INDUSTRIAL POLICIES AND JOB CREATION IN THE MANUFACTURING SECTOR IN NIGERIA: FOCUS ON SMALL AND MEDIUM SCALE INDUSTRIES, 2000-2013

Ugo Charity Kalu Social Science Unit. School of General Studies

University of Nigeria, Nsukka

Abstract

The study explored the link between industrial policies and job creation in Nigeria. Specifically, the study examined whether the adopted industrial policies impacted on the growth of indigenous manufacturing sector in small and medium scale industries, and its implications on job creation in Nigeria, between 2000 and 2013. The Marxist instrumentalist theory deriving from the radical decision making models of economic policy formulation was adopted as the framework of analysis. The qualitative descriptive method based on the analysis of documentary data was used. The study found among others, that government's efforts in initiating new policies out of political self-interest of the capitalist class, in turn led to siphoning of the country's resources, policy and institutional failure, poor implementation, mismanagement, underdevelopment of indigenous industries, unemployment, etc. On this basis of the findings it recommends that there should be continuity in the adoption and implementation of policies, transparency in governance and reduction in over dependence on foreign technical inputs and expatriates domination of key positions in our indigenous manufacturing sectors will bring drastic reduction in unemployment, self-reliance on foreign products and technology and thereby give room job creation.

Keywords: Industrial policy, indigenous manufacturing sectors, job creation, policy implementation and underdevelopment.

Introduction

The issue of job creation has been one of the most troubling economic challenges facing Nigeria over the years. The task of creating sufficient new jobs to overcome unemployment, underemployment and problems of under payment has been the primary challenge for economic and social policies in developed and developing countries at all levels of development across the world (Bolarinwa, 2012). In every developing economy, there are usually developmental challenges. Unemployment remains a serious national problem, while industrial relations suffer setbacks with frequent strike actions in the education and health sectors (CBN, 2002). Based on this fact, public policies are often adopted to guide the government plans to tackle some of these problems.

Conceptual Clarification

Before we proceed, it is imperative to understand what public policy is and the particular route of the policy it will take to carry out this study. Public policy is a

government action or proposed action directed at achieving certain desired goals or objectives (Ikelegbe, 1996:4). Public policy can also be defined as the principled guide to action taken by the administrative or executive branches of the state with regard to a class of issues in a manner consistent with law and institutional customs. It is rooted on national constitutional laws and regulations. Furthermore, it is argued by some scholars to be a system of laws, regulatory measures, courses of action, and funding priorities concerning a given topic promulgated by a governmental entity or its representatives (Kilpatrick, 2000). Public policy making can be characterized as a dynamic, complex, and interactive system through which public problems are identified and countered by creating new public policy or by reforming existing ones. However, public problems can also originate in diverse endless ways that require different policy responses, for example: regulations, subsidies, quotas, and laws on the local, national, or international level.

Many changes have posed new challenges to the public policy systems in the contemporary times and pressure them to evolve in order to remain effective and efficient. Generally, a policy option made by an individual or private institution is known as private policy while that of the government or its institutions is called public policy (Ozor, 2004). For the interest of this study, we decided to narrow our study down to industrial policy which is a branch of public policy to examine the small and medium scale industrial equity scheme and job creation in the manufacturing sector in Nigeria.

Prior to independence, the Nigerian economy had been predominantly agrarian, both in production for domestic consumption and exports. Industrialization was not part of the British colonial economic policy which was meant to make the colonies producers of primary raw materials and consumers of imported manufactured goods (Duru, 2012). In addition, the economy was particularly managed and controlled by foreign commercial concerns, which were the precursors of today's Multinational Corporations in the country. Importantly, colonial economies were exploratory and exploitative, they were not meant to provide net transfer from the colonialist to the colonized. That led to the entire logic fostering dependency, and underdevelopment of the colonized (Cooker, Obo & Agba, 2012). In fact, there was no clear industrial policy initiated by the erstwhile colonial administration.

Nigeria is the sixth most populated Black Country in the world and one in Africa, with about one hundred and sixty seven million people (NPC, 2012). It achieved her independence in 1960 and became a republic in 1963. At independence Nigeria for the first time pursued industrialization policy with the hope of transforming the economy from inefficient and import-dependent economy to a more dynamic and export-oriented economy, especially exports of industrial goods (Adeoye, 2005).

As Pack *et al* (2000) posited, industrial policy is action designed to target specific sectors to increase their productivity and importance within the manufacturing sector. The core idea is that there must be sustained growth of the manufacturing sector for jobs to be created significantly. Despite the importance of industrial policies in the economic development of the nation, especially in the

manufacturing sector and job creation, the manufacturing sector continues to suffer set-backs in developmental plan of Nigeria.

To redress the problem, the government at independence, introduced the import substitution policy to remodel the nation to a modern industrial economy. The introduction of this measure did not however remodel the industrial plans to an enviable position due to a political upheaval that finally led to a coup d'état in 1966, and which later resulted to a civil war in 1967.

Furthermore, to re-position the manufacturing sector with the view to ensuring, increased production, indigenous control of source of production and job creation, the Nigerian Indigenization policy was introduced. This policy was adopted in 1972, during the government of General Gowon. Its major aim was to transfer the ownership and control of the enterprises formerly owned and controlled by foreigners to Nigerians. It was later amended, repealed and replaced in 1977 with the Nigeria Enterprises Promotion Act, after the February 1976 military coup.

Apparently, following the successful military coup in 1966, 1975, 1976, 1983, 1985 and 1993 respectively, parts of the industrial policies adopted between 1960 and 1993 were modified, suspended and replaced by the government in power. Although, the flavour was different under each of these regimes, however, the major purposes of the policy were common. Even when the style and approach of one regime was different from the other, in some respects there was no radical policy shift, only an increase in the scope and the momentum.

Civilian rule was restored in 1999 under the democratically elected government of President Olusegun Obasanjo. As part of the promotion of industrialization, the Obasanjo's administration established the Bank of Industry (BOI) in 2000 and the Small and Medium Investment Equity Industrial Scheme (SMIEIS) also in 2000. Both projects were however not vigorously pursued. During this period, the economic growth and debt payment registered a tremendous improvement through debt cancellation by Paris Club etc., but there was no significant evident boost in the manufacturing sector. The economic growth did not cut poverty nor did it create necessary jobs since the inception of democracy. About two-thirds of the population lived on less than 1 US dollar (USD) (African Economic Outlook, 2012:12). The unemployment rate had been up from 13.1 in 2000 to 23.9 in 2011 (World Bank, 2013). By implication, there were inconsistencies and institutional weaknesses on the existing industrial policies. The manufacturing sector was seriously affected and there has been increased measure of unemployment.

