F03) Teenage Entrepreneurial Intentions in Emerging Towns- The Case of Mowe-Ibafo Town

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Emerging towns around the world have fewer fiscal resources to satisfy the needs of the residents. These unmet needs are wealth of entrepreneurial opportunities in disguise but the inherent community struggles often leave talented teenagers with hopes of abandoning the town to search for greener pasture. While Mowe-Ibafo is not excluded, systematic studies examining teenage entrepreneurship in rural communities and emerging town are relatively scarce. Broadly, this exploratory study examines teenage entrepreneurship in emerging town. In specific terms, the study seeks to establish the effect of: (i) entrepreneurial talent; (ii) perceived entrepreneurial opportunities; (iii) perceived access to financial resources; and (iv) entrepreneurial know-how on the teenage entrepreneurial intentions in Mowe-Ibafo area of Ogun state, Nigeria. The study uses the mixed-method research approach with a view to promoting enrich understanding of teenagers' perception of entrepreneurship in emerging towns. First, entrepreneurial intentions, the outcome variable, is treated as a four-dimensional construct. Each dimension is expressed as a function of the four predictors as indicated in the research objective. Data extracted from the structured questionnaire administered among 300 Senior Secondary Schools Students (in the Final year) was used for the estimation of four binary logistic regression models. Each respondent was required to provide an answer to the question - *what is entrepreneurship?* And the responses formed the basis of qualitative data analysis in this study. The findings show that perception of entrepreneurial talent and opportunities are significant predictor of teenage entrepreneurial intentions (i.e., start own business and be self-employed). The qualitative data analysis shows that the respondents view entrepreneurship more as starting one's own business. The implications of the findings for both theory of entrepreneurial events and practice of teenage entrepreneurship activities in emerging towns are carefully discussed.

**Keywords:** Entrepreneurial Talent; Entrepreneurial Opportunity; Entrepreneurial Intentions; Mowe-Ibafo Town; Teenage Entrepreneurship



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**(USD-F04) Health Entrepreneurship in Nigeria: Health for Profit or Humanity**

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Gross inequality exists in healthcare accessibility among the poor and the rich, as healthcare facilities and workers are largely concentrated in the urban centres. The public health sector has been plagued with challenges such as inadequate funding, poor welfare, shortage of health facilities and infrastructures, factionization of health union, strikes and insincere government administration, lingering supremacy tussle, moribund health insurance and reliance on developed countries for vital health items. In many areas, the private healthcare (PHC) is the dominant care provider. However, the PHC have become ineffectual, due to ineffective State regulations and exorbitant prices beyond the reach of the average citizens. Aside from a few top private health facilities, majority of the private hospitals are consulting homes, with little health services to render. This study aims at examining health entrepreneurship in Nigeria, to ascertain whether they are for profit or humanity. Social exchange and conflict theory of health were used to explain the connections between the variables. Multi-stage sampling techniques was adopted for this study, the stages were broken down into six, simple random technique used at stages where sampling frame existed while purposive technique utilized where it does not exist. Thirty patients and ten health professionals were selected for interview, as well as 200 patients for questionnaires administration in selected private health facilities within two chosen divisions of Lagos State. It was revealed that private health firms are profit-oriented that exploit the patients and the family, even when the services are not rendered satisfactorily, it is unregulated, many health facilities are lacking in health infrastructures and quality service delivery and they find it hard to discharge patients, even when they no longer have the capacity to care for such, which has led to loss of lives and trust. The study recommends that the private health sector should be highly regulated and the public facilities should be revamped to cater for low income earners.

**Keywords:** Health Entrepreneurship, Health, Profit, Humanity

**(USD-F05) Entrepreneurship in the Face of the Covid-19 Pandemic: A Comparative Analysis of Youth Resilience on the West Coast of Lakes Kivu and Tanganyika, Dr Congo**

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The Democratic Republic of Congo, one of the giant countries of sub-Saharan Africa, has also been affected by the Covid-19 pandemic and did not hesitate to declare a state of emergency in March 2020 with several restrictive measures that unfortunately, have largely negatively impacted the economic activities of the country whose labor market has less than a tenth of the available jobs for a demand of several tens of thousands of job seekers, resulting in more than 70% of unemployed mostly young. The alarming fact is that entrepreneurship, which has long been considered not only as the main means of helping young people to deal with certain problems that directly or indirectly hinder their development, but also as a priority of public policies, has been the subject of a lot of criticism; but also as a priority of public policies aimed at fighting unemployment and renewing the national economic fabric in coherence with the initiative to create more and more future entrepreneurs as a solution in the process of self-sufficiency and empowerment of young people in the process of sustainable development at the level of the country in general, and in the western part of lakes Kivu and Tanganyika in particular, have been

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deeply affected by the Covid-19 pandemic. This study therefore aims to: (i) explore the perspectives of young entrepreneurs before, during and after Covid-19 between rural and urban areas; (ii) highlight the effects of Covid-19 on entrepreneurship and the resilience strategies put in place by young entrepreneurs; (iii) carry out a typology of youth-owned enterprises with the aim of proposing measures to reduce the risk of vulnerability of young entrepreneurs and thus strengthen their resilience.

**Keywords:** COVID-19, DRC, Entrepreneurship, Youth resilience, Lakes Kivu and Tanganyika.

### (USD-F06) Graduate Entrepreneurs' Knowledge and Integration of Succession Plan into Business Operation

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Business entities surviving for many generations would be a plus to the owners, considering the amount of investment in the business ventures. Integration of a succession plan into business operations can contribute to its sustainability. The study examined graduate entrepreneurs' integration of succession plans into their business development, how family-related factors affect succession planning, and how continuing education plays a role in business sustenance. All these have become pertinent based on the possibility of some of these businesses attracting funding and becoming large enterprises. These businesses will require sustainability in order not to jeopardize investors' funds. The study was based on succession planning theory. The study adopted a mixed research method that used an explanatory sequential design, a quantitative survey followed by a structured interview. The population of the study was 160, and a purposive sampling procedure was adopted to select 111 entrepreneurs who completed the questionnaire, and ten participants participated in the in-depth interview. The purposive sampling method was adopted so that only those businesses that have been in operation for a minimum of one year were selected for the study. Data of graduate entrepreneurs were obtained from the Lagos Chamber of Commerce & Industry (LCCI) and organized graduate entrepreneurs forums. The platforms of LCCI and some other organizations were used to reach out to graduate entrepreneurs. A structured questionnaire and interview guide were used for data collection. The data collected were analyzed with frequency, percentages, and mean, and the hypotheses were statistically tested at a 5% level of significance with the chi-square analysis. Qualitative data were analyzed using thematic analyses. The result of the study showed that the majority of the business owners are familiar with succession planning and have integrated them into their businesses. The study found that continuing education plays a role in succession planning to a large extent.

**Keywords:** Business operations; Continuity of Businesses; Entrepreneur; Knowledge; Continuing Education; Succession.

### (USD-F07) The Nexus Between Entrepreneurship Education and Entrepreneurial Intention: Employment Among Physical and Health Education Students in Lagos State

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Unemployment is one of the social problems affecting developing countries which Nigeria is not an exception. To curb this problem, the federal government of Nigeria, in 2007, introduces entrepreneurship education into the educational curriculum as a compulsory course to be taken by all undergraduates of Nigerian universities. to

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groom students with entrepreneurial skills and education needed to stimulate job creation in order to reduce unemployment rate in the country. However, some years after the implementation of this laudable programme, unemployment and other social vices are yet to abate. Thus, this study examined the link between entrepreneurship education and entrepreneurial intention among physical and health education (PHE) students in Lagos State University Ojo. The population comprises two hundred and twelve (212) final year PHE students with a sample of forty-five (45) using purposive sampling technique. Data was collected using structured questionnaire and data collected were analysed using descriptive statistics, Pearson Product-Moment Correlation Coefficient and regression analysis. Results reveals that a significant relationship  $F(1,40) = 6.708, p = .013$  exist between entrepreneurship education and entrepreneurial intention of physical and health education student. Also, there is positive correlation  $r(45) = .20, p < .001$  between entrepreneurial skills acquired and poverty alleviation among the students. Furthermore, result reveals that the students whose parents are self-employed have higher entrepreneurial intentions in comparison with those whose parents are not self-employed. This study therefore concludes that entrepreneurship education will equip the students with the skills with which to be self-employed in order to reduce the rate of unemployment in the country, also entrepreneurship education will reduce rate of poverty. It was recommended among others that Entrepreneurship Education should be practical-oriented so as to expose students to entrepreneurial opportunities in PHE.

**Keywords:** Entrepreneurship education, entrepreneurial intention, Physical and Health Education, Poverty alleviation

### (USD-F08) Stakeholder's Participation and Entrepreneurial Performance – Evidence from Eko MSMEs Fashion Hub-1, Ikeja, Lagos

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Poor performance and unsustainable stakeholders' management practices in the entrepreneurial space continues to be a matter of grave concern in the academia, industry and amongst policy makers. This study, therefore, examined the impact of stakeholder's participation on the performance of Selected Tenants at the Eko Micro, Small and Medium Enterprises (MSMEs) Fashion Hub-1, Ikeja, Lagos State. Descriptive survey research design was adopted for the study. The sample size of 195 would be selected from a population of 380 comprising of tenants of the Eko MSMEs Hub-1, Ikeja, Lagos State using Taro Yamane's Formula. The data collected will be analyzed using descriptive and inferential statistics, specifically regression statistical techniques. The result from preliminary study showed a moderate positive relationship between stakeholders' analysis and entrepreneurial opportunity exploration. The coefficient of determination from the pilot study suggests that stakeholders' analysis accounted for 54.7% of how well the entrepreneurial opportunity was explored, also, the result of the second test indicated a moderate positive relationship between stakeholders' involvement and entrepreneurial opportunity exploitation. From the findings of the preliminary study, it was concluded that, stakeholders' participation and inclusion in the entrepreneurial process greatly influences the chances of entrepreneurial success. It is therefore recommended that, to nip the matter of poor entrepreneurial performance in the bud, businesses must be encouraged to identify, engage, and involve all critical stakeholders in the entrepreneurial process. This will facilitate the realization of the government's desire to create wealth, boost employment and grow the Gross Domestic Products (GDP) of the Country.

