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## **Nexus of Job Creation, Income Generation and Poverty Reduction of SSEs Workers in Kano and Niger States, Nigeria**

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### **Abstract**

*This piece of work aimed at ascertaining the relationship of job creation and income generation with poverty reduction of SSEs workers in Kano and Niger States of Nigeria. Chi square was adopted to test the two hypotheses in order to determine the degree of association of job creation, income generation and poverty reduction of SSEs workers and the difference in level of poverty reduction of the workers in the two States. The study administered a structured open-close ended questionnaire on 157 sampled workers from a population of 5000 workers (3264 for Kano and 1736 for Niger) obtained from the registered SSEs in the study areas. The theory of Abraham Maslow's hierarchy of needs was applied. The association of job creation and income generation with poverty reduction of the workers was established at 21.0% and 27.4% response for Kano State and 9.7% and 12.9% response for Niger State respectively. Also, a non-significant difference occurred in the level of poverty reduction of SSEs workers in study areas at Pearson Chi- square value = 1.096 and p value = .578. The easiest way to provide more job and income to workers is through SSEs. It is therefore necessary to Government and stakeholders to see that SSEs grow and prosper.*

**Keywords:** SSEs, Workers, Job Creation, Income Generation, Poverty Reduction

### **1. Introduction**

Job creation, income generation poverty reduction and economic growth are strongly interdependent and is the reason many countries, regional and international communities were resilient towards the existence and sustenance of Small-Scale Enterprises (SSEs). Despite the strong connection of these concepts, unemployment and poverty kept rising and many countries' economy particularly the emerging economies and African countries continued to decline and this led to the adoption of series of core measures that will ensure access to - many job opportunities, more and adequate income, less poverty prone and increased economic growth. Department of Food and International Development [DFID] (n.d.), confirmed that the worldwide (especially Africa) major challenge has been unemployment where 47% of the unemployed worldwide were youth who constituted 25% of the working population but, strong growth in the global economy over the past 10 years means that the majority of the world's working-age population is now in employment. But this progress has slowed especially in Africa where ILOSTAT (2019), showed that International Labour Organisation [ILO] estimates of employment by economic class exposed large discrepancies across regions in the shares of workers who were extremely and moderately poor. The report showed that as at 2018, 98%, 96%, 84% and 79% of workers in Europe, Central Asia, Arab States and Asia and the Pacific lived above the poverty line, while in Africa, 33% of the working class were extremely poor, 22% moderately poor and 45% managed to be poverty freed (ILOSTAT, 2019 & 2021).

According to United Nations Development Programme [UNDP] (2009), Nigeria has been facing series of poverty rate fluctuation. For instance, poverty rate stood at 28% in 1980, it rose to 46% in 1985, declined to 43% in 1992, and kept fluctuating to 66% in 1996, 55% in 2004, 71% in 2007, 69% in 2010, 36% in 2013 and 46.4% in 2018 respectively and 65% lived below the poverty line. While rural poverty rose to 51% in 1985 against 28% in 1980 and escalated to 69% in 1996 and dropped to 64% by the year 2004. This positioned the country 142<sup>nd</sup> of the 147<sup>th</sup>, 158<sup>th</sup> out of 182<sup>th</sup> and 114<sup>th</sup> out of 135<sup>th</sup> countries under Human Development Index [HDI] in the years 2004 and 2007 and 2009 respectively (UNDP, 2009 & 2010; National Bureau of Statistics [NBS], 2011; Ako-Nai et al., 2010; Ogbuabor et al., 2013; World Bank 2016). The share of poverty in Niger State stood at 43.6% in 2010, 49.6% in 2013 and it rose to 61.20% and 66.11% in 2014 and 2019 respectively (NBS, 2014 & 2020; Marzouq, 2015; United Nation [UN] 2015 in Ijaiya et al., 2016; Varella, 2020). Kano State accounted for 59.4% in 2004, 70.4% in 2010 and 55.1% in 2019 of the poor people respectively (NBS, 2010 & 2020; Varella, 2020).

