

Subsidy Reinvestment Empowerment Programme (Sure-P) and Employment Generation In Nigeria (2012 - 2015)

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ABSTRACT

A primary means of achieving the goal of economic growth and development in Nigeria is through the means of increased and sustained domestic productivity. However, such a country must be able to generate and create employment for sufficient domestic and physical capital to stimulate such desired economic growth. Considering that this objective cannot be achieved without the availability of appropriate economic, social and capital infrastructure, the Government deemed it fit as a necessary policy objective to accelerate economic growth through the Subsidy Reinvestment Empowerment programme (SURE P) for the sole purpose of employment generation and wealth creation. The impact of the Subsidy Reinvestment Empowerment Programme and the need for its sustained policy continuity in the country averages the need for this study. The study tries to ascertain the practical effect of the policy programme objective for employment generation within the period of review. The policy programme attempts to contribute to raising the quality of life by creating amenities, providing services and contributing to macroeconomic stability. A correlational analysis was employed in testing for hypothesis and fitting the relationship between the policy programme and employment generation. The result shows that the policy programme had significant impact on employment generation and job creation for the growth of the Nigerian economy considering the fact that capacity building for enhancement is a major component required to ensure an increase in domestic productivity for the attainment of sustainable economic growth which is a paramount objective of the policy programme. The study also revealed that the policy programme also tackled other envisaged issue such a reduction in crime rate, poverty alleviation and encouraged entrepreneurial skills. The empirical evidence on the impact of the Subsidy Reinvestment Empowerment programme on economic growth in Nigeria for the period 2012 to 2015 attests to its reduction of economic disparity, poverty and deprivation in the country. This paper recommends that the policy programme is appropriate for addressing the monumental challenges of modern day government as it has a multi-faceted impact for the economic growth and development of the country as well as addressing the security challenges associated with unemployment

Keywords: Empowerment, unemployment, subsidy, economic growth.

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1. INTRODUCTION

Between 1962 – 1968, the major constraint facing the government of Nigeria was lack of inadequate supply of manpower (well trained and experience ones). This militated against effective implementation of the country's development plan at that period. During this period the main policy trust was the training, education and expansion of educational institutions and establishment of new ones. Immediately after the launching of the third development plan (1975 – 1980) unemployment both at adult and particularly the youths level ensued. This was quickly followed by global economic downturn which forced Nigeria to introduce the Structural Adjustment Programme (SAP) which further increased the unemployment situation more in the country.

Unfortunately youths within the age bracket of 18 – 25 years were mostly affected till date. The reasons for this are not far-fetched, first these age groups are young school leavers without experience whatsoever and they are desirous of entering the labour market. They also change job frequency and are also being laid offs because of lack of experience. Initially this situation is seen as normal and inevitable in a free market economy as Nigeria. But due to the high rate of unemployment of the youths which has doubled that of the adults, their growth rate and the speed with which they graduate from school leading to a larger pool of unutilized workforce, their unemployment rate has astronomically and dangerously risen to the point that subsequent administrations from the 80's to the period under review has become very worrisome and a source of concern. Obviously government have so many reasons to be jittery over this situation, first these youths are vulnerable lots that easily gets into crime since an idle mind is the devil's workshop. In appreciation of these dangerous trends, of unending high level of unemployment, particularly at the youth level, governments at various level came up with policies and programmes that will help ameliorate the situation.

Some of the policies and programmes are: The creation of National Directorate of Employment (NDE) which was established during Ibrahim Babangida's regime to provide employment and pay little allowance to unemployed young graduate, the 6 – 3 – 3 – 4 education policy, the better life for rural women, the family support programme, The National Poverty Alleviation Programme (NAPEP) and the National Economic Empowerment and Development Strategy (NEEDS) and many others. The policy itself being a Federal government policy, all the thirty-six states of the Federation including Abuja are by extension mandatorily expected to key into it. Surprisingly due to regular change in government and followed by policy inconsistency and summersault, unemployment continued unabated. According to Dele et-al (2009) of the 40 million unemployed persons in Nigeria, majority of them are youths.