**Keywords:** Entrepreneurial Opportunity, Entrepreneurial Success, Performance, Project Stakeholder, Shared Facility



## TRACT - F (Entrepreneurship Areas)

### (USD-F09) International Entrepreneurship, Strategic Capabilities for Business Competitiveness and Sustainability of Small and Medium Enterprises in Nigeria

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The global business environment has transformed in the past three decades leaving businesses with enduring and dynamic changes. Business organizations are now operating in a highly competitive, unpredictable, changing, unprecedented, and fast-paced environment. Surviving and achieving success requires the contributions of orientations, agilities and practices of strategic capabilities in the Entrepreneurial firms. Developed nations have recorded remarkable achievements and sustainable development through government intervention and exploitation of entrepreneurship participation by reconciling business activity with the requirement of the societies. However, the hunt for international opportunities within the interface of sustainability and entrepreneurship is instead a significant and ongoing challenge for under-developed nations, particular in Sub Saharan Africa. The crux of this research is to empirically explore the effect of business practices model, entrepreneurial support orientations and strategic capabilities on the competitive performance of businesses as they operate in an ever-changing and dynamic business environment. The proposed research model of this paper had a descriptive research design with a randomly selected sample size of one thousand respondents. The study focuses on fifteen (15) firms that comprise of production, manufacturing and service firms cut across two regions- south-west (Lagos State) and south-south (Benin in Edo State and Warri, in Delta State) of Nigeria and outlet/branches in Ghana. These entrepreneurial and business firms are grouped into cluster ranging from transportation servicing firms (FedEx Corporation and God is Good Motors); to finance and pension firms (Accion Micro finance bank, Ark Life Pension); pharmaceutical firms (Chi and Fidson Pharmaceuticals); food processing and manufacturing companies (Dansa food, UAC foods, Honeywell Flour mill); Eateries (Chicken Republic, Domino Pizza); steel manufacturing companies (Delta Steel, Clarion Steel); and bottled water, drinks and beverage companies (Guinness Nig.plc., C-Way Water drinking Science and Technology). The instrument for data collection was a structured questionnaire and analyses involving the use of Confirmatory Factor Analysis, Structural Equation Modeling was conducted for assessing research validity and reliability of measurement instruments, evaluating model fit, and testing hypotheses. The result of the study shows that International Entrepreneurial firms are open to innovation when they adopt suitable models that can improve their business strategic decisions and behavior characteristics. Also through collaboration, networking and interfirm alliances, SMEs can have access to quality information and knowledge that can boost their operational performance. This research study recognizes that entrepreneurial firm business is highly sustainable when they employ the advantage of entrepreneurial support orientations and strategic capabilities in the execution of their business activities and, in the long run, facilitate and improve its competitive performance.

**Keywords:** International Entrepreneurship, Entrepreneurial Support Orientations, Strategic Capabilities, Dynamic Business Environment, Competitive Firm Performance

## TRACT - F (Entrepreneurship Areas)

### **(USD-F10) Assessment and Awareness of Entrepreneurship Skills Needed among Colleges of Education Business Students in Lagos State**

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The present state of the Nigerian economy is characterized with insufficient industries and dwindling entrepreneurial activities resulting to unemployment surge among graduating students, hyped low purchasing power and underdevelopment among others. There is therefore need to educate tertiary level students on job creation for empowerment, financial independence and self-sufficiency. This study focused on assessing the possession and the awareness of Entrepreneurship Skills among Colleges of Education Business Students in Lagos State as the first tier of the research among tertiary institutions. A descriptive survey research design was adopted for the study. The population for the study consisted all school of Business Students in year three from Federal College of Education (Tech.) Akoka and St. Augustine's College of Education, out of which 100 students were selected by proportionate random sampling of ratio 8: 2 respectively for the study. Two research questions and two hypotheses were raised to guide the study. The research instrument used for data collection was a researcher designed structured questionnaire with reliability coefficient of 0.89 on Cronbach Alpha's scale. The findings from the study advanced knowledge on the need to develop entrepreneurial skills for reduction of unemployment in Nigeria. The study's recommendation will assist in designing entrepreneurial training integrated curriculum for schools in Nigeria.

**Keywords:** Entrepreneurship, Self-employment, Entrepreneurship skills, Assessment, Undergraduate Students

### **(USD-F11) Entrepreneurship Education and Job Creation among Undergraduates in Public Universities in Lagos State**

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The 21st century society is knowledge and technologically driven with significant development in entrepreneurship. The need to develop the African countries and stem the tide of unemployment led to the introduction of entrepreneurship education in the school system with the aim of preparing graduates who can create jobs to support government's effort. This study therefore investigated the relationship between entrepreneurship education and job creation among undergraduates in Public Universities in Lagos State. The descriptive survey research design was used in this study with a population of 6,784 final year students in Public Universities in Lagos State, Nigeria and a sample of 378 participants determined through the Taro Yamane formula. The multi-stage sampling approach was used to select the participants of the study. A self-designed and structured questionnaire with two sections was used to collect information from the participants. The instrument was designed on a four-point Likert-type scale ranging from Strongly Agreed (SA), Agreed (A), Disagreed (DA) and Strongly Disagreed (SD). The instrument was validated by two experts in instrument construction while

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reliability was carried out using the Cronbach Alpha reliability technique after a pilot study on 30 participants and a coefficient of .81 proved the instrument was reliable. The hypotheses were tested using the Pearson-Product Moment Correlation statistics at .05 level of significance with the aid of IBM-SPSS Version 23. The study found a significant relationship between students' attitude toward entrepreneurship, self-efficacy and job creation in Public Universities in Lagos State. Based on this findings, it was therefore, recommended that, institution managers should assist students to develop a favourable attitude towards entrepreneurship education, lecturers should help boost students' self-efficacy skills about entrepreneurship education in order to reduce unemployment in the country.

**Keywords:** Entrepreneurship; Entrepreneurship Education; Job Creation; Public Universities

### (USD-F12) Assessment of Entrepreneurial Skills Acquisition Preparedness among Undergraduates and Youth Unemployment in Nigeria

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Unemployment has long been a source of concern for emerging and developing economies. Beyond the confines of a white-collar job, undergraduates must equip themselves with the skills needed to keep up with the labor market's dynamism. The study deployed a survey research design in examining the level of Nigerian undergraduates' readiness with respect to entrepreneurial skills acquisition towards reducing unemployment rate. The final year students of the School of Business Education, Federal College of Education (Technical), Akoka, and final year students of School of vocation, University of Benin in Affiliation with Federal College of Education (Technical), Akoka were considered suitable as respondents for the study. 200 respondents (100 from each institution) were randomly sampled out of the total of 600 final students that form the population of the study. Data gathered through a structured questionnaire designed for the study were subjected to arithmetic mean analysis and results revealed that undergraduates are prepared to explore their entrepreneurial intent however, finance, as well as generation of business ideas, were perceived as a hindrance despite the enabling economy. The study thus recommended that government should make loans readily available and accessible for undergraduates with viable business ideas in order to ensure that such ideas do not die at the conception stage.

**Keywords:** Unemployment; skills acquisition; undergraduates

### (USD-F13) Assessing Skills and Profitability Ratio of Entrepreneurs among Small and Medium Scale Enterprise in Mainland Local Government Area of Lagos State

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Small and medium scale enterprises (SMEs) are generally regarded as the engine of economic growth and equitable development in developing economies. This is not far-fetched as they create 85% of employment opportunities and contributed over 70% to the gross domestic product (GDP) of the developing nations.



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However, the existence of these SMEs has been threatened by their inability to remain viable and sustainable in the competitive market as six out of every ten fold up after one year. The study, therefore, aims at assessing the skills and profitability ratio of entrepreneurs among small and medium scale enterprises in the Mainland Local Government Area of Lagos State. Three research questions and two hypotheses were raised and tested to guide this study. A descriptive survey research design was employed for this study. The population of the study comprised 1200 small and medium-scale enterprise owners in Mainland L.G.A of Lagos State. A simple random sampling technique was used to select 103 SME owners. A structured questionnaire titled: Small and Medium Enterprise Assessment Skills Scale was used to collect data for the study. The data collected were analyzed and presented using simple percentages, mean and standard deviation. The hypotheses were analyzed using Pearson Product Moment Correlation Coefficient @ 0.05 significant level. Findings obtained from the study revealed that; a significant relationship exists between technical skills and the profitability ratio of SMEs; there is a significant relationship between business management skills and the profitability ratio of SMEs among others. The study concludes that entrepreneurial skills are essentially required if SMEs are to thrive and become viable in Nigeria as this will enhance profitability ratio. Based on the findings and conclusion reached, it was recommended that SME owners should prioritize personal development to acquire entrepreneurial skills through higher education institutions and other training institutes to build their business capacities for viability, sustainability, and ultimately, profitability among others.

