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**POOR GOVERNANCE AND MASSIVE UNEMPLOYMENT IN NIGERIA:
AS CAUSES OF BRAIN DRAIN IN THE BUHARI ADMINISTRATION (2015-2020)**

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Abstract. Like other African countries of the developing world, Nigeria underperforms due to a lack of state capacity to deal with the present-day complexities of governance, thereby leading to poor governance, massive unemployment, and brain drain in the Buhari administration. Poor governance is the absence of good governance. Close observation of governance in Nigeria indicates a poor attempt at democratic consideration and unstable politics thereby leading to a battered economy, impoverishment of citizens, corruption, mismanagement of public funds, infrastructure decay leading to massive unemployment which results in human capital flight, a barrier to Nigeria's quest for consolidating democracy. As a result of visionless leaders, selfish, nepotism, mediocrates, tribalistic and opportunist in the political space of the country. This paper examines the electionary campaign promises of the Buhari administration on security for all citizens, bumper economy, and anti-corruption, with the analysis of secondary data, it examines the relationship between poor governance, massive unemployment, and brain drain in Nigeria from 2015 to 2020, adopting the relative deprivation of frustration-aggression theory to x-ray the concepts of poor governance and massive unemployment, resulting to human capital flight. This study has identified poor governance and massive unemployment leading to brain drain in this administration and made valuable recommendations.

Keywords: poor governance; massive unemployment; brain drain; administrations

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1. Introduction

One of the striking features of contemporary society in most African countries is the deterioration in the living standards of the citizens, where the horrors of mass starvation have haunted the senses of the people (Nkwachukwu 2004), especially in Nigeria where poor governance, insecurity, corruption, greed, poverty, inequality, unemployment, banditry, kidnapping, tribalism, nepotism, and various agitation have threatened the unity, peace, development, and progress of the country in the face of the Buhari civilian administration, causing Nigerians leaving the shores of the country for greener pastures.

It is an axiom that Nigeria is richly endowed by providence with human and material resources critical for national advancement and development. However, since gaining political independence, Nigeria has continued to go the path befitting failed, weak, and “juvenile” states. A state that had very great prospects at independence and was touted to lead Africa out of the backwoods of underdevelopment and economic dependency, Nigeria is still stuck in the league of very poor, corrupt, underdeveloped, infrastructural decaying, crisis-riven, morally bankrupt and leadership deficient country. Rather than become an exemplar of transformational leadership, modern bureaucracy, national development, national integration, and innovation. Nigeria seems to be infamous for whatever is mediocre, corrupt, insanely violent, and morally backward (Imhonop and Urim, 2012).

Nigeria's leadership suffers from extreme moral depravity and attitudinal debauchery (Agbor, 2012), Agbor argues that the success or failure of any society depends largely on the mannerism of its leadership. He added that the result of poor leadership in Nigeria is embodied as poor governance and manifested inconsistent political crisis and insecurity, poverty of the citizens, a debilitating miasma of corruption and rising unemployment, and the continual flight of the citizens' skilled professionals. Over the decades, there has been a recurrent and sustained argument that the Nigerian state like African countries and other developing nations of the world, underperforms due to a lack of state capacity to deal with the contemporary complexities of governance. The ability to continue to control state power enables them to allocate national resources and positions of office as they wish. This promotes wanton, suboptimal allocation of national resources and positions and the ensuring macro-economic mismanagement which results in persistent economic cataclysm.

Poor leadership resulting in poor governance starts from the pronouncement “money is not our problem, but how to spend it” (Gen. Yakubu Gowon 1973). This statement made civil servants (permanent secretaries) inflate contract sums leading to massive corruption that today, is inimical to Nigerians. The Buhari administration with all the negative attributes of good governance and democracy brought Nigeria to where we are today, a state of hopelessness, impunity, lawlessness, academic/industrious brain drain, and living in fear.

This paper seeks to examine the inglorious role of the leaders resulting in poor governance, and massive unemployment leading to brain drain in Nigeria in the Buhari administration, using the frustration-aggression theory to analyze poor governance and massive unemployment resulting in the brain drain syndrome in the administration. The paper also examines existing literature on the triple problems of poor governance, massive unemployment, and brain drain, identifies the causes, and suggests ways to tame this ugly monster.

