



The Task of Nation-Building in Nigeria: A Collective Responsibility

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ABSTRACT

After series of verbal battles between the nationalists and the British officials, Nigeria finally emerged from the yoke of colonialism and became a sovereign nation within the Commonwealth of Nations on the 1st October, 1960. After political independence, the task of nation-building was supposed to be of paramount issue in the minds of the political leaders and followers but what one observed was what can be termed as "power struggle" based on ethnic divide and massive electoral malpractice and/or fraud. The attendant consequences were political riots, impunity, unhealthy rivalry, deepened ethnic animosity, civil war, corruption, hunger, poverty, instability and underdevelopment. The thrust of this paper, therefore is to examine some of these problems in nation-building in Nigeria with the aim of making suggestions which will serve as panacea to the problems earlier identified. It is hoped that if these suggestions are adequately put into practice, Nigeria will leave her present state of political backwardness and move towards the path of honour, growth, development and modernization. This work depends mainly on qualitative methodology and social contract theory as its theoretical framework.

Keywords: Task, Nation-Building, Nigeria, Collective Responsibility

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1. INTRODUCTION

Nation-building as a concept is closely related to modernization theory which simply connotes a change or transition from 'traditional' to a 'modern' society. The modernization theory according to Moore as cited in Ifesinachi (2010) is a tool of transformation of traditional or pre-modern entities into that type of technologies and associated organizations that characterized the advanced capitalist societies. Be that as it may, nation-building presupposes a continuous and comprehensive process of development of a nation-state. It involves the gradual transformation of a political community to a higher level of modernization. The manner in which the colonial masters granted independence to most African countries, including Nigeria has been seen as being partially responsible for her woes and under-development. This is unlike the Latin America countries where independence was acquired through protracted wars. In most African countries, independence was granted through various constitutional negotiations.





This peaceful transfer of power gave considerable advantage to other forces such as social, political, economy, ethnicity, among others, in the task of nation-building. The failure of these forces helped to prepare the way for the military intervention in politics (Ndoh, 1997:13). January 15, 1966, actually marked the beginning of military incursion into Nigerian politics with a new dimension brought into the political system of the country. Other changes occurred in July, the same year (1966) and followed in quick succession in 1975, 1976, 1983, 1985, 1993, and 1998. The enthronement of democracy came about on the 29th may, 1999. No doubt, these changes have contributed to the slow-pace of nation-building in Nigeria.

This is so because the military were not trained in the art of governance or administration, hence, their incursion into politics is usually described as an aberration. Evidences around us also show that the nonchalant attitudes of both the past and the present leaders to the task of nation-building have been a major contributory factor to the present socio-economic and political problems in Nigeria today with unprecedented untold hardship on the entire citizenry. The pertinent question that should be our major concern is whether to allow such a situation to continue or proffer a sound solution leading to a strong, viable and enduring political system.

2. CONCEPTUAL ANALYSIS OF NATION-BUILDING

For the purpose of this paper, we shall attempt few definitions of a nation. This will in turn give us a better understanding of the concept of nation-building. At one time or the other, various scholars have offered different definitions with all pointing to the same direction. For instance, Muir as cited in Appadorai (1975) defines a nation as a body of people who feel to be naturally linked together by certain affinities which are so strong and real for them that they can live happily together and are dissatisfied when disunited and cannot tolerate subjection to people who do not share these ties. He went further to emphasize that the tendency to promote the centripetal forces over and above the centrifugal forces is paramount in individual's mind and this is the reason for their being dissatisfied when dismissed and cannot tolerate subjection to people who do not share these traits. In the same vein, Leacock as cited in Otelaja (2008:31) posits that a nation indicates a body of people united by a descent and a common language.

The Oxford Advanced Learner's Dictionary of Current English (2000) conceives a nation as a country consisting of a group of people with the same language, culture and history who live in a particular area under one government. To Omonijo (2005:9) a nation consist of a group of people living in the same territory, having the same language, with the same consciousness and same culture. According to him, these features may not be totally fulfilled before a group can become a nation. What is most important is the level of consciousness among the group.

Having given an idea of what a nation is all about, what then is nation-building? Nation-building simply suggest the development of both human and material resources in order to influence the growth of a nation politically, socially, economically, educationally, and culturally (Otelaja, 2008:234). It is the exhibition of the right type of values and attitudes in order to move a nation and her people forward. It can also be seen as "a productive and constructive process of engaging all citizens in building social cohesion, economic prosperity and political stability in an inclusive and democratic way.