**Keywords:** Assessing skills, Business management, Entrepreneur, Profitability.

### (USD-F14) Entrepreneurship Education Delivery and Entrepreneurial Outcome of Young Adults in Nigerian Universities

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Every year, over 3 million young Nigerian graduates transit into the labour market with less than three percent being able to create jobs. This is attributable to poor delivery of entrepreneurship education in Nigerian universities among many other reasons. In the light of this, the study examined the extent to which entrepreneurship education delivery fosters entrepreneurial outcome of young adults in Nigerian universities. Three research questions and two hypotheses were answered and tested respectively to guide the study. The study adopted a descriptive survey research design. A multistage sampling procedure was used to select 576 undergraduate students, 45 lecturers, and nine Directors of Entrepreneurship Development Centres from nine universities in South-West, Nigeria. The data collected were analyzed using frequency distribution, percentages, and mean score for descriptive analyses, while Pearson product moment correlation coefficient and regression analysis were used to test the hypotheses at 0.05 significant level. The study revealed that; a significant relationship exists between entrepreneurship education delivery in Nigerian universities and participants' transition into entrepreneurs; and entrepreneurship education delivery has a low significant contribution to entrepreneurial outcome of young adults ( $\beta=.315$ ,  $t=7.070$ ,  $R^2=9.9\%$   $p=.000<.005$ ) among others. The study concludes that in any university, the role of entrepreneurship facilitators should not be undermined because they significantly influence the efficiency and effectiveness of the delivery process of entrepreneurship education curriculum. The study, therefore, recommends that entrepreneurship facilitators should be exposed to training and should be retrained; the practice of entrepreneurship education should be domesticated; and institutional commitments needs to be enhanced.

**Keywords:** Entrepreneurship; Entrepreneurship Education, Entrepreneurial Outcome, Young Adults

## TRACT - F (Entrepreneurship Areas)

### (USD-F15) Promoting Teenage Participation in Entrepreneurship Activities in Akoka-Lagos

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The need to promote teenage participation in entrepreneurship activities is long overdue in an economy that is youth populated and ridden with high rate of youth unemployment. Yet, there is paucity of systematic studies examining why teenagers participate or do not participate in entrepreneurship activities, especially in Lagos Metropolitan Area. This study broadly examines teenage participation in entrepreneurship activities in Lagos Metropolitan Area (LMA). Specifically, the study seeks to: (i) examine the effect of perceptions of venture feasibility and desirability on participation in entrepreneurship activities among teenagers in Akoka area of LMA; (ii) determine the effect of attitude towards risk on participation in entrepreneurship activities among teenagers in Akoka area of LMA; (iii) establish the significance of gender difference in teenage participation in entrepreneurship activities. The study defined participation in entrepreneurship activities as a multi-dimensional constructs namely - (i) investment in profitable businesses; (ii) be self-employed; (iii) take over existing business; and (iv) start own business. Using the binary logistic regression model, each dimension was treated as a binary outcome and expressed as a function of three basic predictors namely - perception of venture feasibility, perception of venture desirability, and perception of risk. Quantitative data for these variables were obtained via a structured survey instrument administered among 240 teenagers in selected private and public high schools within Akoka. The findings show that while perception of venture desirability exerts a positive and significant effect on teenage entrepreneurial intention, perception of risk exerts a negative and significant effect on teenage entrepreneurial intentions. The implications of the findings for both practice of entrepreneurship among teenagers and youth entrepreneurship policy development are carefully discussed.

**Keywords:** Entrepreneurship Intention; Teenage Entrepreneurs; Venture Feasibility; Venture Desirability;

### (USD-F16) ICT graduate generic skills from the perspective of Tanzanian employers

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This study explores employers' perceptions of the importance of the generic skills of information and communication (ICT) university graduates. It is the fact that the generic skills mastery of ICT graduates has been a subject of interest among scholars in recent years, especially in the context of Fourth Industrial Revolution (4IR). A comprehensive view of the importance of the generic skills from the perspective of employers is presented in this study. While previous studies on employability of graduates have mainly focused on the supply side efforts in generic skills development which includes the university curriculum design and delivery mechanisms. Recently, however the responsibility of employers in providing training to prospective graduates and collaborating with universities in enhancing generic skills has become an important component in labour market. On the demand side, there are numerous studies that have examined employer's perspective in the public sector but few studies have examined employer's perspective in the private sector. Furthermore, literature suggests that majority of employers are expecting workers who are able to learn new knowledge and skills, adapt to the workplace, be sufficiently flexible to move jobs, and expand on the knowledge learnt at university. This study applied the theory of generic competences and the model of thirteen generic competences for university graduates. Key objectives in this study are first; to identify employers' perception of the ideal generic skills that graduate employees should possess, and second to determine employers' perception of the lack of generic skills

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that prospective graduates currently possess. a qualitative research design was utilized, involving primary interview data collected through 10 key informant interviews of employers in the private sector in Dar es Salaam and Pwani regions. These key informant employers were selected from the University of Dar es Salaam social science practical training students who attended practical training at these two regions. Interview data were analyzed using content analysis. The findings indicate that there are specific generic skills in the area of analytical and investigative abilities, English language proficiency and computing skills that the private sector employers seek from the graduates. It is thus, suggesting that the need for the university to focus more on developing generic competences throughout the delivery of programs. Furthermore there is a need for a stakeholder-responsibility approach in prescribing a comprehensive normative solution to the employability of graduates. In addition, it also postulates that the culture of learning and gaining varied skills in different spheres of life need to be inculcated amongst students from early years of schooling.

**Key words:** Competencies, Graduates, Employers, Practical training, Workplace.



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

### (USD-G01) Entrepreneurship for the employment of women with disabilities in Ethiopia

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For women with disabilities, entrepreneurship offers a powerful chance to knock over barriers. In the business world, women with disabilities come across a high level of unemployment rate and other challenges with employers who can be less than accommodating. That means employers and co-workers have problematic attitudes toward the capacity and skills of employed women with disabilities. Even though there are many research papers studied on gender and entrepreneurship, limited studies explored the intersection of gender and disability within entrepreneurship research. Entrepreneurship has absolute social value as it contributes to socio-economic development in the context where entrepreneurship takes place. When entrepreneurial activity is undertaken among especially vulnerable groups in the labor market, the multiplying effect of this value is made explicit in society, in general, and in the collective of people/women with disabilities in particular. The purpose of this paper is to develop an understanding of gender and disability as social categorizations which can shape entrepreneurial opportunities and experiences for disabled women entrepreneurs. Data was collected using a qualitative method, conducted a series of semi-structured in-depth interviews with 17 women with disabilities from Addis Ababa, Ethiopia. The in-depth interviews were recorded, transcribed, translated, coded, thematized and data were analyzed using conventional content analysis. The findings of the interviews disclosed that entrepreneurship, with the presence of several obstacles, provides women with disabilities with different major benefits. The benefits include: 1. Economic, 2. psychological well-being, 3. Decrease the level of discrimination by both the society and employers, 4. for governments in terms of lost output and tax revenues and 5. for society in terms of the impact of social segregation and discrimination on community involvement and communal life. The respondents repeatedly mentioned that they require the support of the government in relation to creating capability to support the incapable parts of their body. The revision of the policy about the employment of women with disability was mentioned as a major tool for enabling them.

**Key Words:** Entrepreneurship, employment, women with disabilities, Ethiopia

### (USD-G02) "Big Women" in Artisanal and Small Scale Mining as Stigmatized Actors in their Familiar Environment, Dr Congo

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In DR Congo, with the advent of machines in artisanal and small-scale mining (ASSM), women are becoming increasingly visible in many ASSM activities. Among these women are owners of grinding mills, known locally as crushers in Misisi and Kamituga golden cities. They are rightly called 'big women'. They are a category of women who embody success in a mining sector where men are most dominant and most likely to succeed. Although structural gender constraints persist on these 'big women', they are evidence of a slow but irrefutable restructuring of the ASSM landscape in the DR Congo. The recent literature on gender and artisanal mining exploitation in Africa and DR Congo acknowledges these structural constraints. Nevertheless, the literature does not address much of the interrelationship between being a big woman in front of the care family's woman

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

obligation in Africa. Because, many of big women entrepreneurs in ASSM are stigmatized in their social environment. Therefore, this article asks why big women in ASMM are stigmatized in their familiar environment? We argue that in patriarchal societies such as the Congolese in South Kivu province, big women are still stigmatized in their familiar environment due to customs, religion beliefs, laws and others historic constraints. It is a priori in line with the sociology of gender theories which argue that customary, political, social and other structures remain a burden on women, despite the slow penetration of women in certain socio-economic and political activities. In its methodological strategy, this paper is qualitative. This paper takes a look at this problem, analyzing the cases of about sixty “big women” in Kamituga and Misisi golden cities, in South-Kivu province, eastern DR Congo. Our study sample is not very large. Nevertheless, we are convinced that 60 cases may be sufficient. We have taken 30 cases from each of two study sites.