It is on this note therefore that this study examines the link between Industrial Policies and Job Creation in the Manufacturing Sector in Nigeria with focus on Small and Medium Scale Industries, between 2000 and 2013 it seeks to ascertain whether the industrial policies by government failed to enhance the capacity of the manufacturing sector to create job in Nigeria, between 2000 and 2013.

Theoretical Framework

The link between the industrial policies and job creation in manufacturing sector in Nigeria is here explained in the light of the Marxist Instrumentalist Decision Making

282 University of Nigeria Journal of Political Economy 2016 Vol 9 No.2

Model. Its emphasis is on the nature of the capitalist class, the avenue of its control over governmental institutions, and how class interest is promoted through direct involvement and participation in state activities and policy formulation by government through the capitalist class, the Marxist instrumentalist theory help us to understand that the industrial policies as propounded in Nigeria since independence and especially in the years under review, the democratic regimes and their new policies/reforms agenda were particularly formulated and influenced directly by members of the ruling class simply to promote their self-vital interest. Evidently, it was also the neo-colonialists covert intention through the ruling class to propagate the issue of industrial policies in order to directly control the government, economic resources of the state and to weaken the indigenous manufacturing base of the country for continuous dependence on the erstwhile colonial masters for existence. The Marxian instrumentalist model apply explains the reason why several industrial policies/economic programmes introduced since independence yielded meager and intangible results in the significant growth of the indigenous manufacturing industries and job creation. The constraint has always been the protection of vested interest when it comes to policy formulation and implementation. Consequently, the problem of policy inconsistency, lack of implementation of policies, heavy dependence on imported products, political upheaval, etc, have resulted in excessive gap in the growth of the indigenous manufacturing industries and job creation in the country.

On the other hand, the on-going Government activities relating to job creation and unemployment have been regularly featured in the succeeding administrations with different policy approaches and programmes. Lack of continuity and accountability on extant policies and different employment programmes on the part of the ruling class to the state, have brought decrease in employment activities in the country. Ideally, the thrust of any policy adopted is to enable the more vulnerable sections of society to achieve sustainable livelihoods. The approach should be to economically empower the sections concerned through sustained, well-coordinated and comprehensive programme with lasting result to the advancement of the economy and employment opportunities. The conspicuous economic growth recorded in September 2005, with the assistance of the World Bank recovering US\$458 million of illicit funds that had been deposited in Swiss banks by the late military dictator Sani Abacha, who ruled Nigeria from 1993 to 1998, and the broad-based progress noted to be slow. More-so, in 2006, Nigeria successful conviction of the Paris Club to let it buy back the bulk of its debts owed to the club for a cash payment of roughly \$12 billion (USD) (Economy of Nigeria, 2012). Amid that, Nigeria's manufacturing sector's share in the Gross Domestic Product (GDP) remains minuscule (CBN. 2011). It should be noted that, the neo-colonialists ensured the installation of friendly regimes, constitute themselves into an all-powerful lobby group to propagate and protect their interests. All of these were done to maintain a stranglehold on the economy, exert preponderant control over Nigeria's politics by deciding well in advance who should occupy the highest political office in the country as in President Obasanjo regime of 1999 to 2007 etc.

In addition, the implementation of the industrial policies has marred significant growth of manufacturing sector and job creation by perpetuation of economic dominance by multinational corporations, international institutions, lack of transparency by government and corruption. In view of the high dependence on imported raw materials and equipment, the manufacturing sector was hard-hit by import rationing that resulted from the contraction of government import licenses and foreign credit lines to the ruling class who were able to meet up with the conditionality. It should be noted that heavy reliance of the Nigerian manufacturing firms on imported machinery and equipment is a reflection of the weak industrial base of the country (Adeoye, 2005). The ties of international cooperation by Europe and other developed countries in African are however not new, and date back to the post-Independence era, and this is in search of adequate means of maintaining its relations with former colonies, and participating in their development processes (African Trade Policy Centre, November 2006). For instance, during the Nigerian Breweries Plc, Annual General Meeting, the Chairman, Board of Directors, Chief Kolawole B. Jamodu in his address revealed that, the EU was pushing for the implementation of the Economic Partnership Agreement (EPA) which was intended to open the borders of African countries to imports from Europe. Considering the cost of production to be far cheaper in Europe than Africa at that moment, if it would be allowed, means that there would be a down turn in the manufacturing sector of the economy. Hence, Nigeria and Senegal were strong opponents to the implementation of the EPA as was envisaged by EU (NB Annual Report, 2007).

On the implementation of the indigenization process of industries operating in Nigeria, this has been similarly hampered by the continuous interference of the erstwhile colonizers via multinational corporations, international institutions etc. As recorded also in Nigerian Breweries Annual General Meeting Report, 2007, shareholders analysis, it states, the issued and fully paid-up Share Capital of the Company is 7,562,562,340 shares of 50 kobo each. The Registrar of Members shows that only companies under the Heineken N.V. Group were having 4,091,260,852 shares (representing 54.1%), held more than 10% of the issued share capital as at 31st December, 2007. The remaining 3,471,301,488 shares (representing 45.9%) were held by Nigerians and other foreign individuals and institutions (NB Annual Report, 2007). These explanations are premised on the myth of economic independence that the indigenous manufacturing industries cannot act independently of the very powers that brought her forth. On this note, the available evidences indicate that the industrial policies constrained the growth of the manufacturing sectors and job creation in Nigeria, between 2000 and 2013.

Methodology

The data generated in the course of this study to test is premised on qualitative data method. As Leege and Francis (1974:73) rightly stated that data generation is the science and art of acquiring information about the select properties of units. Importantly, the secondary sources of data were used. The secondary data according to Asika (2006), is a set of data gathered or authored by a different person, often data

from the available data, it could be in form of document or survey results, archives, code books etc. It is also imperative to note that, the qualitative research study is divided into three major source, namely - interviews, observations, and documents. Every observation is qualitative at the outset, whether it is our experience of someone's intelligence, the location of a pointer on a measuring scale, or a check mark entered in a questionnaire (Babbie, 2010:24). Having established these facts, we proceed to test our hypothesis.