No sensible and responsive government will fold its arms in the face of this situation with its attendant consequences. It is against this background that this research work intend to look at such issues aimed at empowering the unemployed, especially the youths with the aim of reducing its employment problem, using the oil Subsidy Reinvestment and Empowerment (SURE-P) programmes of the government of Nigeria under the leadership of President Goodluck Jonathan's

1.1 Statement of the Problem

Unemployment is a serious problem in any society because of its attendant consequences. It becomes more worrisome when the bulk of the unemployed are able body young men and women who are graduates with various skills from different fields of endeavour in Nigeria. Many graduates cannot get jobs because they have no work experience, also firms cannot afford to invest in training people for work and paying salaries at the same time. This leaves the graduate without a place to learn the skill required to get sustainable employment.

This development has affected, political, social and economic life of Nigeria as a nation. As the adage says that an idle mind is the devil's workshop, these youths regularly engaged in various crimes to survive. On the other hand it has caused the nation security problem, social crisis e.g kidnapping, raping, armed robbery, internet fraud (419), militancy Boko Haram etc. Dele, (2009:2) said that the country unemployment population is put at 40 million and majority of this figures are youths. This is worrisome to any responsible government which was why previous governments came up with policies and programmes to fight youth unemployment head on, but all these various efforts have not been too effective due to frequent change in government at the centre or due mainly to policy summersault and inconsistencies on the part of the government.

In the year 2012 during the administration of President Goodluck Jonathan, the Subsidy Reinvestment and Empowerment Programme was introduced to apply the Federal Government's share of the proceeds from fuel price increase (subsidy fund) to cushion the effect of the increase by intervening in programmes and projects that would impact positively on the life of Nigerians. The programme is borne out of the need to curb the increasing rate of unemployment among Nigerians. This study therefore is interested in finding out how sure-p as a new policy then, has helped in empowering the youths in tackling unemployment problem in Nigeria

1.2 Objective Of The Study

This research work generally intends to determine the role of Subsidy Reinvestment and Empowerment Programme (SURE-P) in reducing the unemployment problem in Nigeria.

- The study specifically also is aimed at ascertaining how sure-p programme has been able to empower the youths through providing employment in Nigeria.
- The study also is to find out or examine the challenges of Subsidy and Reinvestment Programme (SURE-P) towards unemployment reduction among Nigerians

1.3 Research Questions

As a result of these problems enumerated above, the following research questions will serve as a guide to the study.

- To what extent has subsidy reinvestment and empowerment programme (SURE-P) contributed to the reduction of unemployment among Nigerians
- What are the challenges facing subsidy Reinvestment and Empowerment programme in empowering the youths through employment.
- What are the best options available to sure-p programme in helping to reduce unemployment.

1.4 Research Hypotheses

The following hypotheses are formulated to guide the study: -

- Ho₁ - The implementation of subsidy reinvestment and empowerment programme has helped in reducing youth unemployment in Nigeria between 2012 - 2015;
- Ho₂ - Subsidy reinvestment (SURE-P) do not have any impact in the provision of employment for the youths.
- Ho₃ - There are problems confronting the implementation of subsidy reinvestment and Empowerment programme.

1.5 Significance of the Study

Subsidy Reinvestment and Empowerment Programme (SURE-P) was established in 2012 to apply the Federal government share of the proceeds from fuel price increase (subsidy funds) to cushion the effect of the oil price increase by intervening in programmes and projects that would impact positively on the life of Nigerians, but much literature has not been produced in the areas of the programmes, solving the multifarious unemployment problems facing the youths

To this effect therefore, this study will be significant both theoretically and empirically. Theoretically it will be useful for future research project on Sure-p, Nigeria Government and even analyst too. It will also serve as a data based information for future national plan on solving unemployment problem in Nigeria.