**Key Words:** Big women, familiar environment, care family, artisanal and small scale mining, DR Congo.

### (USD-G03) Gender Equality at the Workplace

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Women are active partners in any human society and they have a significant role to play in the growth and development of any organization and economy. It is crucial to explore the relationship between different practices, due to the unintended consequences of implementing particular practices in isolation, which may hamper progress on workplace gender equality. However, several factors affect the contributions of the womenfolk to inputting their roles maximally and to fully participate in their jobs at the workplace. One of these factors is gender inequality. This global issue has generated reactions from both genders thus prompting efforts to give the women the needed platform for effective input. The paper detailed important considerations when designing a gender equality framework, positing that it is essential to take into account the industry context and particular needs of the organisation and its workforce; recognizing the significance of cultural change to make real progress in workplace gender equality, in a way that appreciates not only the current working needs of female employees but also provides them with development and promotion opportunities. This research adopts theories like the Marxist theory, dual theory and post-structural theory to provide a better understanding of the concepts. Gender equality in the workplace is an important tool in empowering and motivating the workers most especially the women in the face of challenges that are encountered while working and achieving their other social roles and avenues to impact women positions in work matters. It suggested policies and actions to promote gender equality in the workplace. It also emphasized that the management must ensure that there is gender equality in the workplace and there should be more improvement on gender issues, such that barriers are removed and there is full and genuine access to all occupations, including leadership roles for women and men.

**Keywords:** Gender, Inequality, Workplace, Workplace flexibility

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### **(USD-G04) Innovative Solutions to the Challenges of Family Business in Scaling Over 2<sup>nd</sup> Generation in Nigeria**

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Family business has attracted more attention in recent times, as a result of its immense contribution to entrepreneurship and national development. Several Nigerian businesses have grown from single ownership (sole proprietor) into fully fleshed family-owned businesses with more personnel, better decision making, management style and resources to effectively carry out business activities. Most family businesses adopt innovation as a competitive strategy in the marketplace. Convenient sampling method was used for this research work. The researchers employed a multi-case study using a semi-structured interview, observation. An in-depth study of five family businesses were randomly selected in five of the six Geopolitical Zones in Nigeria. The qualitative data collection method was used (semi-structured interviews and observations). The CEO's and management team of the five businesses were interviewed. The semi structured guide consists of 30 questions. Secondary data such as trade journals, past records, articles and textbooks were collected. The data analysis was based on the title of the study (Innovative Solutions to the Challenges of Family Business in Scaling Over 2<sup>nd</sup> Generation in Nigeria). The interviews were tape recorded and transcribed. Role of innovation in family business, factors preventing growth of family business were discussed to arrive at the study objective of this study. Today's business environment is highly dynamic, complex and fiercely competitive, it is therefore of great importance for family businesses to be innovative, willing to adapt to change, creative and ready to employ strategies that will position the business at a competitive advantage in the marketplace. The focus of this paper was to examine the concept of family business and innovation, the role of innovation in building a successful family business, factors inhibiting the growth of family business and the prospect of a family-owned business. It was concluded that despite awakening of Nigerian towards family business, innovation is important to the growth and development of family-owned business, a successful performance of family-owned businesses is as a direct product of firms' innovativeness. Therefore, in order to ensure family-owned business scale over to 2<sup>nd</sup> generation all efforts of the founders should be comprehensive and trans-generational in nature. The following recommendations were suggested as follow: government should provide infrastructural facilities so as to enable family businesses thrive in the complex and competitive global market; financial management is the main pivotal to every organisational success. It is therefore of great necessity for family business owners to employ the services of a financial manager/accountant or auditor to regularly check the financial status of the business and also manage the accounting department and government and financial institutions should also provide start-up capital, loans, grants as well as other financial assistance needed to successfully operate a family business.

**Keywords:** Family Business, Innovation, Marketplace, Problem, Prospect.

### **(USD-G05) Women Entrepreneurship and Microfinance: Implications on Mental Wellbeing Of Informal Traders In Lagos, Nigeria**

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Limited financial access is a crucial factor inhibiting women's entrepreneurship development in Nigeria. The



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challenge, which is deeply rooted in their informal nature of business, inhibits their ability to meet up with the conditions of the traditional financial system. To salvage this, economic development experts specifically recommend women-targeted microfinance loans as a tool for enhancing financial access and economic independence, and self-reliance. Moreover, the unsecured nature of these loans allows microfinance institutions to apply peer pressure and shaming strategies to recover their repayment in cases of delinquency or default. These shaming tactics are theoretically implied to aggravate anxiety disorder, depression, and suicide attempts. Despite the empirical considerations of the implications of microfinance loans on entrepreneurship development, the psychological impact of loan repayment and recovery procedure on women entrepreneurship is a missing gap in the literature. This study seeks to re-examine the effect of microfinance loans on women entrepreneurship and seeks to understand the psychological effects of loan repayment strategies on the mental wellbeing of women entrepreneurs in Lagos, Nigeria. This study employs a mixed-method research design to investigate the implications of microfinance loans on the mental well-being of women entrepreneurs in Lagos. The cross-sectional study adapts existing and validated instruments on mental well-being to carefully design close-ended questionnaire items which capture the psychological effects of microfinance repayment procedure. The items are rated on a 5-point Likert scale to gauge the respondents' perceptions of microfinance repayment procedures and their mental wellbeing. 100 women entrepreneurs were randomly selected within the five divisions in Lagos State. The study strategically identifies clusters of market women in each division's markets due to difficulties in ascertaining the population size of informal women entrepreneurs. More so, focus group discussions are done for at least 8 women entrepreneurs in each cluster. The close-ended responses were analyzed using descriptive and Tobit regression techniques, while the qualitative responses obtained from the focus group discussions are interpreted using the narrative analytic procedure. The study finds that microfinance loans have positive and significant implications on women's entrepreneurship development. The study further reveals that the gains accrued through microfinance loans are short-lived because the repayment plans, and recovery procedure pose a significant threat to the mental well-being of informal women entrepreneurs in Lagos State. Arising from these findings, this study suggests that mental health advocates should be involved in designing the repayment and recovery policies for microfinance institutions. The microfinance implications on the mental well-being of women entrepreneurs are vital in designing operational policies for women's entrepreneurship development.

**Keywords:** Women Entrepreneurship, Microfinance Loans, Mental Health

### (USD-G06) Assessment Of Factors Affecting Women Entrepreneur In Lagos State, Nigeria

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Women entrepreneurship is gaining more prominence in this contemporary time than ever before. In recent times, the number of female entrepreneurs is five times more than what it used to be for the past two decades partly due to some efforts by the government and philanthropists to raise consciousness, and awareness and promote women entrepreneurship. However, there seem to be some hindrances affecting the establishment and operation of businesses by women in Nigeria despite numerous interventions. This study aims to assess factors affecting women entrepreneurs in Lagos state, Nigeria. Three research questions and two hypotheses were raised and tested to guide this study. Descriptive survey research design was employed for this study. The population of the study comprised 157 women entrepreneurs registered with the Bank of Industry and Lagos State Chamber of Commerce and Industry (LCCI) in Lagos State. Purposive sampling technique was used to select 112 female business owners whose businesses were still in operation. A structured questionnaire titled: Women Entrepreneurs Assessment Scale was used to collect data for the study. The data collected were analyzed and presented using simple percentages, mean and standard deviation. The hypotheses were analyzed using multiple

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regression analysis at 0.05 significant level. The findings of this study revealed that gender discrimination has a significant influence on women entrepreneurs in business operation, and that family commitment influences business establishment and operation of female entrepreneurs among others. The study concludes that women entrepreneurs contribute in no small measure to the development of the economy and as such women entrepreneurship should be promoted and not be discriminated against. Based on the findings and conclusion reached, it was recommended that government enacts policies that will enhance women entrepreneurship in Nigeria such as empowerment programmes, soft loans for women entrepreneurs, and anti-discrimination against women inter alia.

**Keywords:** Business operation, Gender discrimination, Women entrepreneurs,

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## TRACT - H (Informal and Social Entrepreneurship)

### **(USD-H01) Youth Employment and Biodiversity Conservation through the Eyes of Science and Indigenous Knowledge**

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Man, and wildlife have always lived in harmony with each other. Wildlife has provided livelihood opportunities to man. However, with population increase and associated demands, wildlife are under constant threat. This is also affecting humans as their livelihoods are at stake. To prevent human-wildlife conflicts and wildlife extinction, our African youth need to be encouraged to develop innovative solutions which would help them protect wildlife, their livelihoods and culture. This paper focuses on the big mammal population around the Maasai Mara National Reserve and Mt. Kenya National Park and Reserve and their immediate environments where there is a lot of wildlife as well as the communities living around these two areas. Research has indicated that these areas are experiencing reduction in the wild mammal population which is a threat to human security. The objective of this paper is to reduce poverty by creating jobs through in-situ (protecting wildlife within its original habitat) conservation of biodiversity. This would help create food and habitat security for wildlife, reduce poaching and other related human-wildlife conflicts, increase tourism, retain cultural practices, and enhance gender empowerment. This would be done using local indigenous knowledge whereby the youths would be encouraged to find out about the past and current wildlife trends to catch poachers and their hideouts to build on the future where science (artificial intelligence) and policy would be used. In terms of science and policy, the youths would be trained to have special software installed in their smart phones from where they would do tracking of the poachers and get visual impacts immediately. This would help them detect poaching and habitat loss for the wildlife. It would also enhance job security, retain indigenous knowledge and pursue science and policy over time and increase the range of the wildlife. The methodology used will be desktop review from past global studies on science and policy as well as indigenous knowledge where communities have developed innovative solutions which are societal focused and address poaching challenges. In terms of recommendations, the paper enforces the values of indigenous knowledge combined with science and policy as validating them together is the way forward for sustainable development by reducing poverty and focusing on livelihood improvements.