The industrial policies by government failed to enhance the capacity of the manufacturing sector to create job in Nigeria, between 2000 and 2013.

In Nigeria, the industrial policies shifted over the years mainly because of external influence and interference on the government policies, instability of governments and other factors like, mismanagement, institutional weaknesses, and the failure to get inputs from the important stakeholders as earlier on stated. It is imperative to note that industrial policies of any country, among others, are to boost the indigenous industries and to create job opportunities for the unemployed. This explains the fact that the industrial policy-making should revolve around how the total factor of productivity of industries may be improved. The criticism of industrial policies arises from the failure of government. This is when they lack the required information, capabilities and incentives that successfully, determine whether the benefits of promoting certain sectors above others exceed the costs and in turn implement the policies.

For any policy to accomplish its desired goal, the policy-makers should have a target. As Sharma and Sadana (2010:571) rightly states, "Policy is not made in vacuum." The factors that usually influence the formulation of policy are in two broad senses. They are internal and external influences. Internal influences include the Political system a country operates, history, law, tradition, beliefs, values etc; while the external influence is the membership of states in comity of nations. And whether favourable or not, policies should be made in consideration to other nations (Sharma and Sadana, 2010). This external influence is globalization and global production sharing. Globalization in this context entails the increasing integration of economies around the world through the reduction of such barriers to international trade as tariffs, import quotas, and export fees (Duru, 2012).

Considering the years under review, the Central Bank of Nigeria Annual report (CBN, 2002) below stated the boost on the amount set aside for small and medium industries equity investment scheme and 36 projects by 23 banks.

The Small and Medium Industries Equity Investment Scheme (SMIEIS), launched in August 2001, received a further boost, as the amount set aside by 80 banks for equity investment in industrial ventures under the scheme rose to $\mathbb{N}13.1$ billion as at end-December 2002, from $\mathbb{N}6.2$ billion by 68 banks in 2001. Of this amount, $\mathbb{N}2.4$ billion had been invested in 36 projects by 23 banks. Efforts to accelerate investment under the scheme were intensified, as the institutional framework and entrepreneurial development training programmes were put in place. Despite the increased record on the projects invested by banks on the scheme, there was no record of the number of jobs created or the degree at which the scheme had tackled unemployment problems in that year. Even with the Manufacturing activities which had modest improvement, buoyed by improved macroeconomic stability, the improvement in electricity power supply, uninterrupted supply of petroleum products, and enhanced efficiency in the communications sub-sector. Inflationary pressure abated, owing largely to the moderating effect of good agricultural harvest on food prices. Unemployment remained a serious national problem, while industrial relations suffered a setback with frequent strike actions in the education and health sectors (CBN, 2002).

Amidst all the recorded improvement on some sectors of the economy, however, the external sector was under severe pressure in 2002, as the overall balance of payments swung to a deficit of N526.2 billion or 8.9 per cent of GDP, from a surplus of N24.7 billion or 0.4 per cent of GDP in 2001. The current account recorded a modest surplus of N232.9 billion, which was more than offset by the increased deficit on the capital and financial account from N211.2 billion in 2001 to N749.4 billion in 2002. The naira exchange rate depreciated from an average of N111.90 per US\$1.00 in 2001 to N120.5 in 2002. The level of external reserves fell by 23.3 per cent to US\$7.99 billion, while the deferred external debt service totalled US\$1.94 billion. The level of external reserves could support 6.4 months of current foreign exchange disbursements as against the 8.0 months attained in 2001 (CBN, 2002:17).

Figure 1 presents increase in government expenditure between 2007 and 2011. The Gross Domestic Product (GDP) stood at N37,936,747.89m in 2011 from N34,494,582.71m, N25,236, 056,.37m, N24,665,244.17m and N20,940,910.90m recorded in the previous years as shown below: in 2010, 2009, 2008 and 2007, respectively.



Source: Federal Republic of Nigeria (The Presidency) Gross Domestic Product for Nigeria (Expenditure and Income) 2007 Q1 - 2011 Q4 a Government Final Consumption Expenditure.

The total government final consumption expenditure (GFCE) rose significantly during the period under review. From N2,131,811.50 million recorded in 2007 the GFCE rose to N2,871,376.10 million in 2008, N3,259,928.30 million in 2009, N4,156,134.50 million in 2010 and N4,726,169.00 million in 2011.

To really ascertain the impact of the industrial policies on the manufacturing sector, below is the Gross Domestic Product (GDP) since independence:

In 1960 the manufacturing sector contributed a modest 4.8% to the GDP. It increased to 7.2% in 1970 and to 7.4% in 1975. In 1980 it declined to 5.4%, but then surged to a record high of 10.7% in 1985. By 1990, the share of manufacturing in GDP stood at 8.1% but fell to 7.9% in 1992; 6.7% in 1995 and fell further to 6.3% in 1997. As at 2001 the share of manufacturing in GDP dropped to 3.4% from 6.2% in 2000. As at the period of this study, Nigeria's manufacturing sector's share in the Gross Domestic Product (GDP) remains minuscule (CBN, 2011 *et. al*).

Unaccountability and Corruption: In the years under review, the first democratic tenure of Obasanjo was spent mostly in frequent visits to Western countries, which he claimed was to polish Nigeria's image that was battered and stained by General Abacha regime (Wikipedia). In other words, Nigeria's industrial policies implementation was relegated following Obasanjo government's preoccupation with winning some western support to strengthen his nascent democracy due to lack of accountability on the part of government to its citizens. Rodrik (2004:17) states:

Industrial policy is open to corruption and rent-seeking. Any system of incentives designed to help private investors venture into new activities can end up serving as a mechanism of rent transfer to unscrupulous businessmen and self-interested bureaucrats. The natural response is to insulate policymaking and implementation from private interests, and to shield public officials from close interaction with businessmen. Note how this impulse—"keep bureaucrats and businessmen distant from each other"—is diametrically opposed to the previous one arising from the need for information flows.

He further explains that, it is necessary to find an intermediate position between full autonomy and full embeddedness. Too much autonomy for the bureaucrats, he asserted and you have a system that minimizes corruption, but fails to provide the incentives that the private sector really needs.