- Nigeria as an oil producing Nation, the result of this research work will guide the federal government in avoiding wastage when next the price of crude oil will increase or improve.
- The study will avail analyst in Nigeria the opportunity of being informed about the extent to which the sure-p programme has gone in empowering the youths by creating employments.
- Empirically this study will assist in knowledge by proffering solutions to the many challenges being faced by the programme in achieving its objectives and goals of improving living standards, reduction of poverty thereby helping in growth and development.

1.6 Scope of the Study

This work is to study the impact of the subsidy reinvestment and empowerment programme (Sure-p) on employment in Nigeria. These crime rates even though they are available in other societies are capable of giving the country bad image internationally and discouraging the much needed investment in the country. Therefore, the research work focuses on the administration of President Goodluck Jonathan between 2012 - 2015. This policy under study have sub-committees like Public Works and Women and Youth Empowerment (PW/WYE), The Graduate Internship Scheme (GIS) Technical Vocational Education and Training Programme (TVET), the Youth Enterprise with Innovation in Nigeria (YOUWIN). Based on the above the scope of the study will be limited to the activities of these sub-programmes under sure-p which is intended to address the problem of unemployment in Nigeria. Therefore this research will focuses on one Local Government Area each from the three senatorial districts in Delta State as a pilot study between 2012-2015. The policy understudy have various subcommittees like, Public Works and Women and Youth Empowerment (PW/WYE), The Graduate Internship Scheme (GIS), Technical Vocational Education and Training Programme (TVET), the Youth Enterprise with Innovation in Nigeria (YOU WIN). Based on the above, the scope of the study will be limited to the activities of these sub committees under sure-P which is intended to address the problem of unemployment in Nigeria

2. LITERATURE REVIEW

2.1 History of Fuel Subsidy in Nigeria

Subsidy is an economic benefit provided by a government to cushion the effect of its removal. According to (Shrank, 2001:7) “It is a financial aid being extended by government to support desirable activity, so as to keep prices low, maintain the income of the producers of critical or strategic products, maintain employment levels or induce investment to reduce unemployment”. It can tentatively be defined as a government programme that potentially permits the firm to increase its profits beyond what they would have been in the absence of the government programme. A subsidy can also be referred to as an assistant to a business or economic sector or producers (Todaro, 2009:7). In my opinion subsidy if a situation where government mostly, does not allow the interplay of demand and supply in price determination. It is an effect at voluntarily reducing firms price of a product by bearing part of the cost of production or importation. This usually occurs where such a product is of high demand and of significant use to the population”. Subsidy therefore is the reduction of a market price of a product below its original cost of production.

Most subsidies are put in place by government for producers or importers or are distributed as subventions in an industry to prevent the decline of that industry (e.g as a result of a continuous unprofitable operations other examples of subsidy is the encouragement of a firm to hire more labour in order to increase exports, subsidies on some foods to keep down the cost of living, especially in urban areas and subsidies to encourage the expansion of farm production to achieve self-sufficiency in food production. According to UNEP, (2003:8) a subsidy is a reversed tax. It is a deliberate attempt by government to support a chosen economic agent in a consumer or a provider and it can be applied in any market that involves the buying and selling of products and or services.

Fuel subsidy is a tax payers funded payment made to encourage development/distribution of alternative fuels/energy sources. A fossil fuel energy production. Raises the price received by energy producer or lowers the price paid by energy consumers (Smith, 2012:9). The application or use of subsidy is not restricted to or exclusively to developing economy alone, rather it is also obtainable in all economics. Subsidies can be applied to different economic activities, e.g. Agriculture and energy etc. It could be directed in the form of price controls or tax exemptions or the provision of grants: this more or less entails the injection of cash back into the hands of either the consumer or the producer. The indirect form of subsidy is more in the form of the provision of industrial input requirements in the form of favourable regulator, framework, research and development. Subsidy also includes: Grants and other direct payments, Tax concessions, in-kind subsidies, cross subsidies, credit subsidy and government guarantees and hybrid subsidies (National Bureau of Statistics, 2013).