The objective of the Study:

The main objective of the study is to critically examine the leadership style or the character of Buhari leadership from 2015 to 2020 resulting in poor governance and massive unemployment as the main cause of brain drain in Nigeria, while the specific objectives are to:

- (a) Examine the leadership style of the Buhari civilian administration and brain drain, (b) examine the causes of poor governance in the administration, and (c) examine the rise of unemployment in Nigeria today.

Research Questions:

The Impact of the leadership style of Buhari administration on Nigeria's democracy, and its citizens?

Why are there Mass unemployment and brain drain in the Buhari administration?

Significance of the Study:

The literature reveals that in some developed countries of the world, the unemployment rate has witnessed an upsurge above 50%. Specifically, a report has shown that in developing countries, the primary employment difficulty faced is underemployment in the informal sector. Accordingly, the international labour organization (ILO), estimates a minimum of 600 million jobs would need to be generated over the next ten years to absorb the

current number of unemployment and provide job opportunities for the projected 40 million new applicants yearly (UN, 2016).

The problem caused by unemployment and poor governance in this administration has led to the brain drain syndrome and a downturn in the economic fortunes of the country. Today, many graduates are unemployed and unable to achieve their dreams with their academic qualifications. Added to this, are millions of unemployed persons who now venture into all sorts of criminalities to survive. This study is aimed at highlighting the causes of poor governance, its effect on unemployment, brain drain, and its consequences on the development of Nigeria. It also seeks to proffer solutions to the growing wave of massive unemployment and brain drain in the country.

2. Literature Review

Concept of Governance

This study requires the clarification of some concepts considered fundamental to the variables to be studied and based on the opinions of notable authorities. This will help readers familiarize themselves with the subject matter of the study.

Governance like the government can be good, poor, or bad, poor governance and bad government have similar characteristics: corruption, impunity of leaders, whimsical, nepotism, expedient decision-making short-sightedness, and the total opposite of good governance. In the same way, good governance criteria are accountability, ethics in decision-making and implementation, action responsiveness and rule-bound decision making (Rule of law), transparency and predictability, long term view of public interest, right to expect laws, a fair judicial system, politically accountable law-making, and an effective and reform-minded bureaucracy.

According to UNDP (1997:19), “a system of governance is good when it satisfies these conditions. It is participatory, meaning it allows both men and women a voice in decision-making, either directly or indirectly. It is legitimate and acceptable to the people transparent and accountable, promotes equity and equality, and operates by the rule of law which means legal frameworks are fairly and impartially enforced, responsive to the needs of the people, and efficient and effective in the use of resources.” In the view of Oluwa, 2012 cited in Nwanegbo, Umara and Ikyase (2017:24), good governance is “a function of effective, visionary, transparent, trustworthy and credible political leadership whose driving force is an improvement in the collective well-being of the citizens through well-conceived, effectively implemented economic policies and human development programmes.” According to Kaufman Kracy and Mastruzzi 2006 cited in Woleola (2017:156) is “the degree of involvement of the citizens of the state in the election of their political leaders and ultimately their representatives in government”. Thus, participation in the mainstream of good governance needs to be informed and organized, which requires freedom of association and Expression and organized civic groups in the society.

Poor governance is the direct opposite of good governance where all the enumerated characteristics are not visible in the administration of President Buhari civilian rule since 2015 till date. His administration lacked focus, accountability, transparency, rule of law, lack ethical decision-making and implementation, no interest for the common citizen (vulnerable and minorities) no respect for human life and dignity (Umara and Ikyase 2017:160) Poor governance has been responsible for the persistent rise in the activities of herders, Bandits, kidnappers, serial killing for money rituals, yahoo boys and yahoo plus, people committed to the propagation of religious and tribal differences, and the Boko haram insurgency in Nigeria

Poor governance has brought a vicious cycle of corruption, poverty, social class struggle, and massive unemployment leading to violent militant groups. One of the vexing issues bedeviling Nigeria in this administration is the coercive nature of their democratic rule opened channels for abuse and kit clove treatment on Insurgency and Insecurity, violation of human rights, and gross disregard for the rule of law, resulting in the

emergence of deadly Islamic jihadist groups, religious extremist, secessionist, separatist movement from all regions of the country. However, insecurity, corruption, massive unemployment and object poverty of citizens has taken on a full-blown since the emergence of the Buhari administration in 2015, resulting in the capital flight of skilled and professionals to developed countries of the world.