6419696969630303030303030303030100 <t< th=""><th></th><th></th><th></th><th></th><th></th><th>Sum</th><th>nary of Fed (=</th><th>deral Govern (=N= Million)</th><th>Summary of Federal Government Finances (=N= Million)</th><th>ces</th><th></th><th></th><th></th><th></th><th></th><th></th></t<>						Sum	nary of Fed (=	deral Govern (=N= Million)	Summary of Federal Government Finances (=N= Million)	ces						
448 0680 544 75 00 1306 130 171/1371/3 2375 0650 2475 0600 575 5600 715 56000 715 5600 715 5600	Source	1994	1995	1996	1997	1998	1999	2000	2001	2002	2003	2004	2005	2006	2002	2008 4/
33111034,12,0(34,12,0)(34,12,0)(34,12,0)(44,	otal Federally Collected Revenue	201,910,80	459,987,30	523.597.00	582,811,10	463,608,80	949,167,90	1,906,159.70	2.231,600.00	1,731,837,50	2.575,086.90	3,520,500.00	5,547,500,00	5,965,101,90	5,715,600.00	7,868,590.10
139,216 24,76.0 04,46.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 60,445.30 71,454.30 71,456.30 71,	Dil Revenue	160,192,40	324,547.60	408,783 00	416,811.10	324,311 20	724,422,50	1,591,675,80	1,707,562,80	1,230,851.20	2,074,280.60	3,354,800.00	4,762,400.00	5,287,566,90	4,462,910 00	6,530,630 10
37331405%61041,32,346101,40,14021,40,14012,401,3022,471,30012,471,40012,441,40112,441,40112,441,40112,441,40112,441,40112,441,40112,441,40112,441,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,40112,421,4	Van-Oil Ravenue	41,71840	135,439 70	114,814 00	166,000 00	139,297.60	224,765 40	314,483.90	903,462.30	500,986.30	500,815 30	565,700 00	785,100.00	677,535.00	1,200,800 00	1,335,980 00
117.1287.38.29.469.6774.74.241.42.16.001.45.16.001.48.66.502.45.866.52.45.86.	deration Account	110,461 00	161,998 90	179,000 00	208,000 00	257,33140	576,801 40	1,262,468 30	1,427,432,40	1,606,119.70	2,011,585.60	2,657,200 00	3,033,900.00	3,219,099 10	3,876,500 00	4,552,835 00
447,13 647,60,0 71,56,0 1,96,156 1,96,156 1,46,60,0 2,47,96,0 2,44,010 2,47,96,0 2,44,010 2,47,96,0 2,44,010 2,47,96,0 2,47,96,0 2,47,96,0 2,44,010 2,47,96,0 2,49,00 <t< td=""><td>ed Govi. Retained Revenue</td><td>90,622,60</td><td>249,768,10</td><td>325,144 00</td><td>351,262 30</td><td>353,724 10</td><td>662,585 30</td><td>597,282.10</td><td>196,976,70</td><td>716,754.20</td><td>1,023,241 20</td><td>1,253,600 00</td><td>1,660,700.00</td><td>1,836,605.00</td><td>2,330,659,60</td><td>3,193,440 00</td></t<>	ed Govi. Retained Revenue	90,622,60	249,768,10	325,144 00	351,262 30	353,724 10	662,585 30	597,282.10	196,976,70	716,754.20	1,023,241 20	1,253,600 00	1,660,700.00	1,836,605.00	2,330,659,60	3,193,440 00
178,0730 64,862.0 56,900.0 564,000 564,000 564,000 564,000 564,000 564,000 574,000 1736,200 1736,200 1736,200 1736,200 1736,200 1736,200 1736,200 1736,200 1736,200 1736,200 174,385 174,355 174,355 174,355 174,355 174,355 174,355 174,355 174,355 174,355 174,355 174,355 174,355 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 174,356 <td>fotal Expenditure</td> <td>160,893.20</td> <td>248,768 10</td> <td>337,217 60</td> <td>428,215.20</td> <td>487,113.40</td> <td>947,690.00</td> <td>701,069.40</td> <td>1,018,025.60</td> <td>1,018,155.80</td> <td>1,225,965 90</td> <td>1,426,200.00</td> <td>1,822,100.00</td> <td>1,938,002.50</td> <td>2,450,896 70</td> <td>3,240,820 00</td>	fotal Expenditure	160,893.20	248,768 10	337,217 60	428,215.20	487,113.40	947,690.00	701,069.40	1,018,025.60	1,018,155.80	1,225,965 90	1,426,200.00	1,822,100.00	1,938,002.50	2,450,896 70	3,240,820 00
390156 48,073 27,86463 378,176 27,17610 572,3670 372,3761 371,3670 371,3670 372,3270 372,3270 372,3270 371,3270 372,3270	Recurrent Expenditure 1/	89,974,90	127,629,80	124,491.30	158,563,50	178,097,80	449,662,40	461,600.00	579,300.00	696,800.00	984,300.00	1,032,700.00	1,223,700.00	1,290,201.90	1,569,270.00	2,117,362.00
11 12,82.80 13,64.10 13,64.10 13,64.10 13,64.10 13,64.10 14,43.80 14,33.80 1	Capital Expenditure 2/	70,918,30	121,138 30	212,926 30	269,651 70	309,015.60	498,027.60	239,450.90	438,696.50	321,378 10	241,668 30	361,300.00	519,500.00	552,385.80	759,323 00	1,123,458 00
64 59 41 29 41 29 41 29 41 310	Current Surplus(+)/Deficit(-)	647 70	122,138 30	244,975 70	264,651 70	175,626.30	212,922 90	135,673 60	217,647 60	19,976.50	38,963.60	220,800 00	437,000.00	546,40310	744,385.90	1,076,077 50
(113)30.3 (85,104.3) (113,17.10) (113,17.10) (113,17.10) (113,17.10) (113,17.10) -425 -533 -435 -435 -533 -513 -113 -053 -053 2704,10.56 1592,172-3 2704,90 636,173-1 2704,193 (147,127-1 -053 -053 -053 2704,10.56 1592,172-3 2704,90 631,241-5 641,701-5 (147,120-10) 114,912-9 2200,714-6 203 -053 2200,714-6 203 -053 2200,714-6 203 -053 2200,714-6 203 -053 2200,714-6 203 -053 2200,714-6 203 -053 2200,714-6 203 -053 2200,714-6 203 -053 203,714-6 203 -053 203,714-6 203 -053 203 203 203 203,714-6 203 203 203 203 203 203 203 203 203 203 203 203 203 203 203 203 203	of GDP	0.07	6 22	906	945	646	6 67	296	4.61	0.29	0.46	193	3.00	294	3.20	447