The history of fuel subsidy removal is rather a long one, particularly with the negative effects it has on the polity. Specifically, the story of subsidy removal dates back to 1978 when the then military government of General Olusegun Obasanjo reviewed upwards at 8.40kobo to 15.37kobo. From this period, it had been from one subsidy removal to the other (Eyring, 2012:9). The table below provides a clearer picture of the different pump prices by the different administrations from 1978 to 2015. The figures shows various attempts by various administrations at removing subsidies on petroleum thereby increasing fuel pump price.

Table 1: Different Pump Prices By Different Administrations From 1978 - 2015

S/N	DATE	ADMINISTRATION	PRICE FROM	CHANGE
1.	1978	Gen. Olusegun Obasanjo (Military)	15.37k	-
2.	1982	Alh. Shehu Shagari	20k	-
3.	1990	Gen. Ibrahim Babangida	60k	300%
4.	1992	Gen. Ibrahim Babangida	70k	17%
5.	1992	Gen. Ibrahim Babangida	N3.25k	364%
6.	1993	Gen. Ibrahim Babangida	N5.00	54%
7.	1994	Chief Ernest Shonekah	N11.00	120%
8.	1994-98	Gen. Sanni Abacha	N11.00	-
9.	2000	Olusegun Obasanjo (Civilian)	N20,000	82%
10.	2001	Olusegun Obasanjo (Civilian)	N22.00	10%
11.	2003	Olusegun Obasanjo (Civilian)	N26.00	18%
12.	2004	Olusegun Obasanjo (Civilian)	N40.00	54%
13.	2007	Olusegun Obasanjo (Civilian)	N45.00	13%
14.	2007	Alh. Umaru Shehu Yaradua	N65.00	0.07%
15.	2012	Dr. Goodluck Jonathan	N97.00	73%
16.	2015	Dr. Goodluck Jonathan	N87.00	-

Source: Ering and Akpan (2012 & National Bureau of Statistics (NBS))

2.2 Structure of Sure-P

The subsidy Re-investment and empowerment programme was designed along the line of the transformation agenda of president Goodluck Jonathan with the life span of which is 2012-2015. The partial removal of the fuel subsidy by the Federal Government in January 2012, aimed at conserving and maximizing the oil wealth of Nigeria, in specific terms saw the emergence of a fiscal formula for the sharing of the national petroleum products subsidy savings. This formula requires the Federal government to take 41% of the subsidy savings, while the state and local governments share 54%.

To oversee and ensure the effective and timely implementation of the projected to be funded with the savings accruing to the Federal governments from subsidy removals, the sure-p Committee had employed the following processes and proceedings. In the sure-p operational structure, individual projects are managed by the project implementation units (PIU) that are located within Federal government ministries, Departments and agencies (MDA's). Also various states i.e. the thirty six (36) states of the and Abuja federation also have committees and MDG through which it implements the sure-p.

To perform its oversight function the committee divided itself into sub-committees each made up of three to four members. The sub-committees act on behalf of the main committee to provide direct supervision to the projects. Sub-committees carry out site inspection and are required to sign certificates that assure the main committee that the work that is claimed is fully verified. The committee also has a secretariat for technical and administrative support and for providing information to stakeholders and the general public.

2.3 Fund Management

Following the approval of the 2012 budget by the executive and the national assembly, sure-p established a fund management structure that ensured probity, transparency and accountability. After the Committee had approved the payments for projects, the chairman signs the approval, the director General (DG) budget office, as according officer of the sure-p, processes the approvals he then authorizes the central Bank of Nigeria (CBN) to make payments directly to the bank account of the beneficiaries.