Massive Unemployment

Unemployment has assumed an epidemic dimension and is ravaging both the rural and urban communities in Nigeria. The upsurge of unemployment in this administration of Buhari is unspeakable, the majority of the unemployed, particularly youths can be seen vending in the informal sector. It is an open secret to see graduates and postgraduates in the streets of Nigeria hawking, riding keke or Okada (motorbike) to earn a living of a meal a day. This disguised unemployment and underemployment is not healthy for the economy, Chiazor, Zoya and Udume (2017) opine that “in the short term, they seem to be employed but the resources used in training these unemployed Nigerians in the various tertiary instructions would have gone to waste if they cannot find employment in the medium and long terms. There are graduates from the various institutions of higher learning in the country that have been searching for employment in the last seven years. Added to this class is an army of secondary and primary school leavers and countless millions of uneducated youths who daily roam the streets for none existent jobs.

The unemployed have become ready tools in the hands of all types of insurgent groups in Nigeria. They form a pool from where new recruits are sourced daily by these evil groups' commissions (NPC, 2013). The Nigerian population Commission in its report stated that half of the population of Nigeria is made up of youths who are between 15-34 years of age. The unemployed and frustrated youth population is a reservoir for instability and the spread of social vices (Daily Trust 14th May 2015). Unemployment has become one of the fundamental developmental challenges facing Nigeria at the moment. With a very high population and numerous universities in Nigeria turning out graduates in their thousands every year, with no ready market for employment, the wave of unemployment has assumed a crisis dimension.

The scourge of unemployment ravaging the country currently is so horrendous that it has become a time bomb waiting to explode. It should not be allowed to detonate the time to solve the problem of unemployment now. In this paper, we shall look at the causes and consequences of unemployment and make a suggestion on how to tame the monster.

Causes of Unemployment:

(i) Poor governance: Poor governance is one of the major causes of unemployment. When the government in power does not have the capacity and the intellectual capacity to govern, the economy of the country will shrink, there will be no law and order, citizens will be left to their faith, no infrastructural development, and no industries for citizens to work and earn a living and the existing ones sack their workers due to the poor economy.

(ii) Neglect of the Agricultural sector: The agricultural sector has been the leading provider of employment in Nigeria, especially in the sixties when the sector provided employment for more than 90 percent of the Nigerian population.

However, with the discovery of oil, attention was anchored on or where employment capacity is very low. The resulting effect is that a large number of job seekers have no place in the oil industry. Even with the expansion of the industry, unemployment has continued to grow at an alarming rate. Until the early 1970s, agriculture remains the mainstay of Nigeria's economy. It constituted the major income earner for the country and the largest employer of labour as over 90 percent of the population worked, and earn their daily income from the sector. (Chiazor, Ozoya and Udume, 2017).

(iii) Lack of Enabling Environment: The poor economy and the lack of enabling environment that has characterized the economy over the years have continued to pose a serious challenge to employment generation in Nigeria. This, coupled with insecurity has hampered investors coming to invest in the country, especially in this Buhari regime where kidnapping, banditry, and insurgency enjoy the patronage of the administration with kid-glove treatment on them. The factors are further exacerbated and as a result, millions of people move to the urban cities with the hope of securing lucrative jobs in the industries and also being able to enjoy the social amenities that abound in the urban cities/centres. The Implication of this has been that most rural areas have remained neglected in the allocation of social and economic resources.

(iv). Systemic Problems in Education: The falling standard of education had been blamed on the high rate of unemployment in the country. It has been argued that many universities and other tertiary institutions turn out half-baked products in their thousands yearly that are hardly suitable for the labour market. This assertion was however refuted by Ndefon (2009) that the problem is systemic, where the curriculum has not been designed to meet with the present-day realities and in most cases, there are poor facilities and sometimes non which are available to train the students. In the same vein Samuel (2011) laid much emphasis on certificate acquisition while neglecting the application of the knowledge and skills acquired to meet the challenges of contemporary Nigeria. However, Ogunlade (2007) blamed the systemic problem in Nigeria's educational system on the colonial legacy which continues to rub shoulders and even persist as the order of the day in contemporary Nigeria. The negative public attitude or prejudice against agriculture persists.