423 428 428 439 439 -13 -111 -035 -035 2784/016 1394/0167 1392/1278 472.0860 812.381/15 847.0173 114.010667 1457.23917 12.366.7468 23.36 1313330 831(41) 1372.246 912.9816 812.381/15 1446.10 141.372.010 113.210	rerall Surplus(+)/Deficit(-)	70,270,60	1,000.00	07 [,] 040,40	5,000.00	133,389.30	285,104.70	103,777,30	221,048,90	301,401,60	-202,724.70	-172,601.30	-161,406.30	101,397.50	-117,237.10	-47,378,50
ZYMA,UU6 ISE/UL7 ISE/UL7 <td>of GDP</td> <td>-7.81</td> <td>0 02</td> <td>1 19</td> <td>-0.16</td> <td>-4,92</td> <td>-8.93</td> <td>-2,26</td> <td>-4.66</td> <td>-4,36</td> <td>-2,39</td> <td>-1.57</td> <td>-111</td> <td>-0.55</td> <td>05'0-</td> <td>-0,20</td>	of GDP	-7.81	0 02	1 19	-0.16	-4,92	-8.93	-2,26	-4.66	-4,36	-2,39	-1.57	-111	-0.55	05'0-	-0,20
13.93.3 26.164.7 9.177.30 21.64.36 30.1464.65 20.140.46 10.1231'16 11.2331'6 16.6556 21.00.05 0.01 0.00 0.00 0.00 0.00 0.00 0.00 16.6556 21.00.66 0.01 10.00 140.265'0 143.766'0 143.260'0 143.260'0 143.260'0 143.260'0 143.260'0 143.260'0 143.260'0 129.266'0 129.266'0 129.266'0 129.266'0 129.266'0 129.266'0 129.266'0 129.266'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 129.260'0 <td>minal GOP (=N=,M)</td> <td>22 (39,663</td> <td>1,903,211 55</td> <td>2,702,719 13</td> <td>2,801,97258</td> <td>2,708,430.86</td> <td>3,194,014.97</td> <td></td> <td>4,725,086.00</td> <td>6,912,381 25</td> <td>8,487,031 57</td> <td>11,411,066.91</td> <td></td> <td>18,564,594.73</td> <td>23,260,714 96</td> <td>24,048,480.00</td>	minal GOP (=N=,M)	22 (39,663	1,903,211 55	2,702,719 13	2,801,97258	2,708,430.86	3,194,014.97		4,725,086.00	6,912,381 25	8,487,031 57	11,411,066.91		18,564,594.73	23,260,714 96	24,048,480.00
H60560 21,00 01 000	ancing:	70,270,60	-1,000 00	07.040.40	5,000 00	02,980,021	285,104 70	102,777,30	221,048.90	301,401 60	202,724,70	172,601.30	161,406.30	101,397 50	117,237 10	47,378.50
115, Na 240, NG, Ke 114, 10 144, 20 144, 10 144, 20 144, 20 144, 20 144, 20 144, 20 144, 20 144, 20 144, 20 20, 20 20	oraign (net)	8,390.60	22,455 40	7,825 40	13,362 60	16,605.60	21,040.60	0.01	000	000	0 00	0 0	0.00	0.00	0 00	62,900.00
136,902 17.6.82.10 17.11.10 187.11.10 61.744.20 0.00 0.00 0.00 199.80 114.97.10 -	bomestic (net)	60.247.60	7,102.20	-22,049 40	8,382.60	116,783 70	264,065,90	103,447 30	118,720.00	149,026 70	163,746 40	46,500 00	143,500.00	45,000.00	212 30	150,700.00
114.01510 - - - - - - 0.00	Banking System (net) of which:	40,900,10	17,519 60	-153,143.20	-62,680 50	106,990.50	172,638.10	73,137.00	136,734.10	60,794.50	134,246 40	01.00	0.0	D0:D	159.50	30,500.00
- - - 8x.946.140 240.946.800 40.200.00 0.00 10.00 10.0 159.80 -5.104.80 -5.500.10 95.212.20 25.200.00 46.200.00 14.2500.00 45.000.00 95.251.40 35.20 12.898.00 105.316.90 19.234.90 36.000.00 26.260.00 17.900.00 56.251.40 -56.10 13.91 aVy litems. - - - - - - - -	CEN (nuc)	41253.00	7,312.60	-52,285.40	12,795 00	174,87510		-16,209 90	225,685.50	-200,173.50	94,046.40	0 00	0:0	00:0	00.00	-11,300.00
-5,104a0 -14,590.10 30,310.30 -160.11 0 82,322.20 0 46,500.00 143,590.00 45,00.00 40,20 - 40,20 - 40,20 - 40,20 - 40,20 - 45,00.00 10,566 50 - 40,20 - 40,20 - 45,00.00 10,566 50 - 40,20 - 40	Deposi Maney Barks							89,346 90	-86,95140	260,966.00	40,200 00	0 0	0.00	0.00	159.80	41,800.00
1289600 1939650 2000 1023899 152,11490 36,000 28,120.00 11,900.00 54,25140 -3510 - ary liems. reserves.etc:	Non Bank Public	19,347,50	-10,717 40	9,953 70	2,243 40	-5,104.80	-18,560.70	30,310.30	-18,014 10	88,232.20	29,500 00	46, 500.00	143,500.00	45,000.00	40.20	120,200.00
Judes interest payments on debt service, other transfers and extra- budgetary items. Judes capital repayments on debt service, other transfers and net-lending. Tude's Foliotic Special of Turds Transary Clearance Funds, excess reserves, etc: rus (1) Rederal Marty of France.	Other Funds 3/	1,632.20	30,557.60	103,314 70	52,254 50	12,898.00	109,986 50	200 00	102,328,90	152,374 90	00 000'88	126,120 00	17,900.00	56,25140	-96 10	-166,221 50
	If find undes interest payments o 20 includes capital repayments 30 includes Public, Special and Minus (-) denotes increase; F Sources: (1) E-ederal Minustry.	on debt servic on debt serv Trust Funds, Plus (+) deno of Finance	e, other tran Ice, other tra Treasury Cl	sfers and ex Insfers and r earance Fun	tra- budgeta hel-lending. ids, excess r	ry items. eserves,etc										