As a means of providing the checks and balances arrangements that guaranteed the probity of the sure-p and the project implementation units the Director General, budget office of the federation is the designated accounting officer for all sure-p activities. This is so to remove direct contact with the contractor on financial matters.

2.3 Concept of Unemployment

According to the classical economist, full employment is defined as a situation where there is no “Involuntary unemployment” though there maybe frictional, structural or voluntary unemployment (R.O. Gupta 1982). A worker is said to be voluntarily unemployed which he refuses to work at the current wage rate or one refuses to work at all. While frictional unemployment exists because the workers do not possess the necessary qualification or skills or are located in the wrong places or unstable jobs. Frictional unemployment is caused on account of the immobility to labour, seasonal nature of work temporary shortages of raw materials, break downs of machinery, ignorance about job opportunities etc. Technological unemployment is the result of changes in techniques of production. This type of employment is caused when machines replaces men. Seasonal unemployment arises in a particular industry through seasonal various in its activity brought about by climate conditions or by changes in fashions.

But structural unemployment is said to exist when large number of persons are unemployed or underemployed not because they want to remain idle or underworked, but because the co-operate factors of production to engage them fully are not sufficiently available (Gupta). This is clearly the situation of unemployment situation in Nigeria, vis-a-visa Delta State.

According to (Pigou, A.C. Cited in Gupta) he defined unemployment as a residual, to be calculated by subtracting employed workers from the number of world be wage earners. To Pignon, unemployment was caused on account of unbalance more a matter of balance or adjustment. International labour organization (2007:1), defined unemployment as those workers who are currently not working but are willing and able to work for pay, currently available to work and have actively searched for work. Again the international labour organization (ILO 2011) further defines unemployment as “Unemployment workers as those who are currently not working, willing and able to work for pay, currently available to work and have actively searched for work”. Hornby (2010:675) defines unemployment as “the facts of a number of people not having a job; the number of people without a job; the state of not having a job. Therefore for the purpose of this work the operational definition of unemployment will include, “those persons who are able, qualify, with all available skills and are willing to work but cannot find job due to unbalance in the economic system and general economic recession.

2.4 Sure-P and Employment Creation

President Goodluck Ebele Jonathan inaugurated the sure-p in 2012 with the following mandates.

- To mitigate the immediate impact of the petroleum subsidy discontinuation on the population particularly for the poor and vulnerable segments.
- To accelerate economic transformation through investment on critical infrastructure projects, so as to drive economic growth and achieve the vision 20:2020.
- To lay a foundation for successful development of a national safety net programme that is better targeted at the poor, unemployment and most vulnerable on a continuous basis; and
- To deliver services with integrity and restore people's confidence in government publication of federal ministry of information and sure-p. www.fmi.gov.ng.

The committee uses the fuel subsidy savings to deliver on the programmes mandate and tries to do so with probity, transparency and accountability while the Federal government receives 41% of the total savings 59% goes to all the states of the federation including Abuja and the local governments. The government at inception mandated all the states to use the local government structure as a means of implementing the programmes. The private sector support will also be required in creating jobs as the government alone cannot do it. Since its inauguration some years back sure-p in collaboration with the ministry of finance has been involved in several projects such as the procurement and management of mass transit, material and clued health care, community service programmes, HIV/AIDS interventions, polio eradication and other worthy causes with the vocational training project which has its areas of focus. Hands-on-skills, life skills and entrepreneurial skills, sure-p has invested in reducing unemployment through skill acquisition and development.

The graduate internship scheme (GIS) is a programme of sure-p which is borne out of the need to curb the increasing rate of unemployment among Nigeria and Delta Youths. The Federal Government of Nigeria through the public works, youth and women employment component of the subsidy reinvestment and empowerment programme (sure-p) established the GIS which aims to provide both unemployed and underemployed graduate youths with job apprenticeship opportunities that will expose them to skills and experiences relevant to the current labour market and enhance their employability.