(v) Gradual collapse of the manufacturing sector: The absence of a vibrant manufacturing sector which can absorb the massive unemployed people in Nigeria is a cause of unemployment. The First, Second, and Third Republics and the military regimes were able to build some industries, and factories that absorbed some good numbers of Nigerians in work thereby unemployment was insignificant. According to Chiazor, Ozoya, and Udume (2017), “over 800 industries collapsed in Nigeria today and over 37 factories closed shop since 2009. Half of the remaining operating firms have been classified as “ailing” a situation that poses a great threat to the survival of the manufacturing sector in the country in the years ahead

Consequences of massive unemployment:

The increasing level of unemployment in Nigeria is one issue that has been responsible for the resurgence of militia groups in the country. Unemployment has been identified as one of the major causes of social vices in the country which includes armed robbery, political thuggery, kidnapping, Fulani herdsmen, banditry, and hostage-taking (Adegoke, 2015). Indeed, massive unemployment in Nigeria is responsible for the spate of Boko Haram, banditry, herder clashes with farmers, kidnapping, militancy, armed robberies, and insurrection in the country. Unemployment has also encouraged the increasing feminization of poverty among young females, which has encouraged prostitution as a means of survival and led to the trafficking of young ladies across international borders, pushing hard drugs with transnational security implications (Akwara et al., 2013). Furthermore, the negative consequences of massive unemployment include poverty, psychological problems, political Instability, breakdown of law and order, unproductive labour force contributing to drug abuse, crime, violence, low GDP, and all manners of social delinquent behaviours.

Massive unemployment in Nigeria today contributed to the high rate of brain drain, poverty, and insecurity of lives and property. With the growing rate of unemployment and underemployment, Nigeria has suffered an enormous loss in terms of growth and development opportunities which have engaged their wasteful human capital resources (Nwagwu 2014).

Brain Drain

Brain drain is the number of highly trained individuals who are professionals in their various endeavours entering a country to live and work where greater opportunities are offered. Alem (2016) sees brain drain as it was created by the British Royal Society to refer to the exodus of professionals, engineers, scientists, and physicians via emigration from the United Kingdom to the United States of America. According to Eise and Foster (2018) brain

Brain drain is the movement of highly skilled individuals or most educated people to advanced countries from the developing nations where their services are appreciated. Brain drain in Nigeria is seen by the researcher as the movement of middle-class and highly skilled people from Nigeria to developed countries in search of a better standard of living quality life, good salaries, access to advanced technology, stable political condition, and security.

Causes of Brain Drain in Nigeria

Besides poor governance and massive unemployment as the causes of Brain drain, there are other factors leading to human capital flight from Nigeria to developed nations, such as corruption, a crippled economy, insecurity, human right violation, failed infrastructure, low standard of Education, poor health facilities and high rate of poverty.

Corruption

In Nigeria the level of corruption is getting worst by the day, to get anything done you need to know someone in high places, thereby unqualified people occupied great positions, a bribe is the order of the day.

Crippled Economy

Brain drain is a loss in terms of money used to employ skilled manpower from developed societies to replace migrated manpower from Nigeria, the petroleum industry hired skilled expatriates to drill and exploit oil at a staggeringly high price of over 40% of its profits to foreign companies Emeagwali (2009). Taxes of migrated human capital go to their resident countries, thereby leaving their own country's economy crippled.

Insecurity

Since the emergence of the Buhari administration in 2015, the security situation in the country is getting worst by the day ranging from Boko Haram insurgency in the North East, Fulani herdsmen attack on farmers and innocent citizens in all parts of the country, Bandits, kidnapping, worst still is the Tuesday 24th August 2021 attack on the Nigeria Defense Academy where military personnel's are trained. Due to the insecurity in the country professionals, skilled, and highly educated citizens are leaving the country to the developed countries for safety and a good environment for better-paid jobs (Saudi Arabia recruiting Nigeria Medical Doctors in thousands). In an unsecured environment, no investor will come to risk his/her life and capital.