Public Finance Statistics

 Table 1 below: Presents Federal Government Finances from 1999 to 2008:

 Table 2 below: presents the Total Gross GDP Product of the Federal Government

 Capital Expenditure between 2002 and 2008 on Administration is 26.41%, Social and

 Community Services is 52.55%, Economic Services is 12.99% and Transfer is 7.84%

 Public Finance Statistics

Yest	Admin-		Leonomic	% of	Social Community	% of	Transfers	%_0f	Total	% 0
Year	istration	Total	Services	Total	Services	Total		Total		GDP
1997 1998	49,549.0	18.4	169,613.1	62.9	6,902.0	2.6	43,587.6	16.2	269,651.7	9.6
1993	35,270.4	IL4	200,861.9	65.0	23,365.6	7.6	49,517.7	16.0	309,015.6	11.4
1999	42,737.2	8.6	323,580.8	65.0	17,253.5	3.5	114,456.1	23.0	498,027.6	15.6
2001	53,279.5	22.3	111,508.6	46.6	27,965.2	11.7	46,697.6	19.5	239,450.9	5.2
3002	49,254.9	11.2	259,757.8	59.2	53,336.0	12.2	76,347.8	17.4	438,696.5	9.3
2003	73,577.4	22.9	215,333.4	67.0	32,467.3	10.1	0.0		321,378.1	4.6
2004	87,958.9	36.4	97,982.1	40.5	55,736.0	23.1	11.3	0.0	241,688.3	2.4
2005	137,775.8	39.2	167,721.8	47.7	30,072.6	8.6	15,729.8	4.5	351,300.0	3.0
2006	171,604.1	33.0	265,034.7	51.0	71,361.2	13.7	11,500.0	2.2	519,500.0	3.5
2006	185,224.3	33.5	262,207.3	47.5	78,681.3	14.2	26,272.9	4.8	552,385.8	3.0
2007	220,900.0	29.1	367,900.0	48.5	131,100.0	17.3	39,423.0	5.2	759,323.0	3.6
2002 17	²¹ 287,100.0	29.9	504,400.0	52.5	152,100.0	15.8	17,300.0	1.8	960,900.0	4.0

Source (1) Federal Ministry of Finance

(2) Central Bank of Nigeria

Temporary Employment Measure and Unemployment increase: Most of the policies/programmes adopted to tackle the unemployment challenges have been gobbling up the economy's resources, yet no lasting solution have been identified in this regard as number of unemployed youths keep on increasing daily, which means the policy/programme adopted is either faulty or not well targeted. Between 2010 and 2011 the government adopted a new policy package on some programmes focusing on job creation, especially as it concerned youths and women. These programmes were: the Small and Medium Enterprises Development Agency (SMEDAN); Youth Enterprise With Innovation in Nigeria Programme (YouWiN!) in which 3,600 youths would be empowered for three years through training, provision of finance and

mentoring to create jobs etc. Notwithstanding, none of these programmes have been able to meet the stipulated target and the reason is not farfetched. Some of the reasons will be considered below:

Poorly Conceived Policies: Nigeria's economy is struggling to leverage the country's vast wealth in fossil fuels in order to displace the poverty that affects about 45% of its population amid its natural resources. The country has suffered from years of mismanagement, inconsistent and poorly conceived government policies. Aside corruption, Nigeria's economy is highly inefficient and human capital is underdeveloped due to lobbying by multinational organizations and international institutions on government decisions. This is often exhibited through technical aids, supports and sponsoring of education, health, international development programmes etc. Through these sponsored programmes, the developing countries continue to live by the dictate and control of the superior nations in the area of government, politics, military and otherwise.

It is clear that most Nigerian entrepreneurs do not have the money or the techno-managerial capacity to establish and manage some enterprises and so the government had to lead the way through the capitalist class via neo-colonialists. On the balance, a critical appraisal of the nature of the industrial development challenge of the entrepreneurs and small and medium manufacturing sectors of Nigeria since independence reveals that the limitation is not so much of finance but dearth of human capital including techno-managerial capabilities and skills required for initiating, implementing, and managing industrial projects.

Conclusion

The foregoing investigation established that the industrial policies adopted since independence in Nigeria by various governments were masterminded by international institutions and multinational organization established through subtle means by colonial imperialists via the ruling class to control the economy, politics, ideological, military and other systems of their former colonies. The attraction of most multinational companies and foreign technical aids to developing countries is because of their abundant resources, cheap labour, weak trade unions, and lack of environmental laws as well as tax concessions from desperate or corrupt political elites. On the other hand, Nigeria's leadership style has contributed to both the poor implementation of policies and job creation in the manufacturing sectors in both small and medium scale industries. This is as a result of the gross incompetence, ineptitude, political puerility and galloping avarice of leaders.

The study also established that industrial policy may support useful small and medium scale industries but is wrongly targeted at regions that do not need them, instead of regions that are struggling to attract investment, by so doing most of the indigenous manufacturing sectors suffer developmental setbacks both in the economic growth of the country and job creation. Aside that, the dearth of human capital including techno-managerial capabilities and skills required for initiating, implementing, and managing industrial projects are lacking. More so, the study established that the entrepreneurship programme adopted and made compulsory on the curriculum of all Nigerian Universities to create jobs and combat unemployment has not yielded any evident result. As youth unemployment continues to rise, small and medium scale industries are declining, there still remains a skills-mismatch for the labour market, both for university and college graduates. This has not brought reduction in armed robbery, hostage-taking for ransom, illicit drug trade and addiction, militancy, etc.

From the findings, we emphatically maintain that the efforts of the colonial imperialists via the ruling class, who want to keep track of their former colonies determines and influences the industrial policies of the state in pursuant of their self-vital interest, accounts for low productive capacity of the manufacturing sector and job creation in Nigeria in both small and medium scale industries, between 2000 and 2013.

We therefore, recommend that for industrial policies to work in Nigeria to really advance the indigenous manufacturing sector both small and medium scale, there should be good governance which will give rise to reduction on expatriate domination of key positions in our industries, will bring drastic reduction on reliance on foreign products and technology. It is imperative to note that the interest and domination of the international institutions/ organizations/expatriates who sponsor and supply this technology but refuse to transfer the technical know-how to the former colonies are to maintain their control of governments and economy to enable them have open markets for their own products. As such, any industrial policy sponsored is geared towards this interest. However, to remedy the situation in the manufacturing sector, achieve a reduction in foreign products and technology dependence, there should be collective efforts of the ruling class and citizens. To achieve this, aside having good governance, the ruling class who are agents of neocolonialists for self -vital interests, should see the need to sustain the future of our nation and stop the clamouring for and receiving of foreign aids or donations or sponsorships which in turn impede indigenous control, and development of our manufacturing sector and economic development generally.