**Key words:** Biodiversity; Communities; Indigenous Knowledge; Science and Policy; Youth

### **(USD-H02) Emotional Labor: The Elusive Aspect of Workplace Alienation**

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The transition of world economy from manufacturing to service has added further complexities to workplace dynamics. Following the wave of transformation, emotive work has gained a prominence over physical labor and has constituted an important driver of work. As a consequence, wellbeing of workers stood out to be at bigger stake; notwithstanding has gained lesser attention. The research was intentioned to circumvent through the emotional facet of service jobs and its implication on various types of work outcomes. Critical Theory paradigm was anchored to frame the research design and devise methods of investigation. Having relied on, positivist, post-modernist and neo-Marxist paradigms, the research mainly aimed at uncovering the impact of emotional labor on wellbeing of workers – which was measured by the scale of alienation. The hospitality sector of Ethiopia was the domain of the study. Survey, observation, and interview methods were rolled out to collect data from a sampled population. A total of 18 local and international-branded (multinational companies) were the target of the study.



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From the total of 639 sample size, 411 questionnaires were completely filled and returned (65% of response rate). The reliability of the instrument was ( $\alpha=0.72$ ). Thematic analysis was conducted in an effort to back up survey data. Both exploratory and confirmatory factor analyses were conducted to inspect the dimensionality of the survey instrument. Structural equation modelling using AMOS demonstrated fitness of the model. According to the findings, Emotional Labor was found to have a strong predictor of workplace alienation. But when job-person/organization-person fits and employee loyalty are accounted as mediator, the effect of emotional labor on work alienation got neutralized. As per to ANOVA tests, faking emotion to meet job requirements tend to cause meaninglessness of work and self-estrangement. It was proved that employees serving at the front-end of hotels tend to get overburdened by surface and deep acting far more than back-office workers. Women were found to endure higher level of emotional labor than men in the workplace. A striking result was obtained that employees at multinational hotels are prone to emotional labor at greater proportion than those at locally-based hotels. As part of contextual analysis, normative values of Ethiopia perpetuate emotional manipulation as a way of leaving positive impression on others. In the broader context, modern-day workplaces are turning, not much visibly though, into a dystopic setting where the intrinsic meaning of work has lost; and eventually the soul of a worker has gotten enslaved.

**Key Words:** Critical Theory, Commoditization, Emotional Labor, Performativity Agenda, Work Alienation, front-office/back-office workers

### (USD-H03) Re-engineering the Leadership-Social Enterprise of a Non-governmental Organization: A Veritable Mechanism for Youth Employability

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Youth un-restlessness has become a herculean task around the globe which is attributable to unemployment and other social vices. These neglects have continued to compound and have exponential effects daily and constitute major unsustainable efforts across stratum. Few Non-governmental organizations (NGOs) as social enterprises have taken up these challenges. Hence, the essence of Enactus Nigeria re-engineering from leadership to social enterprise is timely and themed. This study will provide an avenue for a workable and sustainable solution to tackle youth unemployment in Africa and around the globe by refocusing the target on social enterprise. The study specifically sought to: determine the influence of leadership training on the Enactus alumnus in the quest to overcome youth unemployment; Ascertain the viability of the social enterprise for solving youth unemployment; and investigate the potential benefits of the Enactus' social enterprise in the quest to solve the problem of youth unemployment. The study will be qualitative in nature by making use of semi-structured instrument. The qualitative study will adopt a non-probability judgmental sampling technique to ascertain the key informants (Enactus alumnus and faculty advisors) for the collection of data (recorded interviews). Ten interviewees will be judgmentally selected as the sample size. A letter of consent was sent to seek the voluntary participation of the potential participants. Information sheet and interview guide were sent to the participants after their voluntary participation was confirmed, these were meant to adequately prepare them for the scheduled interview date. The participants were notified that the instrument administration will be recorded. Content analysis will be adopted to analysis the gathered data. Conclusions and recommendations will be made.

**Keywords:** Enactus Alumnus, Faculty Advisors, Non-governmental organization, Social Agent, Unemployment.

## TRACT - H (Informal and Social Entrepreneurship)

### (USD-H04) Social Entrepreneurship as A Drive of Informal Economy Sustainability: A Case Of Nigeria

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Sustainability has become a major issue in practice especially in developing economy like Nigeria. The needs to achieve sustainability is important in achieving economic goals. Nigerian economy is highly characterized by informal economic activities which implies that the informal sector has large number of commercial activities. There is need to sustain the informal sector for the achievement of economic growth. Thus, it is important to see how social entrepreneurship could be used as a driver for the sustainability of informal economy in Nigeria based on the ground that social entrepreneurship is intended to create social values and solve society problems or challenges. The study employs mixed research approach and descriptive research design is adopted. The study collects data through research questionnaire and through oral interview. 60 individuals who are operating informal businesses in Nigeria are selected. Content and regression analyses are employed as the data analytical tools. The findings demonstrate that social entrepreneurial activities have positive and significant effect on informal sector survival. It was concluded that social entrepreneurship is well represented in the Nigerian informal business space and social entrepreneurship is an important driver of informal business survival in Nigeria. The current trends in social entrepreneurship in Nigeria are social media and the role of technology, rise of decentralized micro-giving opportunities, cross-sector partnerships and government drive for an all-inclusive economic growth and economic sustainability. This study's conclusions have significant policy consequences. The necessity to empower entrepreneurs from a societal standpoint emerges from this research. This aims to help the economy achieve inclusive growth by utilizing the informal sector. This is required since one of the world's developing trends is technology/ICT-driven social entrepreneurship, which may be boosted by government intervention in areas such as loans, infrastructure, policy, and others. This study is innovative in terms of research implications, and it is likely to spark local and worldwide debates in the field of social entrepreneurship. Furthermore, it is intended to pave the way for new approaches to entrepreneurship in both developed and emerging countries.

**Keywords:** Entrepreneurship, Social Entrepreneurship, Informal Sector, Economic, Sustainability, Technology.

### (USD-H05) Social Entrepreneurship as Catalyst for Solving Socio - Economic Problems Created by Covid-19 Pandemic Lockdown in Lagos State, Nigeria

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In Nigeria, like any modern society, many contemporary social problems have emerged due to the economic situation which is contrary to the norms, morals, ethics and culture of the society. These situations in turn make life unbearable, insecure and uncomfortable for her citizens. It is a fact that high rate of unemployment has created social tensions among the youths in Nigeria. This socio-economic scenario has drastically deteriorated amid the twin shocks of the covid-19 pandemic and global oil price crash in year 2020. The lockdown measure imposed by the federal government as a result of covid-19 created a lot of socio-economic problems notably among the youths in Lagos and Ogun states of Nigeria. Hence, social entrepreneurs are found to becoming crucial in responding to government failure in solving complex problems and in promoting economic development initiatives at all levels in Nigeria. If this is true, it then becomes imperative to find out whether social

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entrepreneurship has any cogent relationship in solving social and economic problems created by COVID-19 pandemic among the youths in Nigeria and mostly in Lagos state and Ogun state respectively. The study examined social entrepreneurship as a catalyst for solving social and economic problems created by covid-19 pandemic lockdown in Lagos state, Nigeria. Three specific purposes, each with corresponding research questions and hypotheses guided the study. The study adopted descriptive survey research design. The population of the study comprised all the social entrepreneurs and the Non- Governmental Organizations directors in Lagos state. A sample of 400 entrepreneurs and 80 directors were purposively drawn for the study. The instrument for data was a structured questionnaire tagged 'Social Entrepreneurship and Economic Problems questionnaire (SEASERQ) modelled on a modified four point likert rating scale. The instrument was validated by four experts, two from measurement and evaluation in the department of Educational Foundations and two from the department of Adult Education in the Faculty of Education University of Lagos. The reliability coefficient of 0.72 was obtained. Data collected were analysed using mean, standard derivation while Pearson moment of correlation statistics was used to test the hypotheses at 0.05 level of significance. The findings show among others that the respondents strongly agreed that entrepreneurship education, literacy education, training, seminars and workshop can empower and liberate the youths from the menace of idleness and poverty. The findings also revealed significant relationship between social entrepreneurship in curbing social economic problems created by Covid-19 pandemic lockdown in Lagos state, Nigeria. The study concluded by recommending among others the formulation of various policies to support the operation and activities of social entrepreneurs in Nigeria.

**Keywords:** Social-entrepreneurship, entrepreneur, social and economic, Covid-19, Youth and lockdown

### (USD-H07) Small and Medium Enterprises and Employment Generation in Nigeria

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This study empirically examined the employment generation potentials of Small and Medium Enterprises (SMEs) in Bayelsa State. The instrument used in this study is a close ended questionnaire that was designed by the researchers. A total of 120 questionnaires were distributed and retrieved. The data were analyzed using simple percentages, and regression method. Empirical results showed that the volume of SMEs credit statistically significantly affect number of employees. The coefficient of determination (R<sup>2</sup>) showed that the variables explain 81.6 percent variation in number of SMEs employees. The F-statistics value also showed that SMEs credit and number of years in the business jointly significantly determine employment generation in the Yenagoa metropolis. To ascertain the SMEs ability to generate employment in Yenagoa metropolis, the number of initial and current employees of the sampled (109) SMEs in the Yenagoa metropolis were used to compute the average number of employees and the percentage change in number of employees. The results showed that the average employment generated was 19 employees. The change (increase) in SMEs employment generated was 1655. In order words, employment generation by SMEs increased significantly. Thus, SMEs in Yenagoa metropolis have the ability to generate employment. On the basis of the above, the study recommended that government should ensure sufficient infrastructural facilities such as electricity, good road network and SMEs training institutions.