It is a process through which all people (both the governed and the government) have access to and control of structures and mechanisms that govern their lives" (Anopue,2013:95). Hence, It is a multi-dimensional process through which the growth and development of a political community can be enhanced. In other words, it implies a state of change that leads to progress or improvement in the state of well-being of the people. Such improvement may be linked to whether there has been a reduction in poverty, hunger, unemployment, inequality, diseases and so on.

3. THEORETICAL FRAMEWORK-SOCIAL CONTRACT THEORY

This theory is perhaps the most widely accepted theory and explanation for the formation of state and its statutory functions. The writings of the classical political thinkers such as Thomas Hobbes (1588-1679), John Locke (1632-1704), Baron de Montesquieu (1689-1755) and Jean Jackques Rousseau (1712-1778) have largely contributed to the popularity of this theory as the most acceptable basis for societal harmony that could lead to the development of man and his society at large. From the positions/views of these giant political philosophers, the state was a creation of the contract between the citizens and the government. In this case, while members of the society willfully surrendered their rights to the state, the state on the other hand, is expected to protect, defend and ensure equitable in the administration of the fundamental laws of the land and the distribution of benefits to the individual members of the society. In other words, both the citizens and the government are bound to each other by reciprocated duties and obligations, otherwise there would be problem.

The application of this theory to this study, therefore suggest that both the citizens and the government must do the needful by fulfilling their parts of the duties/obligations in order to accomplish the task of nation-building. This is the central argument of Social Contract Theory. However, just like any other contract, crisis or crises could arise if one of the parties fail to adhere to the tenets of the agreement earlier reached and this singular factor simply describes the situation in Nigeria's political system and that is why the task of nation-building has been a difficult one to address genuinely and properly.

3.1 Conditions Suitable for Nation-Building

According to Ajayi (2005:74) there are certain conditions suitable for nation-building, without which the task of nation-building may be a difficult one. The conditions, therefore, include the following:

- ❖ A high level of consciousness with regard to the meaning and purpose of the nation-state;
- An institutional norms and practices which guarantee equal rights and opportunities for all citizens:
- ❖ A structured culture of popular control of the means of production and distribution which condition the pattern of social relation;
- Peaceful co-existence of disparate persons/people in a community with very minimal emphasis on differences of race, tribe, religion, language, e.t.c;
- High presence of patriotic feeling for the nation-state amongst the citizens based on strong psychological and emotional attachments to the survival of the survival of the state; and
- Continuous reduction of the barriers which promote social tension, disharmony or conflict through well-designed policies, aimed at welding people together in a just and fair manner.





4. THE TASK OF NATION-BUILDING

Broadly speaking, the task of nation-building takes place on two big fronts: the psychic, cultural, behavioural and spiritual level on one side; and, the physical, infrastructural, observable, measurable and quantifiable level on the other side. From historical documents and observable analysis, countries like Japan, Sweden, Denmark and other Scandinavian countries first embarked on building morally upright society of men and women with good character; people who could be reliably entrusted with the delicate duty of human futuristic dreams. Between 1944 and 1965, especially after the atomic bombing of Hiroshima and Nagasaki, Japan concentrated on character traits and leadership qualities for a better society. The entire nation agreed and pursued the onerous task of looking for men and women who possess good education, solid character and unbendable humanism which believe in collective progress over and above personal or class divisions.

The other front consists of sectorial approach to nation-building: Power, transportation, education, medicine, healthcare, sports, security, jurisprudence, politics, commerce, banking, etc. It is at this front that the physical apparatus and architectural structures for progress are built and woven into the nation's fabrics of development. This front also requires men and women of sound knowledge, cooperative ideas, high level of decency capable of self-denial but committed to societal well-being. It is at this front that nations establish leadership positions at various levels such that political leadership is just one of the leadership positions and not a domineering sector but the integrating sector. This sectorial approach to nation-building encourages respective expertise and different competences to pursue leadership at areas appropriate for individual experiences. An engineer or banker would not aspire to become the Chief Justice of the nation, neither are we likely to see a foreman jostling to become the Aviation Minister as it is the case in current African democracies.