References

Adeoye, B.W. (2005). Industrial development in Nigeria in the context of globalization. *Nigerian Institute of Social and Economic Research*, Ibadan. Paper presentated at the 45th Annual Conference of the Nigerian Economic Society (NES), 24-26 August.

African Economic Outlook (2012).

www.africaneconomicoutlook.org./en/countries/west-africa/Nigeria (5/6/2013).

Anders, E. J. (2012). Industrial Policies in South Africa- And Why the Policy Matter. *Copenhagen Business School*.

 $www.student theses.cbs.dk/bitstream/handle/.../anders_ellegaard_jacobsen.pdf$

Asika, N. (2006). *Research Methodology in the Behavioural Sciences*. Nigeria: Longman Nigerian Plc.

- Babbie, E. (2010). *The Practice of Social Research*. U.S.A: Wadsworth Cengage Learning.
- Central Bank of Nigeria (2002). Annual Report and Statement of Account. Abuja.
- Central Bank of Nigeria Economic and Financial Review (2010).
- Central Bank of Nigeria Economic and Financial Review (2011).
- Central Bank of Nigeria Economic and Financial Review (2012).
- Chang H. J. (1994). The Political Economy of Industrial Policy. St. Martins Press.
- Chang, H. J. (1997). *Evaluating the Current Industrial Policy of South Africa*. University of Cambridge, Department of Economics.
- Charles, A.N. (2012). "Investigating the Performance of Monetary Policy on Manufacturing Sector in Nigeria." *Arabian Journal of Business and Management Review*, 2(1):12-25.
- Chew Irene K. H. and Goh Mark (1993). Entrepreneurship as an Engine for Growth in the Singapore Context. 4th ENDEC World Conference on Entrepreneurship Dynamic Entrepreneurship, 99-118.
- Choy C. L. (1983). *Multinational Business and National Development*, Singapore: Maruzen.
- Chukwuemeka, E., Anazodo, R. and Nzewi H. (2011). "African Underdevelopment and the Multinationals. A Political Commentary." *Journal of Sustainable Development*, 4(4). www.cosnet.org/jsd (20/7/2014).
- Dayo, F.B. (1999). Nigeria Case Study: UNIDO Project is Y/RAF/99/415, Lagos: Triple. 'E' Systems Associates Limited.
- Dimitrov, Dimiter M. and Rumrill, Phillip D. Jr. (2003). Pretest-Posttest Designs and Measurement of Change. College of Education, Kent State University, Ohio.
- Duru, M. (2012). New Challenges for Industrial Policy in Nigeria. Universal Journal of Management and Social Sciences.
- Economy of Nigeria. Wikipedia, the free encyclopedia. Retrieved from http://en.wikipedia.org/wiki/Economy_of_Nigeria (16/7/2013).
- Economy Overview (Tuesday, 21st April, 2015). Nigeria High Commission, London.
- Egwaikhide, Festus O. (2000). Determinants of Imports in Nigeria: A Dynamic Specification. African Economic Research Consortium, Nairobi, Kenya. www.unpan1.un.org/intradoc/groups/public/documents/.../unpan003901.pdf.
- Erelu, O.O. (2008). Cocoa for Health and Wealth. A Paper presented in a Fourth Cocoa Day Celebration in Osun State, 22nd 24th April.
- Federal Ministry of Trade and Investment (2011). *Sponsored by UNIDO*. Retrieved from: http://www.fmti.gov.ng/component/content/article/52-fdi-news/131-fg-created-14million-jobs-in-12-months.html. (6/04/2015).
- Gamble, A., Marsh, D and Tant, T (Editors). Marxism and Social Science: *University* of Illinois Press: Urbana and Chicago. Retrieved on 11/04/2015, from: https://www.ssc.wisc.edu/.../Marxism%20and%20Social%20Science
- Glorymannah (2011). Structural Adjustment Programme and the Nigerian Economy: the Gains and Losses. StudyMode.com. Retrieved from http://www.studymode.com/essays/Structural-Adjustment-Programme-And-The-Nigerian-652338.html. (6/7 /2014).

- Government of Ghana, Ministry of Trade and Industry (2011). Ghana Industrial Policy. Retrieved from: www.ghanachamber.org/.../national-policy-documents?...industrial...(5/04/2015).
- Goh, Andrew (2006). "Towards an Innovation-Driven Economy through Industrial Policy-Making: An Evolutionary Analysis of Singapore." The Innovation Journal: *The Public Sector Innovation Journal*, Volume 10(3). Article 34.
- Hague Irfan ul (2007). Rethink Industrial Policy. United Nations Conference on Trade and Development, April, No. 183.
- Ikelegbe, A.O. (1996). *Public Policy-making and Analysis*. Benin-City: Uri Publishing Ltd.
- Industry to Sustainable Development in Nigeria: A Report Prepared For UNIDO, for the Rio+10 Assessment Environmental Resource Managers Limited. 107a Imam Abibu Adetoro.
- Karingi, S., Oulmane, N., Sadni-Jallab, M. Lang, R., Pérez, R. (2006). ATPC Assessment of the Impact of the Economic Partnership Agreement between the COMESA countries and the European Union. ATPC Work in Progress. No. 37 African Trade Policy Centre, Economic Commission for Africa.
- Kayode, Gbenga (2011). Save Nigeria's Imports-Dependent Economy. November, 17.14.
- Kerlinger, F.M. (1964). *Foundations of behavioral research*. New York: Holt, Rinehart & Winston.
- Kilpatrick, D.G. (2000). Definitions of Public Policy and Law:*National Violence Against Women Prevention Research Center*, Medical University of South Carolina. https://mainweb-v.musc.edu/vawprevention/policy/definition.shtml
- Kofarmata, D. (2007). The 8 Years of Obasanjo's Squandered and Missed Golden Opportunities, www.nigeriavillagesquare.com. May 19, 2007. (19/12/203).
- Lakin, Jason. Jobs for All? A Civil Society Guide to Understanding and Monitoring Industrial Policy. *International Budget Partnership*. www.internationalbudget.org (3/04/2015).
- Livesey, Finbarr (2010). Rationales for Industrial Policy Based on Industry Maturity. *Centre for Industry and Government Working Paper*. Institute for Manufacturing. Mill Lane, Cambridge: CB2 1RX.
- Loto, M. A. (2012). "Global Economic Downturn and the Manufacturing Sector performance in the Nigerian Economy." Journal of Emerging Trends in Economics and Management Sciences (JETEMS), 3(1): 38-45.
- McGowan, P. and G. Walker (1984). "Radical Policy Making." World Politics, XXXIII (3).
- Merriam, S. B. (2002). *Introduction to Qualitative Research*. San Francisco: Jossey Bass.
- Mohammed, I. (1985). The Nigerian Enterprises Promotion Decrees (1972 and 1977) and Indigenization in Nigeria. A thesis submitted to the University of Warwick.