The activities of the project implementation unit (PIU) at the state levels are coordinated by consulting firm appointed by the (PIU). The consulting firms are responsible for mobilizing other firms to join the scheme, validating the eligibility of firms registered on the GIS platform, validating interns matched to firms and monitoring the performance of interns at the firms. The (PIU) also has independent monitors who are responsible for randomly reviewing the activities of state level forms, host firms and interns at the state level.

The graduate internship scheme has the following objectives:-

- a. To enhance the employability of up to 50,000 (by 2015) unemployed graduates in the 36 states of the federation and the FCT through internship programmes in pre-selected institutions.
- b. To reduce the vulnerability of unemployed graduates.
- c. To build manpower base towards attaining national development operations
- d. To provide income supplement and a social safety net for unemployed graduates.

It is expected that the GIS programme will cost about N900M monthly. This is based on the N18,000 monthly stipends expected to be received by over 50,000 graduates that will benefit from the scheme in 2013 fiscal year. (www.sure-p.com.ng2012). At the interactive session with the executives of the private sections, the minister of finance Dr. Ngozi Okonjo Iweala stated that the programme was part of the government tripod strategy towards addressing unemployment in Nigeria particularly the youth.

The tripod strategy according to her was anchored on the realization that the government acknowledge the fact that it could not solve the unemployment problem alone. She noted that the GIS is part of our tripod strategy for responding to the youth unemployment in Nigeria. This strategy has three layers because we recognize that the challenge is a multi-dimensional one.

The key to solving unemployment lies with the private sector. This is why according to her a major policy priority is the creation of an enabling environment for business to thrive and employ people. Also speaking at the occasion the Chairman of Sure-p Dr. Christopher Kolade, said the programme commenced in Oct. 2012 (www.sure-p.ng,2012). He called for support for the programme from the private sector adding that the buy-in from the firms had not been commensurate with the rate of graduate registration. The GIS will help us to reduce unemployment in the country through youth empowerment he said, we are looking at our graduates as seeds for the future and that is why we are making this investment in them to help them to develop their intellectual capacity to rebuild a strong nation.

Table 2: Annual Distribution Of Sure-P Allocation Shares To Nigerian States And Their Local Governments

S/N	STATES	STATE AND THEIR ALLOCATIONS (₦)	NO OF LGA'S	LOCAL GOVERNMENT ALLOCATION (₦)
1.	Abia	7,460,062.24	17	4,238,037.28
2.	Adamawa	7,093,217.24	21	5,453,941.40
3.	Akwa Ibom	43,406,731.87	31	7,192,651.57
4.	Anambra	7,164,697.14	21	5,406,502.22
5.	Bauchi	8,309,773.31	20	6,252,967.94
6.	Bayelsa	33,839,652.09	8	2,300,560.20
7.	Benue	7,658,631.38	23	6,357,999.06
8.	Borno	8,451,350.27	27	7,307,086.59
9.	Cross River	7,718,686.26	18	4,540,847.09
10.	Delta	40,965,476.92	25	6,001,812.30
11.	Ebonyi	5,880,552.15	13	3,235,045.01
12.	Edo	9,432,709.30	18	4,544,886.73
13.	Ekiti	5,931,760.50	16	3,697,048.21
14.	Enugu	6,692,449.99	17	4,380,299.45
15.	Gombe	6,291,166.08	11	3,196,301.41
16.	Imo	8,729,126.56	27	6,342,352.58
17.	Jigawa	7,848,086.61	27	6,654,099.65
18.	Kaduna	8,944,553.13	23	7,136,961.50
19.	Kano	11,210,304.04	44	11,712,750.53
20.	Katsina	8,535,402.69	21	8,563,272.53
21.	Kebbi	7,131,000.67	21	5,319,261.00
22.	Kogi	7,113,202.30	16	5,513,261.00
23.	Kwara	6,482,037.63	20	4,234,044.54
24.	Lagos	10,126,514.01	20	7,114,676.51
25.	Nasarawa	6,932,343.25	13	3,385,143.83
26.	Niger	8,294,895.04	25	6,865,934.91
27.	Ogun	6,932,554.04	20	5,080,656.46
28.	Ondo	12,554,345.28	18	4,689,711.39
29.	Osun	6,575,162.77	30	6,391,233.41
30.	Oyo	8,283,911.05	33	8,172,704.52
31.	Plateau	6,956,827.74	17	4,678,163.80
32.	Rivers	44,628,272.62	23	6,125,835.15
33.	Sokoto	7,395,670.79	23	5,872,227.28
34.	Taraba	7,005,145.87	16	4,674,398.11
35.	Yobe	6,952,382.78	17	4,533,026.64
36.	Zamfara	6,973,520.31	14	4,255,704.32
	FCT Abuja		6	1,811,053.26
	TOTAL	411,034,1876.00	774	203,235,480.00