A study conducted by ILO showed that an employee in the poorest 10% countries earns about \$374 annually, while his counterpart in the richest 10% countries earns \$98,383. Similarly, as at 2018, African employment represented only 14% world employment (ILOSTAT, 2019 & 2021). Again, the continued decline in job creation opportunities in Nigeria posed a challenge to absorb the corresponding increasing in the labour force, and this led to increase in unemployment and underemployment. As at 2006 unemployment of the working population stood at 12%. It rose to 23% and 20% for both unemployed and underemployed in 2008 and to 24% unemployment by the year 2011 (World Bank 2011 in Ekong & Ekong, 2016; World Bank Group, 2019), to 21.8% in 2018 and rose 33.3% in 2020 (Federal Government of Nigeria [FGN], 2022). According to World Bank (n.d.), Nigeria's per income was low at \$2,000 as at 2019 compared with South Africa which stood at \$5,656. This was not unconnected with series of distortion that affected the economy like the 2015/2016 recession and the COVID 19 and total lockdown in 2020. Income inequality kept widening between the South and the North because of the devastating effect of insecurity and social unrest that engulf many people in most States in the North and this triggered the poverty rate. Poverty reduction can be actualised when its strategies are executed within a context of good governance or when the conditions of work and representation are improved (Vandenberg, 2006; Westlund, (eds), 2008). Good governance on the part of government(s) as support giver to the promotion of SSEs and good governance by the SSEs that will allow for worker satisfaction with safety and motivational measures put in place in the organisation. Having presented this, the study has posed the following questions: What has been the significant relationship between job creation and income generation with poverty reduction of SSEs workers in Kano and Niger states? Is there a difference in the association of job creation and income generation with poverty reduction of SSEs workers in kano and Niger States? The main objectives of this study are therefore to determine the extent of relationship between job creation and income generation with poverty reduction of SSEs workers in Kano and Niger States; and ascertain whether there is difference in the association of job creation and income generation from poverty reduction of SSEs workers in Kano and Niger States. The null hypotheses of the study are stated as follows:

- i. *There is no significant relation between Job creation and income generation with poverty reduction of SSEs workers in Kano and Niger States.*
- ii. *There is no significant difference in the association of job creation and income generation from poverty reduction of SSEs workers in Kano and Niger States.*

## **2. Literature Review**

### **2.1 Poverty Reduction**

Poverty has various manifestations which include, among others: lack of income and productive resources sufficient to ensure sustainable livelihood, hunger and malnutrition, ill health, limited or lack of access to education and other essential services, increased morbidity and mortality from illness, homelessness and inadequate, unsafe and degraded environment and social discrimination and exclusion. It's characterised by a lack of participation in decision-making in civil, social and cultural life (World Bank, 2006). Karnani (2011) stipulated that poverty can be alleviated via job creation, enhancing employability and building a more efficient labour markets. It is established that SSEs are the easiest and most effective channel of poverty reduction because they are informal and small in terms of firm size and when they are formalised in the long run, they pay tax to government which is later used to provide socio-economic facilities as well as job creation to the society (Aminu et al., 2015).

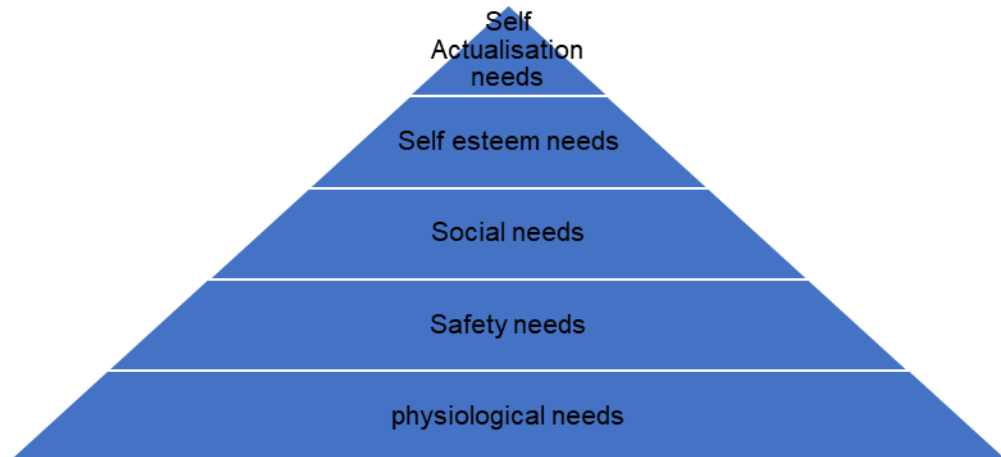
## **2.2 Nexus between Job creation, Income Generation and Poverty Reduction**