Low Standard of Education

In the Buhari administration standard of education is on the decline, with constant strikes by university lecturers, poor working conditions of service, poor curriculum development of an educational system and relevant education compared to their counterpart, and with constant kidnapping of school children. United Nations Education funds (UNICEF) said in the vanguard of Saturday 28th August 2021 that at least 1000 students have been abducted by bandits in Nigeria since 2020. With this, students and teachers are afraid of their lives and cannot learn nor teach adequately in such an environment for a good standard of education.

High Rate of Poverty

In the Buhari administration, the poverty rate is astronomical, parents cannot afford two meals for their family in a day, and over 75% of Nigerians live below a dollar per day. Those who can afford to travel for a better life outside the shores of the country are all leaving. These few factors enumerated show the rate at which Nigerians are leaving the country for better working conditions and payment, better lives, and safety of their lives and properties. No investor will come to invest in such a Nation, thereby impoverishing the citizens the more.

Consequences of Brain Drain:

In Nigeria, brain drain is identified as one of the factors hampering the growth and development of the Nation and the cause of the high blow on the economy. Human capital flight in Nigeria lead to:

Reduction of quality services. One of the major effects of Brain drain is the reduction in quality of service due to the absence of qualified personnel or skilled persons in the health sector, tertiary institutions, and research centers as a result leading to a fall in educational standards, health sectors are in the verge of collapse.

Retardation of economic growth. Human capital resources and the flight of skilled labourers result in the decline of the economic growth of a nation. Poor economic growth in Nigeria is a result of several factors such as lack of investment due to poor governance, insecurity and poor enabling working environment, institutional failure, and inadequate infrastructures in the health sector, education, roads, energy, and other facilities that make life worth living. Boyo (2013) observed that with the growing aging population, those developed nations (Canada, United States, and United Kingdom) enjoy the gains of filling labour shortage without paying the cost of educating them. Adepoju (2008) noted that the absence of competent individuals have a direct and negative effect on the quality of services delivery to the public in the home countries. In the health sector, brain drain has led to inadequate health care delivery, making most Nigerians leave to abroad for medical treatment.

Reduction of technological development. A country whose skilled and highly innovative personnel find their way to other developed countries will be reduced in the level of technological development. Nigerians are the best in most America and European countries in their various human endeavours technologically, medically, just name it leaving their country at a loss.

3. Theoretical Framework

This paper intends to analyze poor governance, and mass unemployment leading to brain drain using frustration–aggression theory by John Dollard (1939) modified by Leonard Berkowitz (1969) and Breuer, Scharkow and Quandt (2015). Which might prove appropriate for a discourse of this nature? The frustration-aggression theory presents us with a heuristic tool for interrogating the central issues of this study.

Frustration–Aggression Theory

In our quest to place this study in its proper perspective, the theoretical framework adopted in explaining massive unemployment is the frustration-aggression theory. Frustration-aggression hypothesis was formulated by Dollard Miller, Mover and Sears (1939) has the central premise that the occurrence of aggressive behaviors' always presupposes the existence of frustration. Frustration-aggression theory from its beginnings in the late 1930s until today, it has been applied and studied in a variety of areas, including clinical and social physiology, ethology, sociology, criminology, and medical research. It has also been used to explain the behavior of animals (Scott, 1948; Berkowitz, 1983).

This paper is applying the theory exclusively to the study of human behavior. Within the discipline of psychology, frustration-aggression theory has been used in a variety of domains, ranging from self-regulation (Harrison, Davies, Treasure and Tchanturia, 2011) and imitation learning (Hanratty, O'Neal and Sulzer, 1972) to developmental (Jegard and Walters, 1960); Nelson, Gelfand, and Hartmann, 1969) organization (Fox and Spector, 1999; 1978) and media psychology (Breuer, Scharkow and Quandt, 2015; Wingrove and Bond, 1998).