- Namibia industrial policy implementation and strategic framework (2013). *Ministry* of *Trade and Industry*: Retrieved from: http://www.tralac.org/files/2012/12/Namibia Industrial-Policy.pdf (10/2014).
- National Planning Commission Abuja (2004). National Economic Empowerment and Development Strategy (NEEDS).
- National Population Commission (NPC, 2012).

National Bureau of Statistics (NBS, 2010). Annual Abstract of Statistics.

- National Bureau of Statistics (NBS, 2010). National Manpower Stock and Employment Generation Survey.
- National Bureau of Statistics (NBS, 2011). Third Quarter Report.
- Nwaegbu, A.C.N. (2011). A New Nigeria Current Challenges and Tremendous Opportunities. Okigwe: Baresi Concept.
- Nwagbara, E. N. (2011). "The Story of Structural Adjustment Programme in Nigeria from the Perspective of the Organized Labour." Australian Journal of Business and Management Research Vol.1 No.7 [30-41] October.
- Nigerian Breweries Plc, 2007 Annual Report.
- Nigeria Labour Congress: Retrieved from:

http://en.wikipedia.org/wiki/Nigeria_Labour_Congress (24/7/2014).

- Nigeria: Retrieved from: www.africaneconomicoutlook.org/en/west-africa/nigeria (19/12/2013).
- Nwachukwu, I. N., Agwu, N., Nwaru, J and Imonikhe, J. (2010). Competitiveness and Determinants of Cocoa Export from Nigeria.
- Nwokwu, Matthew (2013). The Effects of Youth Unemployment and its Implication on Socio-Economic Stability of Nigeria Democracy. Retrieved from 18/7/2013 from: http://www.crimspace.com/profiles/blogs/the-effects-ofyouth-unemployment-and-its-impl..
- Nigeria's Path to Sustainable Development through Green Economy: A Report prepared for UNIDO, For The Rio+20 Summit. June, 2012. Retrieved from (6/04/2015).
- Ojo, A.S. and Ololade, O. F. (2014). "An Assessment of the Nigerian Manufacturing Sector in the Era of Globalization." *American Journal of Social and Management Sciences*, doi:10.5251/ajsms.2014.5.1.27.32.
- Ozor, E. (2004). Public Enterprises in Nigeria: A study in Public Policy Making in Changing Political Economy. Ibadan: University Press Plc.
- Pack, H. (2000). Industrial Policy: Growth Elixir or Poison? World Bank Research Observer.
- Pack, H. and Saggi, K. (2001). The Case for Industrial Policy: A Critical survey. World Bank Policy Research Working Paper3839. February 2006.Retrieved from: https://openknowledge.worldbank.org/bitstream/handle/.../wps3839.pdf (3/6/2013).
- Patton, M. Q. (2002). *Qualitative Research and Evaluation Methods* (3rd ed.). Thousand Oaks, CA: SAGE Publications.
- Rebuilding Confidence: Big Challenges remain for President Obasanjo's Reforming Administration, but Investor Belief in Africa's Most Populous Nation is

Growing. *World Report International Limited*. Retrieved from info@worldreport-ind.com. London.

- Rodrik D. (2004). Industrial Policy in the twenty-first century. *Paper presented for UNIDO*. John F. Kennedy School of Government, Boston, September. Retrieved from www.ksg.harvard.edu/rodrik/ (4/04/2015).
- Sharma, M. P. and Sadana, B. L.(2010). *Public Administration in Theory and Practice*. India: Kitab Mahal, Allahbad.
- Sandelowski, M. (2000). "Focus on Research Methods Whatever Happened to Qualitative Description". *Research in Nursing and Health*, Vol. 23:334-340.
- Stiglitz, J. (1996). Successful Industrial Innovation: Critical Success Factors for the 1990s'. *Research and Development Management*, 22, 3, 221-239.
- Tan C. H. (1995). Venturing Overseas: Singapore's External Wing, Singapore: McGraw-Hill Books Co.
- Ubi, Lionel and Eyo, (2012). "Monetary Policy and Industrialization in an Emerging Open Economy: Lessons from Nigeria International." Journal of Academic Research in Business and Social Sciences August, Vol. 2, No. 8 ISSN: 2222-6990 280. Retrieved from www.hrmars.com/journals.
- United Nations Conference on Trade and Development (UNCTAD, 2013). *Trade and Development Report.* Retrieved from *unctad.org/en/PublicationsLibrary/tdr2013* en.pdf (3/4/2015).
- Warwick K. (2013). Beyond Industrial Policy: Emerging Issues and New Trends, OECD Science, *Technology and Industry Policy Papers*, No. 2. http://dx.doi.org/10.1787/5k4869clw0xp-en
- Wong P. K. (1995). "Technology Transfer and Development Inducement by Foreign MNC's: The Experience of Singapore, 130-159." In K. Y.Leong and M. H. Kwack (Eds), *Industrial Strategy for Global Competiveness of Korea Industries*. Korea Economic Research Institute.*Business and Social Sciences* August, Vol. 2, No. 8, 2222-6990 280. Retrieved from www.hrmars.com/journals.
- World Bank (2013). Unemployment Rate Measured As a Percent of Total Labor Force: *The World Bank, WDI &GDF Jul 2013; IMF, WEO Jul. 2013.* Retrieved from: http://nigeria.opendataforafrica.org/mkgycs/ unemployment-rate-1990-2012?Region=Nigeria (1/3/2016).