**Keywords:** Small and Medium Enterprises, Employment Generation, Nigeria.



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### **(USD-H08) Informal Financing Options Among Youth-Led Enterprises in Ojuwoye Mushin LCDA: A Mixed Study Approach**

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Given the high rate of unemployment in the country, how to improve access to “relevant” financial services has become worrisome among stakeholders within the policy space. Yet, formal institutions with viable financing options premise their lending decisions on the quality of business plans, potentials for quick scale; and availability of guarantors. These conditions force several youth-led enterprises in informal settings to seek informal financing options in order to meet their business financial needs. Interestingly, systematic studies examining informal financing options at the micro spaces are relatively scarce. Broadly, this exploratory study examines informal financing options at the disposal of youth-led enterprises in informal settings. In specific terms, the study seeks to establish the effect of: (i) business idea; (ii) business support; (iii) mentoring; and (iv) collateral-free financing choices on the preference for informal lending options among youth-led enterprises. The builds on the gains of mixed method research in order to ascertain the factors influencing youth-led enterprises' preference for informal financing options. Quantitative data extracted from structured survey instrument administered among 250 young micro-entrepreneurs within the Lagos Metropolitan Areas were analyzed. Three binary logistic regression models were estimated with three outcomes including (i) borrowings from family; (ii) borrowings from friends; and (iii) borrowings from informal lenders. For the qualitative data, ten micro-entrepreneurs were engaged in a face-to-face interview with view to obtaining a deep insight into why informal financing is a preferred option among youth-led enterprises in informal settings. The findings show that collateral-free financing choices as a significant predictor cuts across the three estimated logistic regression models. However, the quality of the business idea is a significant predictor in the first and second estimated logistic regression models for family and friends respectively. The implications of the findings for both theory of access to finance and practice of viable financing options for youth-driven entrepreneurial activities are carefully discussed.

**Keywords:** Access to Finance; Informal Financing; Informal Enterprises; Youth-led Enterprises

## TRACT - J (Policy and Interventions)

### (USD-J01) Incorporating Compulsory Entrepreneurship Training in the Syllabus of Basic Education in Nigeria

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The major aim of the basic education curriculum in Nigeria is to give the learner the foundation they need to be self-reliant. It is believed that on completing basic 9, the learner should be able to be educated enough to make important life decisions with minimum supervision. Having completed the basic education the learner could decide to move further in their education pursuit or go for vocational training. However, one major weakness of basic education in Nigerian curriculum is that it has too many subjects, some of which contain overlapping or duplicated topics and it places less emphasis on information technology, digital science, emotional intelligence and entrepreneurship. There is hardly any subject dedicated to teaching young learners how to become business owners in a nation that youth unemployment is over 70% and many young people turn to internet fraud and money rituals as a way to escape poverty. This explorative study takes a critical look at the inefficiency of the basic education curriculum in Nigeria in line with the current challenges of unemployment and crime in the country. This exploratory study assesses the relevance of the current curriculum in line with the economic reality and suggests the integration of basic entrepreneurship skills like production, project management, marketing, and basic accounting in the basic education curriculum. This study makes a recommendation to stakeholders to take immediate action in curriculum review in order to reorient young learners to be job creators and not mere job seekers.

**Keywords:** Curriculum, entrepreneurship, basic education, stakeholders, National Policy on Education

### (USD-J02) Aftermath of covid-19 unemployment in Nigeria: A sectoral shift or self-actualization.

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Covid-19 is not just a shock to the global economy but a shock on human capital and employment. Many individuals lost their jobs as a result of the pandemic. In an attempt to survive some employees who lost their jobs are now having and growing their own businesses. Hence, this study examines what led to the entrepreneurship choice of those who lost their jobs during the COVID-19 pandemic. The study proposed that COVID-19 caused a sectoral shift (push factor) or made the new entrepreneurs discover that they have a new career in the self-employment/innovation sector (pull factor). The study used a purposive sampling technique and administered questionnaires to fifty respondents who lost their jobs during the outbreak of COVID-19 in Lagos, Nigeria. Descriptive statistics were used to analyse the data. The result showed that sectoral shift rather than self-actualization informs the respondents' choice of becoming entrepreneurs. The study concludes that COVID-19 push rather than pull respondents into entrepreneurship.

**Keywords:** COVID-19; Employment; Entrepreneurship; Entrepreneurship Choice

## TRACT - J (Policy and Interventions)

### (USD-J03) Tax Awareness among Street Food Microentrepreneurs in Lagos Metropolitan Area

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Taxes are a compulsory payment levied on the citizens or economic units by the State. While taxation and informality has become a worrisome subject among tax administrators in developing countries, systematic studies of tax awareness among microentrepreneurs in informal settings remain scanty. The overall objective of the study is to examine tax awareness among street food microentrepreneurs in informal settings. In specific terms, the study seeks to determine the effects of tax education, awareness-raising campaigns, and normative appeals on the level of tax awareness among street food microentrepreneurs within Lagos Metropolitan Area (LMA). The study uses the mixed method research approach in order to answer the research questions. First, quantitative data were obtained with the aid of a structured survey instrument administered among 180 street food microentrepreneurs operating in Yaba, Bariga, and Somolu Local Government Areas (LGAs). We estimated a binary logistic model, which has tax awareness as the outcome variable and tax education, awareness-raising campaign, and normative appeal as the predictors. Second, qualitative data were obtained through indepth interviews with ten participants - 5 street food microentrepreneurs and 5 tax officers within the Yaba and Somolu tax offices. Insights from these qualitative data analysis added value to the interpretation of the estimated logistic model. The findings show that tax education and normative appeal are positive significant predictors of tax awareness among street food microentrepreneurs in the Lagos Metropolitan Area. While tax education increases the odds of being tax aware by 3.15 percent, normative appeal increases the odds of being tax aware by 1.14 percent. The implications of the findings for both practice and regulatory policies are carefully discussed.

**Keywords** - Microentrepreneurs; Street Food; Tax Awareness; Tax Education; and Tax Regulatory Policy

### (USD-J04) Cultivating Youth Entrepreneurial Mindsets: Interrogating Cooperative Development Policy Stakeholders' Perspectives in Lagos State on the Role of Cooperative Clubs

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A cooperative society is considered a viable alternative business model. However, the harrowing pain of rising youth unemployment has forced cooperative development policy stakeholders to reconsider the benefits of exposing young people to the activities of cooperative societies early enough. Thus, there are compelling arguments that youth-led cooperative development will inspire youth's entrepreneurial mindsets through: (i) exposure to people-centred enterprises; (ii) belief in shared prosperity; (iii) in-built resilience over time. While there are notable range of initiatives at the global stage, very little is known about youth and cooperative entrepreneurship at the local levels. Broadly, this study examines the effect of cooperative entrepreneurship development on youth entrepreneurial mindsets. Specifically, we interrogate selected cooperative development policy stakeholders across Lagos State on the likelihood of cultivating youth entrepreneurial mindsets using the platform of cooperative clubs. The research question - can cooperative clubs inspire youth entrepreneurial mindsets? - was answered using the qualitative research approach. We organized ten structured face-to-face interviews, with open-ended questions, among notable leaders within the cooperative development policy space



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in Lagos State. Following detailed transcription of these interviews, we applied textual analysis for enhanced understanding of the texts and deeper insights into the messages as contained in the texts under investigation. The qualitative data extracted were further subjected to the Monkey Learn Text Analysis ([app.monkeylearn.com](http://app.monkeylearn.com)) to build a model, which classified obtained texts along a level of confidence of the prediction that ranges between zero and one. These exercises produced four important insights. The findings show that cooperative entrepreneurship has the potential to instill in young people positive entrepreneurial mindsets. The outcomes of the qualitative data analysis reveal a commonality of thought in the perspectives of the study participants. The evidences show that cooperative clubs will: (i) promote youth's participation in entrepreneurship activities; (ii) foster wealth redistribution between the young and old; and (iii) stimulate decent job creation for the youth. The implications of the findings for theory and practice of cooperative entrepreneurship in the context of an emerging country such as Nigeria is carefully discussed.

**Keyword:** Cooperative Club; Cooperative Entrepreneurship; Cooperative Development Policy; Entrepreneurial Mindset; Youth

### (USD-J06) “If You Can't Find What to Do You What You See”: Crime Justifying Rhetoric, Youth Unemployment, and Insecurity in Akpabuyo, Cross River State – Nigeria

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Akpabuyo, within the last decade, has faced security challenges manifesting in the forms of kidnapping for ransom, militancy, and inter-cult clashes. While the perpetrators of these crimes are largely youthful populations, there seem to be a consensus that their deviant behaviours are a culmination of bad leadership which has resulted in the lack of opportunities and an acute unemployment rate among the youths. But the extensive stretch of unemployment in the causal analysis of these crimes may be problematic because it is reductionist and mono-causal in approach. Hence, exploring alternative causative perspectives may require a more indirect but nuanced interrogation of ethnographic labels for pragmatic insights. We ask, do pervasive crime-related clichés provide deeper explanations of why unemployed youths participate in criminal activities? This paper attempts to contextually answer this question by qualitatively analysing the positions of participants on some popular crime justifying clichés in Akpabuyo, southern Nigeria. The study is ethnographic and socio-pragmatic and relies on semi-structured interviews with twenty participants and a corpus of ten clichés which dominate daily youth's conversations. While ten of the participants were youths randomly selected across the ten political wards in Akpabuyo, five were also randomly selected from church and community leaders and the other five were purposively selected from the academics and security sectors. Data collected were manually transcribed with the aid of word processing software, triangulated, and coded in themes to provide answers to our research question. Responses of participants reveal that, beyond rhetoric, most of these clichés harbour intrinsic meanings which could help to further deconstruct the pull and push factors of unemployed youth's involvements in these crimes. The findings, consequently, is invaluable for the redesigning and planning of interventions by relevant stakeholders as well as directing the course for future researches in youths and unemployment.