SSEs are considered a strong tool in providing employment, generating income and savings, and reducing poverty in the society (Aremu, 2010). SSEs affect poverty largely through the number and quality of employments and income they provide (Teal, 2008 in ANDE, 2012).

According to researchers and development practitioners rapid and sustained growth can boost jobs and income as well as accelerate poverty reduction. DFID (n.d.), has depicted nexus between economic growth and job creation where the former accelerates stronger demand for labour, and increase in the latter stimulates higher growth as well. Negative economic growth can devastatingly affect employability of the poor and less privileged thereby leading to poverty escalation in a society (Chen & Ravallion, 2003). While Yeboa-Mensa (2012) has on the contrary asserted that economic growth may not even ensure overall development of the people but the rich few. This is why emphasis on economic growth should not be narrowed to the principle of trickle-down where support rendered to the rich or increasing supply will boost economic growth which will later benefit the poor instead, a pro-poor growth principle, which centres on a comprehensive and viable poverty reduction policies and programmes is needed so that needs of the poor are met and their capacities are enhanced (Sen 1993 in Jaiyeola & Choga, 2020). Ghura et al. (2002) have in the same vein pointed that trickle-down principle must be labour intensive for it to be effective because, the poor have only their labour to offer for sell. According to Yunus & Weber (2007) the world's income distribution gives a very telling story where 94% of the world income goes to 40% of the population while 60% of the world live on only 6% of world income. Again, half of the world population lives on two dollars per day and over one billion people live on less than a dollar a day. This situation in their views, is no formula for peace. A cross-country study conducted showed that a 10% increase in the country's average income reduced the poverty rate by 20% to 30%. Countries like - El Salvador, Ghana, India, Tunisia and Uganda attained between 3% - 6% poverty reduction in per annum (DFID (n.d.)). China, in last 30 years has simultaneously recorded highest growth rate and poverty reduction in the world where poverty declined from 303.4 million to 213.2 million people from 1987- 1998. This success was achieved not only from a sustained growth but, from partnership with World Bank to improve its poverty reduction programmes and from a long-continued effort towards provision of education and health care (Todaro et al., 2004). Human freedom ensures justice to human beings and improves their well-beings because it reduces discrimination and increases their mobility and employability and result to poverty reduction (Yeboa-Mensa, 2012). Employment should be a path towards bringing people out of poverty, and this can only be achieved when there is adequate income and job quality, security and a guaranteed work environment. The relationship between job creation and poverty majorly relies on the effort put forth to safeguard decent work in the labour market (ILOSTAT, 2019).

### 1.3 Theoretical Framework

**1.3.1 The Maslow's Hierarchy of Needs:** The basic needs theory was propounded by Abraham Maslow (1943) (Ogbuabor et al., 2012; Esiebugie et al., 2016). The basic principle of the theory is that the desire of people to satisfy their numerous important needs induce them to partake action or activities that will lead to the satisfaction of such needs. Abraham Maslow arranged the basic needs in hierarchical order (as a pyramid) and he asserted that the way the needs are hierarchically arranged is the way they are satisfied i.e. starting with the physiological needs, safety needs up to self-actualisation needs. Once the first bottom needs are attained an individual is motivated to behave and act towards attaining the next need up to the last needs, as contained below:



**Figure 1: Maslow's Hierarchy of Needs**

The physiological needs which is also called basic needs concern with access to food, air, water, shelter and clothing. Psychological needs are fundamental biological drives and lacking in them leads to degeneration and loss of life. Safety needs are needs that lead an individual to being secured from any form of harm, threat and deprivation. Being secured means access to protection of life and property. It entails all kinds of safety- physical, psychological, economical, emotional social, political and environmental. Social needs are needs for social engagements, friendship and teamwork. Self esteem needs are needs that deal with self-respect, dignity, self-conscious and self-value. Deprivation from dignity, self-worth and recognition tend to make a person develop inferiority feelings and affects wellbeing. The needs are met after accomplishing the first three needs. The satisfaction in self esteem leads to last hierarchy which self actualisation. Self actualisation needs concern with need for fulfilment of potentials and personal growth. It has to do with the desire to realise full potential and accomplish certain level in life. The uniqueness of Abraham Maslow's hierarchy of needs is that it encompasses both absolute and relative poverty. It also segregates the needs according to importance. While some scholars looked at human basic needs as a single issue or a combination of material needs (drinking water, nutrition, literacy, access to public services) and non-material needs, such as autonomy, political freedom and security. However, there was considerable controversy over precisely how basic needs should be defined and how they should be met hence, methods of meeting the basic needs depend on who defines the needs, and whether the government plays an enabling or providing role. By enabling means to provide earning opportunities for the poor, increase their access to inputs and markets, and attempt to raise their productivity, while providing entails adopting 'count, cost and deliver' mode for providing basic needs (SOAS CeDEP, (n.d.)). In this regard both government SSEs have a stake to ensure the establishment and growth of SSEs. Government provide the enabling environment inform of laws, regulations, incentives, security, finance etc. While SSEs use time, skills, commitment, competency etc manage an established entity

that will result to more job opportunities and income earning to the work force and this later translate into increase in consumption of goods and services produced by the SSEs. Workers income are used to fulfil the attainment of the basic needs. Government also plays a key role through provision of infrastructure and other socioeconomic facilities that allows for SSEs operation and wider distribution of job opportunities and income earnings in the labour market.

## 1.0 Methodology

The study employed a survey research on SSEs workers in Kano and Niger States. The study areas have a population of 5000 workers (3264 for Kano and 1736 for Niger) obtained from the registered SMEs listed by Ministry of Commerce, Industry, Cooperative and Tourism Kano State and SSEs list from Ministry of Investment Commerce and Industry Niger State. To determine the sample size for SSEs' workers, the study used the percent or proportion criteria as opined by Kothari (2004), on the 5000 employees, thus:

$$n = \frac{Z^2 \cdot P \cdot q \cdot N}{e^2 (N-1) + Z^2 \cdot P \cdot q}$$

where: -

n = sample size;  $Z^2$  = confidence level (95%); N = population = 5000; q= 1-P  
 $e^2$  = the precision, acceptable error or true value ( $\pm 3\%$ ); P = the same thing as  $e^2$ .

$$\begin{aligned} n &= \frac{(1.96)^2 (0.03) (1-0.03) (5000)}{(0.03)^2 (5000-1) + (1.96)^2 (0.03) (1-0.03)} \\ &= \frac{3.8416 (0.03) (0.97) (5000)}{0.0009 (4999) + 3.8416 (0.0291)} \\ &= \frac{0.115248 \times 4850}{4.4991 + 0.11179056} = \frac{558.9528}{4.61089056} = 121 + 30\% \text{ of the} \\ &\text{calculated sample size to allow for non-response and incomplete questionnaire.} \\ &121 + 0.3 \times 121 = 36.3 + 121 = 157.3 \end{aligned}$$

Therefore, workers' sample size is 157.

Proportional sampling through the use of two strata was adopted to allocate sample between the two States in the following proportion: For Kano State workers-  $3264 \times 121/5000 + 0.3$  (sample size) =  $3264 \times 0.0242 = 78.9 + 78.9 \times 0.3 = 102.7 = \sim 103$ . For Niger State workers-  $1736 \times 121/5000 + 0.3$  (sample size) =  $1736 \times 0.0242 = 42 + 0.3 \times 42 = 54.6 = \sim 55$ . The questionnaire contained two parts- firstly, workers demographic information designed in close- end format and the other part which is in open- end format centred on training needs, impact of job creation and income generation on poverty reduction of the workers, obstacles in the work environment, monthly salary etc.

## 1.1 Data Presentation and Analysis

### Descriptive Analysis of the SSEs Workers' Questionnaire Responses

The tables under this section explained workers responses from the questionnaire. The information contained demography, aim of working in the enterprise, training needs, problems affecting the worker and ways to address them, ways to tackle poverty and Local Government support to SSEs.