From the above theory of frustration-aggression, the absence of good governance principles in governing a state has resulted in the outflow of Nigeria doctors, professionals, scientists, and other experts as a result of poor governance, resulting in lack of a congenial environment for learning and inadequate facilities for professionals to practice, the absence of a quality standard of living, prospect for career advancement, better salaries and insecurity of lives and properties, resulting to frustration and aggressive approach to happenings. Nigeria's leaders need to address fundamental problems of poor governance in the country with the international political order of

accountability, nation-building, and rule of law which will eventually improve the citizens' wellbeing. However, the inability of leaders to make a distinction between governance and self-service by manipulating power to their advantage and those who served their nations without reservation is a major problem against the paradigm of democratic good governance. In a country where poor leadership reigns supreme, Nigerian leaders should emulate other developing nations whose leaders serve to the best of their abilities. Leaders like Dr. Nelson Mandela of the Republic of South Africa, Julius Nyerere of Tanzania, and Nigerian leaders should use their positions to satisfy the interest of Nigerians.

4. Research Method

The researcher adopted the historical method and relied on secondary sources of data that engages archival review of the poor governance of the Buhari administration 2015-2020 and the witnesses of massive unemployment leading to human capital flight in Nigeria. The data were drawn from published and unpublished sources such as periodicals, official, organized documents, newspapers, textbooks, journals, and internet materials. These data were analysed and carefully interpreted in the area of study which led to significant findings that contribute to the stock of knowledge.

5. Data Presentation, Analysis, and Discussion of Findings

Impact of the Leadership Style of the Buhari Administration on Nigeria Democracy and its Citizens?

The leadership style of Buhari has been a laggard one from his military days to his democratic civilian administration, his regime in Nigeria has experienced poor economic growth, hardship on citizens, and a high inflation rate of goods and services. His most likely undoing could be a lack of ability and capacity to manage such a large country with diverse ethnic groups, religious believers, and intellectuals. Leadership is important to demonstrate a better quality of governance which enhances societal development because it is a process of influencing the action of a structured group towards setting and attainment of goals.

The Buhari civilian administration had no impact on governance and Nigerian citizens. He brought untold hardship, poverty, insecurity, and massive unemployment resulting in citizens leaving the country with his laggard style of leadership of anocracy.

Why are there Massive Unemployment and brain drain in the Buhari Administration?

The unemployment rate in this administration in Nigeria rose from 21.5% to 33.7% from December 2020 to March 2021 according to the National Bureau of Statistics (NBS). The NBS explained that the number of unemployed Nigerians rose to 35.20 million in the fourth quarter (Q4) of 2020 on the back of jobless occasioned by the outbreak of COVID-19 pandemic and its stifling impact on business during the period.

Due to the absence of engineering infrastructure, the economy is unable to sustain itself internally, thus exporting jobs through pervasive import dependence Nigeria is an agrarian economy, but the recent breakdown of the rural economy due to, widespread insecurity, herders/farmers crisis has worsened the unemployment rate. The three challenges of the rising unemployment rate in Nigeria, the first two are age-long while the third assumed an unprecedented dimension since the Buhari administration in 2015. The first two challenges are inimical to full employment of labour and capital, the third factor of formulated to address the inherent weakness in the socio-economy fueling unemployment.

The government should start to implement policies on birth and immigration controls to lay the foundation for labour optimization. They must start bridging the infrastructure deficits. This will mechanize the economy and enable it to become internally self-sustaining with a high multiplier effect.

There should be no room for rural insecurity if agriculture which forms the natural base of employment is to be revived. The government of Buhari has not been serious in these areas rather laughable policies of traders' money, meager cash transfer, and temporary employment (n-Power) across the 774 local government areas of the country are mere waste of resources. They cannot form the kind of capital that can generate massive productive employment on a sustainable basis. The high unemployment rate and insecurity are mutually reinforcing evils, one can lead to the other but insecurity is the most terrible. The Gross Domestic Production GDP growth rate since the Buhari administration has been weak and below the population growth rate. According to Uwaleka (2021) "sustainable economic growth, measured by GDP growth rate, is a necessary condition for economic development and by extension low employment rates". We must note that the quality of economic growth is critical to job creation. Unemployment and poverty rates were high due to the GDP growth rate witnessed during those periods was non-inclusive in the oil sector than in the employment elastic sector. The oil sector employs an insignificant proportion of the labour force. Poor infrastructure, especially power, insecurity and general hostile business environment have not encouraged entrepreneurship and micro-business, the educational system is also to be blamed. These are some of the factors responsible for a high rate of unemployment leading to human capital flight in the Buhari administration.