**Keyword:** Insecurity; Leadership; Youth unemployment;

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### **(USD-J07) Do Government Policy Discourage University Lecturers? A Case Study of the Integrated Payroll and Personnel Information System (IPPIS)**

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The implementation of the Integrated Payroll and Personnel Information System (IPPIS) as a government policy has remained a subject of controversy. Irregularities in tax deductions and other third payments are a few of the several complaints leveled against the utility of this payment platform across the nation's public university system. While the disincentives associated with the irregular tax deductions may have sparked a lack of mutual trust between the Federal Government of Nigeria and University lecturers, systematic studies examining the implications of this policy implementation on tax awareness among university lecturers remain scanty. The study broadly seeks to examine the effect of government policy on tax awareness among university lecturers. Specifically, the study interrogates the implementation of the Integrated Payroll and Personnel Information System (IPPIS) and seeks to determine its effect on tax awareness among the academic staff of the University of Lagos, Nigeria. A mixed research method is used in other to examine the effect of government policy on tax awareness among university Lecturers. The study has two categories of participants. The first category comprises the University Management Team (DVC, Academic & Research; Bursar; Director Academic Planning; and two Deans of Faculties) with whom in-depth interviews were conducted in line with the study's objective of interrogating the implementation of the IPPIS. The second category comprises the University academic staff who responded to the structured survey instrument designed in line with the study's objective of determining the effect of government policy on tax awareness. In all, data from ninety-one completed questionnaires were carefully extracted and analyzed. The findings shows that there is significant influence of IPPIS on tax awareness among University Lecturers, and that there is a significant effect of understanding tax obligation and IPPIS among University Lecturers. IPPIS should not be implemented so as to reduce the tax burden among University Lecturers.

**Keywords:** Awareness, Compliance, Implementation, IPPIS, Knowledge, Lecturers, Tax, University.

### **(USD-J08) Effect of Financial Capability on Financial Decisions of Small and Medium Enterprises (SMEs) in Ondo State**

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Financial capability, the capability to manage financial resources and use financial services in a way that best suits enterprises' needs is gaining attention among countries of the world as a new instrument in measuring SMEs' financial soundness. While there is a growing research on the need to scale up finance for SMEs in order to mitigate the funding gap in entrepreneurial finance, very little or no attention has been given to the financial capability of SMEs with its propensity to enhance enterprises' financial decisions and creditworthiness. The study examines the effect of financial capability in terms of these core elements; financial attitude, financial behaviour, financial literacy, and financial skills on financial decisions of SMEs. Survey research design was employed with the population of 600 registered SMEs in the manufacturing and service sectors in the study area

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with a sample size of 240, using Taro Yamane formula. Simple random sampling technique was used to proportionately select the sample for data collection. Structured questionnaire was used to collect data from respondents for the study. Data were analysed using both descriptive and inferential statistics. Findings from descriptive analysis reveal that the level of financial capability of SMEs in the study area is generally low. Findings further reveal that the level of financial attitude and financial behaviour of SMEs is high while the level of financial literacy and financial skills remains low. Judging by the average mean value of 4.45, findings also reveal that financial capability has a high effect on financial decisions of SMEs. Empirical validations, however, reveal that only financial attitude was significant in determining financial capability of SMEs with  $p$ -value  $0.018 < 0.05$ . Generally, findings reveal that financial capability has a significant effect on the financial decisions of SMEs with  $p$ -value  $0.043 < 0.05$ . This study, however, provides useful insights for policymakers by having a clear idea on how they can design policies capable of enhancing the financial capability of SMEs. In this way, the government, educational institutions and industry can align their policies to introduce initiatives where SMEs can learn and develop their understanding of financial capability components that are needed in financial decision making. The study concludes that financial capability is an important consideration in SMEs' ability to manage its finances effectively and take informed financial decisions which are capable of enhancing its creditworthiness to financial institutions. The study recommends financial education, with a plethora of programs, seminar, workshops and similar windows for SMEs in order to enhance its financial capability and strengthen its sound financial decisions making ability which has the propensity to enhance its financial soundness and creditworthiness.

**Keywords:** Financial capability, Financial decisions, Financial soundness and SMEs

### (USD-J09) From Physical to Hybrid-Working Model in Nigeria: Current Realities and Matters Arising – Evidence from the Nigerian Banking Sector

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This study examined the impacts and challenges of the hybrid working model after a tumultuous year filled with unforeseen circumstances occasioned by COVID-19 in selected banks in Lagos, Nigeria. There is a convergence of opinion among experts that the future of work is hybrid, and this would greatly upturn already established systems going forward. There is scant information on the impact of hybrid work on operational efficiency and customer-service on the Nigerian Banking sector and its attendant challenges. The study aims to investigate the impacts of hybrid work on bank efficiency and customer satisfaction and highlight its attendant challenges. To assess the situation, this study administered two hundred (200) copies of questionnaire to top and mid-level staffs of five selected banks in Lagos using simple random and convenience sampling technique, the data collected was analyzed using descriptive and inferential statistics. Specifically, this study adopted regression analysis, frequencies, and percentages. The result of the findings showed that the use of hybrid working model improved banks efficiency in business operations and customer satisfaction significantly during the COVID-19 restrictions. This shows that remote work meant quick decisions to keep the business running. The study also revealed that the challenges of the hybrid model centered around people issues (50%), culture issues (34%) and technology-related issues (16%). It was therefore concluded that the adoption of hybrid work improves operational efficiency and customers satisfaction but requires the right strategy with people, culture, and technology at the center. The study recommended among others that the Nigerian Banking Sector should consider hybrid work as a long-term strategy to improve operational and customer-service efficiency and with considerations to the people, culture and technology.

**Keywords:** Hybrid-Working Model, Operational Efficiency and Customer Service, COVID-19, Banking



## TRACT - J (Policy and Interventions)

### **(USD-J10) Fished Fish and Youth Unemployment in Africa: The Case of Lagos- Nigeria**

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Farmed fish has been identified as a pivotal strategy towards achieving some of the Sustainable Development Goals (SDGs), namely food supply, youth employment and poverty alleviation in Africa. With the aid of data from primary survey instruments mainly structural questionnaires and interview, this study examines the opportunities and challenges of youth involvement in farmed fish enterprise. To achieved the objectives of the research, one hundred and thirty-five (135) fish farmers, forty-five (45) farmers per zone across Lagos State Fishing Zones were sampled and the data were analyzed with descriptive statistics and inferential statistics. The result shows that all fishing zone have value chain opportunities as well as challenges. Some of the opportunities in farm fish are seedling production, table size production and value addition enterprises such smoking, feed production and marketing. However, the common challenges among them were mainly financial, social, environmental and technological factors. Also, the study observed that fish feed prices increased by 40% while the selling price of fish only increased by 15% posing a major challenge to farmed fish sustainability. The study recommends advocacy for better interaction across the fishing zones or local economy, as well as financial assistance from government and relevant institutions.

**Key words:** Farmed fish, Youth Unemployment, Africa.

### **(USD-J11) Capital Market Growth, Big Four Agenda Development in Creating Youth Employment Opportunities**

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The study assesses Kenya's capital market as an engine for big four agenda development in creating youth employment opportunities. Generally, capital markets facilitate the mobilization of capital for development, which in turn creates employment. The capital market is important since it connects the financial sector with other non-financial sectors of the economy. Funds that would otherwise have been consumed are redirected to promote growth in the big four agenda, which helps in creating jobs for young people. Traditional growth theorists believed that there is no correlation between capital market growth and economic development because of the presence of the level effect and not the rate effect. The finance growth nexus forms the basis of the research with the capital market assumed to have a supply in achieving the big four agenda. Empirical evidence on the role of the capital market has been inconclusive on the effect on the big four agenda. The study adopted a correlation research design to identify the relationship of capital market variables on the big four agenda. A multivariate regression model was used to regress the independent variables against the dependent variable with the dependent variable being Kenya's GDP and the independent variables being Market Capitalization Ratio, Stock Market Turnover Ratio, Value Traded Ratio, and Bond Market Turnover Ratio. The findings indicate that market capitalization and value traded ratio has a significant positive effect on GDP. The study, therefore, concludes that Capital Market has a positive effect on the big four agenda growth in Kenya in creating job opportunities. The Kenyan capital market however faces impediments in its development. These include a weak macro-economic environment, lack of awareness, state of market infrastructure, legal framework, and limited scope of products and services. This study also points out that counties with well-developed capital markets have a better level of per capita income than those with less developed markets. This notion is also confirmed by the theory which states that there is a big role that capital markets play in boosting the big four agenda through the provision of

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long-term capital for projects and risk diversification. The Capital market plays an important role in the big four agenda growth and therefore the study recommends the government should take policy initiatives to foster the growth of the capital market and especially so the bond market which is instrumental in providing finance for the big four agenda development. Also the study recommends that NSE and CMA need to be developed further to enhance domestic resource mobilization. Policymakers should encourage capital market development.