Table 3.1 below explained the workers demography where Kano State has 81 respondents and Niger State has 43 respondents. Majority of the respondents are married male; they are within the age range of 20-29; earn ₦20,000.00-30,000.00 monthly; obtained DIP/OND/NCE qualification and have less than 5 years' work experience.

**Table 3.1: Descriptive Statistics of the Respondents' (Workers) Demography**

Particulars	Frequency	Percent	Valid Percent	Cumulative Percent
<b>States:</b>				
Kano	81	65.3	65.3	65.3
Niger	43	34.7	34.7	100.0
Total	124	100.0	100.0	
<b>Gender:</b>				
Male	93	75.0	75.0	75.0
Female	31	25.0	25.0	100.0
Total	124	100.0	100.0	
<b>Age:</b>				
20-29	60	48.4	48.4	48.4
30-39	35	28.2	28.2	76.6
40-49	21	16.9	16.9	93.5
50-59	3	2.4	2.4	96.0
60 & Above	5	4.0	4.0	100.0
Total	124	100.0	100.0	
<b>Marital Status:</b>				
Single	43	34.7	34.7	34.7
Married	66	53.2	53.2	87.9
Widowed	10	8.1	8.1	96.0
Divorced	5	4.0	4.0	100.0
Total	124	100.0	100.0	
<b>Family Size:</b>				
0-1	42	33.9	33.9	33.9
2-4	34	27.4	27.4	61.3
5-7	35	28.2	28.2	89.5
8-10	10	8.1	8.1	97.6
11 & Above	3	2.4	2.4	100.0
Total	124	100.0	100.0	
<b>Salary (Month):</b>				
Less than ₦10,000.00	21	16.9	16.9	16.9
₦10,000.00-20,000.00	20	16.1	16.1	33.1
₦20,000.00-30,000.00	36	29.0	29.0	62.1
₦30,000.00-40,000.00	20	16.1	16.1	78.2
Above ₦40,000.00	27	21.8	21.8	100.0
Total	124	100.0	100.0	
<b>Education:</b>				
Literacy/Primary	13	10.5	10.5	10.5
Secondary	24	19.4	19.4	29.8
DIP/OND/NCE	57	46.0	46.0	75.8
Degree/HND	29	23.4	23.4	99.2
Others	1	8	8	100.0
Total	124	100.0	100.0	
<b>Work Experience:</b>				
Less than 5 years	60	48.4	48.4	48.4
5-10 years	47	37.9	37.9	86.3
10-15 years	14	11.3	11.3	97.6
Above 20 years	3	2.4	2.4	100.0
Total	124	100.0	100.0	

**Source: Authors' Computation (2021)**

Table 3.2 below showed workers' responses on the reasons of working in the SSEs such as - earn income, need to avert idleness, to acquire skills and work experience, to further education and contribute to the development of their State and country respectively. Others could not get a suitable and desired job, some are attracted by the enterprise pay package and good management-worker relation, and others have passion for work, etc.

**Table 3.2: Reasons for Working with the Organisation**

Particulars	Frequency	Percent
No response	4	3.2
To Earn income for self reliance and good living	51	41.1
Enterprise reputation- pay package and good worker relation	11	8.9
To acquire skills and experience	14	11.3
To avert idleness	19	15.3
To further education	3	2.4
To contribute to the development of the State and the Country	3	2.4
Have passion for work	6	4.8
Because I'm qualified	1	0.8
Inability to acquire a suitable and desired job	12	9.7
<b>Total</b>	<b>124</b>	<b>100</b>

**Source: Authors' Computation (2021)**

Table 3.3 below showed responses on ways to address poverty like- SSEs funding through loans and grants; job creation and empowerment through skills acquisition and entrepreneurship programmes to the poor, youth and women; government support to SSEs promotion through refocus and encouragement; increase workers salary and allowances; reduction in tax, price of goods and transportation cost; establish scheme that will benefit the masses, assistance from rich in the society; investment in agriculture etc.