4. Summary, Conclusion, and Recommendations

Summary

Having analyzed the important indices and critical factors for good governance, the position of Nigeria in terms of good or poor governance can be better understood. Good governance is about performance and conformance. Good governance and development performance are indivisible. Without the care fundamental of good governance- without transparency and accountability, the rule of law, electoral legitimacy, efficient and effective services delivery, predictable administration, civil liberties, and participation and consensus orientation. Good governance, in its political and economic, and social dimensions, underpins sustainable human employment, mass participation, economic empowerment, and poverty reduction, no amount of funding and charity will set a country on the path to prosperity. In Nigeria, the deteriorating quality of government, epitomized by a bureaucratic obstruction, pervasive, rent-seeking, weak judicial systems, failure of public institutions, and arbitrary decision making have hampered socio-economic and political development. Poor governance can be observed within the Nigerian contest as the prevalence of poor service delivery, ineffective anti-corruption mechanism, lack of effective popular participation, misuse of executive powers, massive corruption, and absence of openness in policy formulation. To progress from poor governance to good governance and from weak to strong development performance, Nigerian leaders, and political elites must turn here to the care fundamental of good governance without which socio-economic and political development will continue to be an illusion. Worst is the increasing rate of unemployment which causes brain drain is the state of insecurity in the Buhari administration, payment of ransom to kidnappers is one of the worst initiatives and pervasiveness of the government in the last six years, today school pupils are been kidnapped for ransom. The Depchi College girls, the Kankara schoolboys to mention a few. Negotiating with terrorists cannot guarantee a lasting solution but embolden them to keep making endless demands. The governor of Katsina Aminu Masari went into negotiation with bandits and today over twenty local councils out of thirty-four in the state are under siege. Poor governance resulting in massive unemployment has given rise to human capital flight (brain drain), thereby helping to deflate the economy, promoting service delivery in the health and educational sectors, most high and middle manpower, skilled and professionals are leaving the country for better living, security of lives and properties in developed countries.

Conclusion

The paper analysed and assessed governance in the Buhari administration based on time-tested principles and international indices of good governance. Therefore, based on these principles and indices clearly enunciated the assessment shows evidence of poor governance in the administration of Buhari government since 2015 till date. To have good governance practice in Nigeria, governance must reflect on all the principles of good governance theory to embrace it in all ramifications, ranging from justice, transparency, accountability, responsible leadership, public participation in government, effectiveness, and efficiency, freedom, and civil liberties, zero corruption tolerance to free, fair and credible elections among others. Unemployment has become one of the most crucial problems facing this administration. It is, therefore, necessary to create jobs and generate employment for the unemployed Nigerians, to give them a sense of belonging and discourage them from engaging in the sundry acts of threat to security in the country. In Nigeria today, massive unemployment has led to a brain drain and led to incessant ethnoreligious crises, Fulani herders/farmers wahala, electoral and communal violence among others. Nigeria which ought to be the giant of Africa, has become the sleeping giant, whose economic and human resources have been emasculated by unscrupulous politicians? This explains why armed robbery, Kidnapping, terrorism, thuggery, and all sorts of social vices persist in Nigeria today.

Recommendations

The researchers recommended good governance theory principle and practices in Nigeria's democracy; the leadership at all levels of government (federal, state, and local governments), as well as policymakers, must think outside the box and throw up great innovations and new ideas that will help to reduce the rate of unemployment and underemployment to stop citizens leaving the country. Nigeria needs to adopt a skill-oriented educational curriculum that will train the required skilled technical manpower that will help build and maintain its crucial infrastructures that are badly needed to drive the nation's economy and also to create employment, attractive condition of service, security, rule of law and enabling environment. Nigeria's reserve army of the unemployed as it is today is a time bomb. It should not be allowed to explode, all institutions of governance should be properly monitored, all allegations of corrupt practices of the past should be duly investigated, and airing public officers should face the worth of the law and any government in power should bring to the barest minimum the perceptions of domination, marginalization, alienation of one ethnic/religious group against the others and political order of accountability, nation-building and rule of law must be advocated for better and conducive Nigeria.

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