**Keywords:** Big four, capital market, development, Market, Skills

### (USD-J12) Innovative Solutions to Unemployment of Africa: Undergraduates' Involvement in Income Earning Activities

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With over 30 percent of youth unemployment rate, Africa remains among the most threatened continents in the world. Unfortunately, there appears to be no end in sight in ameliorating unemployment conditions of the youths on the continent. Rather than youth unemployment dwindling on the continents it has consistently increased and the youths remain endangered, existentially frustrated and threatened especially as state and non-state actors remain unable to solve the unemployment quagmires of the continent. Among no other cohort is unemployment more profound than among undergraduates/youths (especially university graduates) who are usually prepared to work in the formal sector and government offices. The disappointment of the graduates/youths to secure employment in these sectors means sustained and aggravated unemployment and poverty. It is in an attempt to counteract this sustained unemployment that many youths are adopting innovative approaches to solving and combating their sure unemployment within the current systems and future realities. It is against this background that this paper, based on case study from Nigeria, examines the fundamentals of a developing innovative approach amongst students of tertiary institutions as they engage in different income earning activities (IEAs) even when they are still students. The research questions this paper answers are: what kind of IEAs do undergraduates engage in? what gender differentials exist in undergraduates' engagement in IEAs? Why do undergraduates engage in IEAs? What are the perceived consequences of undergraduates' engagement in IEAs on academic performances? Based on triangulation of primary data (qualitative and quantitative data) and secondary data gathered and analyzed in 2021, findings suggest that most undergraduates engage in IEAs voluntarily and not merely incidentally. The desire to make or create sources of income now and in the future to avoid unemployment and poverty traps make the undergraduates to engage in IEAs. This paper also finds that concerned quest for personal development and building of competitive skills needed for survival in global economy are key drivers of engagement in IEAs. Finding in this paper suggest youths are creatively navigating the murky unemployment situations of Africa and are not resigning to fate and hopelessness thereby giving arrays of hope that Africa may be approaching reversal and stoppage of grinding unemployment on the continent through decentralized inclusive innovative means rather than centralized and formalized state actions solely.

**Keywords:** Solutions to Unemployment, Graduate Unemployment, Income Earning Activities, IEAs, Nigeria, Africa

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### (USD-J13) The contribution of Employment Policy and Strategy For Kenya 2013 in Youth Unemployment

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Globally, the unemployment rate is estimated to be 6.6%, according to International Labour Organization, ILOSTAT database 2022. In Kenya, the 2020 census indicates that 5,341,182 youths at 38.9 percent of the 13,777,600 total population of youth aged between 18 and 34 years are unemployed. In Kenya, there is an active policy dubbed The Sessional Paper Number Four of 2013 On Employment Policy and Strategy for Kenya (EPSK). The policy aims to promote secure livelihoods through productive employment and decent work. Despite the policy's existence, unemployment among youths has been growing drastically. A high level of unemployment has caused social isolation, severe poverty, increased crime, unmanageable debts, family breakdown, and homelessness. This study seeks to investigate the contribution of EPSK toward youth unemployment in Njatha-ini Sub-location, Zimmerman Ward, Nairobi County, Kenya. Every year it is estimated that 112,900 students graduate from universities while 220,363 graduate from colleges and technical training institutes based, on the UNESCO Institute of Statistics 2020. The labor market in Kenya is not able to absorb all these graduates. The market can only consume about ten percent rendering the others unemployed. Apart from increased graduates, other factors contribute to Kenya's unemployment, including the nature of Kenya's economy that advances economic growth, which does not create jobs or immediate rise in income. For example, the government's enormous spending on infrastructure does not spread employment opportunities among Kenyans. There is a need for a comprehensive policy approach to address the unemployment challenge. The government has made efforts, including Employment Creation Interventions from 1969 to the Present. However, none has been effective. Thus the paper seeks to determine if many policy principles enshrined in EPSK have contributed to unemployment. World Bank Collection of Development Indicators in April 2020 shows slight growth in the informal sector employment opportunities. However, the jobs are precarious. The literature review indicates a gap since the policy does not address the informal sector or online platform jobs. To analyze the contribution of the policy to youth unemployment, the study uses a mixed-method approach with Key Informant Interviews as the research method. The study population is estimated to be 1000 youths aged between 18 and 35. A sample of 100 youths was selected using random and purposeful sampling methods. Software such as SPSS was used to analyze the data. The findings show that poor policy planning and lack of involvement of policy actors have primarily contributed to unemployment. There is a need to improve labor market policies to facilitate the development of entrepreneurial skills and job creation. The study recommends innovative policy interventions to address high unemployment rates among youths in Kenya.

**Key Words:** Unemployment, Youth, Labour, Policy, Strategy



## TRACT - J (Policy and Interventions)

**(USD-J14) Youth Unemployment Implication on Socio-Economic Development and Wealth Creation of African Nations: What are the Viable Options for Interventions?**

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Youth unemployment in South Africa has reached critical proportions, with the latest figures confirming that 50% of young people aged 15 – 34 years are unemployed. The situation is increasingly viewed as a national emergency as the high level of youth unemployment is likely to lead to a sense of exclusion and to heightened levels of frustration and impatience. The attacks on foreign nationals should also be understood in the context of youth desperation rather than being denigrated and attacked as xenophobic. Prolonged periods of unemployment have negative effects on the physical and mental well-being of youth and feeds the vicious cycle of poverty. There are a variety of private sector and civil-society-led training programmes, which ultimately aim to place young people in employment. However, a high-level overview report entitled 'What drives youth unemployment and what interventions help' (De Lannoy, et.al. 2018), outlined possible reasons as follows: Poor educational outcomes, particularly in basic numeracy and literacy; Lack of sustained economic growth that can deliver labour absorption for young entrants; Limited understanding of what drives employer hiring preferences and why employers are reluctant to hire youth; and Inefficient 'matching' that can effectively connect young work seekers with employers. The aim of this research is to investigate the youth unemployment implications on socio-economic development and wealth creation of African nations. This inquiry is based on the South African KwaZulu-Natal youth development perspective of viable options for interventions. This paper will use one of four theories of change which are important success factors in youth development. Specifically, the development of an effective intermediary system that provides adequate information to young people about skills needs, training options, and employment opportunities, as well as reliable 'flags' to employers about young people's training and experience. The system needs to rely on an integrated, transversal approach to policy and implementation for youth employment. This study will use secondary data collected from 300 youth views on "skills development". A mixed methodology will be used whereby quantitative descriptive statistics will be utilized to discover the bracket. Then, an exploratory qualitative approach will be applied to investigate the SA KZN youth development perspective of viable options for interventions. The expected outcomes are to inform policy and promote youth employment for sustainable economic development. There is also hope that the labor policy will be revised to create more posts for youth in different institutions. Thirdly, we are hoping to propose a call for partnerships between private and public institutions to collaborate in creating posts for youth.

**Key words:** Economic development, Job creation, South Africa, Wealth creation, Youth unemployment.

## TRACT - J (Policy and Interventions)

### **(USD-J15) Pre Service Teacher Education and The Relevance of The Primary Teachers' Diploma (Ptd) Programme to Teaching of Agriculture in Eswatini**

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It is imperative that institutions of higher learning collaborate with schools system at various level to establish programmes that not only augment teachers' subject knowledge but also provide teachers with pedagogical skills that allow them to transfer their new knowledge into classroom environments. The need for evaluation or assessment of a programme is imperative. Consequently, the change of times has necessitated the constant revisit to all educational programmes particularly the teaching of Agriculture in primary schools of Eswatini. Little research has been conducted on evaluation of the Primary Teachers Diploma (PTD) programme. The last evaluation of the PTD programme was done close to 30 years ago yet there has been several changes in education. The last evaluation revealed some inadequacies such as areas in agricultural economics, practical animal production and curriculum studies on PTD. These studies were not helpful in describing and transforming primary school education in Eswatini. They did not prepare the teachers for all the duties and responsibilities in the profession. Therefore, this study investigated the pre-service Teacher Education and the relevance of Primary Teachers' Diploma (PTD) programme to the teaching of Agriculture in Eswatini. Specifically, this study looked into the relevance of the pre-service training programme, curriculum to prepare teachers to teach agriculture appropriately in a changing school system, implementing a reformed Competency-Based Education curriculum in primary schools. An Exploratory Mixed Method employing both qualitative and quantitative data collection techniques were employed. The target population for the study were all Primary School Teachers teaching agriculture (N= 433). A sample of 205 teachers was drawn from the population using systematic random sampling for the administration of questionnaire. Eight Agriculture Lecturers were interviewed using semi-structured interview guide. Focus Group discussion was used to generate items for the survey questionnaire. Data was analyzed using descriptive statistics for quantitative data and thematic analysis for qualitative data. The findings revealed that the programme was relevant in equipping teachers with classroom management skills. The curriculum covered academic subject knowledge and knowledge of teaching strategies. However, the programme was found to be lacking in terms of preparing student teachers to teach learners with physical disability, the curriculum was lacking relevance in preparing student teachers for competency-based education, students teachers were not taught about procurement procedures, not supplied with sufficient agriculture content required by the programme and student teachers were not equipped with understanding and the teaching of students with special needs. It was concluded that pre-service teacher training programmes should be strengthened with practical skills in handling learners with physical disabilities and preparing teachers for competency-based education to meet up with the appropriate Sustainable Development Goals now in vogue. It was recommended that the programme must be restructured in order to produce quality Agriculture teachers for the country.

**Keyword:** Curriculum, evaluation, Pre-service training, Programme Student teachers, Teacher education,

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