**Table 3.3 Ways to Tackle Poverty**

Particulars	Frequency	Percent
Financial support to SSEs through loans and grants	18	14.5
Job creation to the poor and youth	26	21.0
Youth and women empowerment through skills acquisition and entrepreneurship programmes	20	16.1
Government support to SSEs promotion through refocus and encouragement	17	13.7
To provide schemes that will benefit the poor	1	0.8
To provide capital to the youth	12	9.7
Creation of more SSEs	7	5.6
Through assistance from the rich	1	0.8
Literacy & enlightenment on the dangers of being poor	2	1.6
Increase salary and allowances of workers	1	0.8
Reduce tax, price of goods and transportation cost	1	0.8
To encourage investment in agriculture	11	8.9
No response	7	5.6
<b>Total</b>	<b>124</b>	<b>100.0</b>

**Source: Authors' Computation (2021)**

In table 3.4 below majority of the response depicted that SSEs did not receive support from Local Government while others acknowledged support to SSEs through - provision of materials, machine, equipment, financial support and training.

**Table 3.4: Local Government Support to SSEs**

Particulars	Frequency	Percent
No Support	52	42.0
Do not Know (No idea)	46	37.0
Yes, through provision of materials	2	1.6
Yes, through financial support	6	4.8
Yes, only the managers know the of support received	2	1.6
Yes, donation of machine and equipment	5	4.0
Yes, through workshops and seminars	2	1.6
No response	9	7.3
<b>Total</b>	<b>124</b>	<b>100.0</b>

**Source: Authors' Computation (2021)**

**Test of Hypotheses**

H<sub>01</sub> & H<sub>02</sub> - To test the null hypotheses of non-significant relation between job creation and income generation to poverty reduction of SSEs workers in Kano and Niger States and a non-significant difference in the level of poverty reduced of the workers in the two States, a Chi Square test results were obtained. The assumption of Chi square is met where the cells in table 3.6 below have no less than 5 (0.0%) expected count.

**Table 3.5: PAV \* STATES Crosstabulation**

			STATES		Total
			KANO	NIGER	
PAV	NONE	Count	21	15	36
		Expected Count	23.5	12.5	36.0
		% within PAV	58.3%	41.7%	100.0%
		% within STATES	25.9%	34.9%	29.0%
		% of Total	16.9%	12.1%	29.0%
JOB CREATION		Count	26	12	38
		Expected Count	24.8	13.2	38.0
		% within PAV	68.4%	31.6%	100.0%
		% within STATES	32.1%	27.9%	30.6%
		% of Total	21.0%	9.7%	30.6%
INCOME GENERATION		Count	34	16	50
		Expected Count	32.7	17.3	50.0
		% within PAV	68.0%	32.0%	100.0%
		% within STATES	42.0%	37.2%	40.3%
		% of Total	27.4%	12.9%	40.3%
Total		Count	81	43	124
		Expected Count	81.0	43.0	124.0
		% within PAV	65.3%	34.7%	100.0%
		% within STATES	100.0%	100.0%	100.0%
		% of Total	65.3%	34.7%	100.0%

**Source: Authors’ Computation (2021)**

Also, table 3.5 above showed that all the expected counts are above 12.48 bench mark as contained in table 3.6 below.

H<sub>01</sub>: - Table 3.5 above showed 65.3% and 34.7% total response from SSEs workers in Kano and Niger states respectively. The table explained the relation between job creation and income generation to poverty reduction in the two States. 21.0% and 27.4% of the total respondents from Kano State have agreed with the relation of job creation and income generation to poverty reduction, while 16.9% indicated a non-association of both job creation and income generation to poverty reduction. Response from Niger State testified to the association between job creation and income generation with poverty reduction at 9.7% and 12.9% respectively. While 12.1% of the respondents admitted that neither job creation nor income generation reduced their poverty. The combined result for the two States showed that 70.9% of the respondents agreed with the association of income generation and job creation with poverty reduction while 29% of the respondents did not agree. Therefore, the null hypothesis is rejected and the significant relations of job creation and income to poverty reduction have been established.