Source: sure-p document (2011) National Planning Commission Abuja

From the table above it is observed that Delta State is among the state that got the highest yearly allocations of the sure-p from the local government shares under the sure-programme also from the table above shows that Kano, Katsina, Oyo and Borno States top the list of the highest receiver of the sure-allocation for the year 2012. While on the other hand Bayelsa, Gombo, Ebonyi and Nasarawa are the least states in terms of sure-allocation to Nigerian local government for the year 2012. Delta State in terms of the number of local government is neither among the highest or the lowest, but actually got a fair share of the finance allocation.

3. RESEARCH DESIGN

The Research Design adopted for the purpose of this study is the descriptive & historical or exposit facto survey research design. This provides a blueprint of the procedures the researcher uses for testing of hypotheses in order to reach a valid conclusion about the presumed relationship between the variables. The Design is tailored in a way that specifies how data was collected and analyzed.

3.1 Source of Data

This research is intended to adopt a multi-variate accumulation of sources of material as data in ensuring the credibility of the research and authentication of the findings. A hypothetical deductive approach using questionnaire attitude scale and interview methods as sources of data information from the primary source of data. The secondary source of data constitute administrative journal, texts, Newspaper editorials, articles and existing records.

3.2 Population of the Study

The population of the study which comprises Directors; Heads of Departments/Units, Higher Administrative Officers, Administrative Officers and Senior Executive Officers in the Local Government Councils (Works, Training and Development; finance and administration) as well as those that the policy are actually targeted at i.e. the unemployed is estimated at 141 (One Hundred and Forty One).

3.3 Sample Size and Sampling Techniques

According to Nwana (1981; p 72); in a population of a few less hundred a 40% or more sample will do. The size of the sample of this study is determined using the Yemane Formula (Yemane T. 1967).

$$n = \frac{N}{1+N(e)^2}$$

Where:

N = Sample Size

N = Population

l = constant

e = Error margin estimated at 5%

$$n = \frac{141}{1 + 141 (0.05)^2}$$

$$n = \frac{141}{1 + 141 (0.0025)}$$

$$n = \frac{141}{135} = 104$$

The sampling technique adopted for this study is the cluster or area sampling technique. This involves the grouping of the members of the sample in a group on the basis of geographical senatorial zones of the state. Hence, the unit of observation is the group which makes it suitable since the population is too large and by implication, it minimizes cost.

3.4 Reliability and Validity Of Test Instrument

Reliability refers to the ability of a test instrument to produce the same consistent result over time when applied to the same sample (Black and champion 1976). The reliability of the measuring instrument for the research is determined through the split-half technique of the internal consistency method. The validity of the test instrument is guaranteed by way of construct validity which is pre-occupied with, theory, theoretical construct and scientific empirical inquiry involving the testing of hypothesized relations.