H<sub>02</sub>: - The Chi-square result in table 3.6 below indicated an evidence of non-significant difference in the level of poverty reduction of the SSEs workers in Kano and Niger States where Pearson Chi- square value = 1.096 and p value = .578 which is greater than .05 alpha value hence, the null hypothesis is accepted.

**Table 3.6: Chi-Square Tests**

	Value	Df	Asymptotic Significance (2-sided)
Pearson Chi-Square	1.096 <sup>a</sup>	2	.578
Likelihood Ratio	1.079	2	.583
Linear-by-Linear Association	.771	1	.380
N of Valid Cases	124		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 12.48.

**Source: Authors’ Computation (2021)**

**4. Discussion of findings**

The chi-square results showed that both job creation and income generation have statistically significant association with poverty reduction of SSEs workers in Kano and Niger States. The Pearson chi-square test has indicated an insignificant statistical difference in the level of poverty reduction of SSEs workers at Chi- square value = 1.096 and p value = .578 in Kano and Niger States. Kano is considered an urban State and Niger a rural one, and there is high expectation that the level in poverty reduction of SSEs workers would much differ but, the reverse is the case. This implied that SSEs promotion and performance could have positive impact on poverty of the workers in both urban or and rural areas.

Also, the descriptive statistics showed that majority of the workers’ monthly income is ₦20,000.00-₦40,000.00 which is above the poverty line of \$1 and \$2. According to National poverty line, a person is extremely poor and poor if he/she earns a daily income of \$1 and \$2 respectively. The previous exchange rate of one dollar to naira was ₦410.52 and two dollars is ₦821.04 at the time of the study. Going by this rate a worker can be extremely poor if he/she earns ₦12,315.6 (₦410.52 X 30 days) monthly and be poor by earning ₦24,631.2 (₦821.04 X 30 days) monthly. This result

showed that the workers are living above the poverty line of \$1 and \$2 respectively, by earning a monthly income of ₦20,000.00-₦40,000.00.

Melamed, Renate and Ursula (2011) established that almost half of workers across the globe survive on less than \$2 a day poverty line hence the need to have not just any job but, the one that can earn sufficient income to eradicate poverty. 97.6% acquired skills, 96% showed need to acquire more skills and 41.1% of them joined the enterprises to earn income. Others work in the organisation to avert idleness, to acquire skills and work experience, could not get a suitable and desired job, are attracted by the enterprise pay package and good management-worker relation, aimed to further education and contribute to the development of their country and the remaining have passion for work. 13.7% of the workers testified to Local Government support to SSEs through - provision of materials, machine, equipment, financial support and training while 42% acknowledged no support. 75% of the workers are male 25% are female, 49% are in 20-29 age range, 53.2% are married 34% have 1 family size, 46% have Diploma/ND/NCE.

## **5. Conclusion and Recommendation**

### **5.1 Conclusion**

The study was survey research that purely centred on SSEs impact on workers' poverty alleviation through job creation and income generation. Data generated from the field was presented and analysed through descriptive statistics and chi square. The insignificant difference found in the level of poverty alleviation of SSEs workers showed that SSEs could hold a significant position in alleviating poverty in both urban and rural settings hence, the necessity to ensure their survival by all concerned stakeholders.

### **5.2 Recommendations**

The recommendations that emanated from this study are as follows: the easiest way to provide more job and income to workers is through SSEs. It is therefore necessary to Government and stakeholders to see that SSEs grow and prosper; the significant role play by SSEs towards job creation, income generation and poverty reduction should be appreciated and they should be accorded all the necessary support to sustain them in both the rural and urban areas; though income of the workers was above the poverty line of \$1 and \$2 per day at the time of conducting the research where \$: ₦ = \$1: ₦410.52; the current economic situation in the country where the exchange rate of dollar to naira around \$1 to ₦1,400 necessitate for urgent review of the workers' salary to prevent them from falling into extreme poverty. In order to make the workers be satisfied with the job and be motivated, and attract suitable candidates, salaries should be increased and timely paid, management-worker relation be enhanced and other necessary working materials and equipment be adequately provided, and SSEs should maintain good image in order to sell itself out and retain most qualified personnel etc; Local Government efforts and support towards SSEs performance is dismal hence, the need for proactive so that SSEs' contribution to poverty alleviation is expanded.

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