4. DATA PRESENTATION AND ANALYSIS

Table 3: Contingency table for hypotheses I of SURE-P as veritable policy programme in combating unemployment in Delta State from 2012 - 2015

Qus	SA	A	U	D	SD	Row Total
Qus 5	45 (51.67)	41 (30.33)	3 (8)	7 (6.33)	4 (3.67)	100
Qus 6	68 (51.67)	12 (30.33)	9 (8)	8 (6.33)	3 (3.67)	100
Qus 7	42 (51.67)	3 (30.33)	12 (8)	4 (6.33)	4 (3.67)	100
Total	155	91	24	19	11	300

Chi-square = 31.403, DF = 8, P-value = 0.000 the P-value less than 0.05 rejects H_0 and accepts H_1 and confirms the result as significant

Table 4: Contingency table for Hypothesis II the implementation of subsidy and unemployment in Delta State between 2012 - 2015.

QUS	SA	A	U	D	SD	Row Total
Qus 8	31 (29)	29 (36.33)	3 (8.33)	30 (19.67)	7 (6.67)	100
Qus 9	33 (29)	41 (36.33)	12 (8.33)	9 (19.67)	5 (6.67)	100
Qus 10	23 (29)	39 (36.33)	10 (8.33)	20 (19.67)	8 (6.67)	100
Total	78	109	25	59	20	300

Chi-square - 21.486, DF = 8, P-value = 0.006, P-value less than 0.05 rejects H_0 and accepts H_1 and confirms the result as significant

Table 5: Contingency table for Hypothesis III the Local Government Council as a suitable channel for the policy programme implementation.

QUS	SA	A	U	D	SA	Row total
Qus 11	52 (31.33)	31 (23)	10 (14.33)	2 (11.33)	5 (20)	100
Qus 12	27 (31.33)	18 (23)	23 (14.33)	12 (11.33)	20 (20)	100
Qus 13	15 (31.33)	20 (23)	10 (14.33)	20 (11.33)	35 (20)	100
Total	94 (31.33)	69	43	34	60	300

Chi-square = 71.728, DF = 8, P-value = 0.000 P-value less than 0.05 rejects H_0 and accepts H_1 and confirms the result as significant.

6. CONCLUSION AND RECOMMENDATIONS

Policies and programs are meant to solve specific problems for the good of the people, issues of unemployment in our country Nigeria has brought about a lot of social problems, security crisis is threatening the foundation of our nation, therefore holistic implementation of a well-articulated policy like sure-p should be done for its effectiveness in employment generation to be achieved, enough mechanisms should be put in place to enhance its activities through proper implementation and administration.

7. RECOMMENDATION

Having fully examined the body of literature on the topic under investigation and having pointed out that employment generation schemes of sure-p has made a significant impact in tackling unemployment problem in Nigeria and thus reducing unemployment, it is important by way of recommendations, to map out strategies that could be used to reduce the challenges faced by sure-p in unemployment reduction which will ultimately lead to its increase effectiveness in the generation of employment.

This study therefore recommend thus:

- Since the implementation of sure-p programmes is carried out at all levels of government, the government at the local level should ensure that funds principally assigned for employment generation are sincerely and judiciously disbursed and utilized for the purpose which they are meant for.
- The government should reduce risk of sure-p unemployment reduction programme fueling grievances by themselves, through ensuring inclusion, fairness, transparency and accountability. This it can achieve by ensuring that opportunities are well-publicized and accessible to all, regardless of political, ethnic, religious or other affiliation.
- Local government should consider venturing into private/public partnership scheme that will open up industries to absorb the teeming youths and individuals that have completed their sure-p employment internship programme. Government at the Federal level should increase the percentage of funding allocated to the Local Government Area.
- All the local governments should be treated equally in terms of materials supplied for empowerment and government periodic monitoring or visitation of those empowered should be carried out to ensure proper utilization. A monitoring committee could be put in place for this purpose.

- Adequate records and data of any policy programme initiated by any administration should be kept for future use of incoming governments.
- Politicians should realize that the interest of the citizenry should be uppermost in their minds, therefore policy continuity, especially a good one like sure-p should not be discarded because of partisanship.

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