The analyses above agrees with the International Federation of the Red Cross report of year 2019 in three important areas:

- a) The task of nation-building will gain fraction and move faster in the Sub-Sahara nations of Africa, Nigeria in particular, if more attractive leadership positions are created via sectorial developments. The do or die competition for juicy political offices shall lose momentum when serious attention is given to quality leadership positions in commerce and industry, education, power, infrastructures, military, etc.
- b) Rebuilding and fortifying the structures of governance in Sub-Sahara Africa can only be attempted through the various sectors, one at a time as it is almost unrealistic to attack the shambles all at the same time. The ethno-religious sentiments and other distrusts may propel the nations towards civil war, genocide like Burundi and Rwanda cases.
- c) The ripple effect of sectorial approach to nation-building in Africa (especially Nigeria) would be huge and massive. Success in power generation and supply only will have beneficial ripple effect on education, small-scale business, security, to mention just a few (Red Cross, 2019).

4.1 Dimensions and Perspectives on Nation-Building

Over the past forty years, precisely since 1980, people like Professor J. Aluko of University of Ife, now Obafemi Awolowo University, have argued that the first open but compulsory dimension to the Nigeria task is the *consensus of agreement* on Team Leadership in a multi-lingual, heterogeneous nation like Nigeria.





Three attempts have recently been made in Nigeria which failed because of the lack of agreement on who should lead the efforts to rebuild. Presidents Ibrahim Babangida, Olusegun Obasanjo and Jonathan Goodluck could not cross the second hurdle usually referred to as the dimension of *first-agreement*. On three occasions, they succeeded with the Jaw-Jaw dimension where men and women did full forensic evaluation of the need to re-plan, where they articulated what they felt needed re-arrangement.

It is usually at the second stage of agreement on Team Leadership that heavy politics, undisguised threats and deep rooted antagonism continuously scuttle nation-building efforts. Why? Unless a team leader is chosen, it is impossible to proceed to the dimension of project prioritization. It is at the third stage that nation-builders decide what to spend money on according to priority arrangements as shown below:

Table 1: Project Prioritization

Table 1. Floject Flioritization		
Priority	Sectors	Time Frame
Stage 1 (Highest Priority)	Power and Education	2 years
	Petroleum Industry	
Stage 2	Commerce/Economics	1¹/₂ years
	Banking and Insurance	1¹/₂ years
Stage 3	Hospitals/Medicals	2 years
	Universities	

Archive Documents released in 1994

For obvious reasons, the graph above reveals who gets what, when and how. In Nigeria, the period of mental jostling and re-enactment of history (dishonest and imagined) is not as important as the period of spending and embarking on real projects. It is for this reason that many commentators and observers of the trends in Nigeria belittle our spiritual growth, maturity and character evolution. The inability of a vocal few to grow above selfish, clannish and ethnic boundaries underscore the European nations which attempts to say that the black man (which Nigeria amply represents) is just a little better than the monkey and baboons, in terms of character. Nation-building remains arduous, extremely difficult to begin and treacherous to navigate just because a few greedy and vocal citizens who have enough resources to cause mayhem in the society wish to control the process of rebuilding Nigeria.





4.2 Barriers to Nation-Building in Nigeria

The task of nation-building in Nigeria is essentially a continuous struggle to overcome colonialism and its legacy. Some of the vices inherited from the colonialists include leadership problem, nepotism, favoritism, bribery and corruption, among other things. All these vices put together have made Nigeria a laughing stock among the comity of nations. Itemizing these vices inherent in Nigeria today would no doubt produce volume of books but for the purpose of this discourse, we shall discuss some of them:

1. Leadership/Followership Constraints

The secret of a successful nation lies in the leadership and followership and more importantly in the leadership. This is because leadership is the bedrock and glory of any nation aspiring to develop or nations that have developed over the years. It is all about a group of individuals working towards the attainment of the nation's goals and objectives in such a manner that will lead to the overall development of the nation. To buttress the above position, the success story that Malaysia exemplifies is a success of visionary leadership. Regrettably, Nigeria is not as lucky as Malaysia due to visionless leadership. For example, while Nigeria is making an average of 20 billion dollars annually from diaspora remittance, Malaysia is making 50 million dollars from diaspora remittance. However, the failure of the Nigerian leaders in the past and present to face the urgent task of nation-building has been the major problem.

What usually preoccupy their minds in most cases is the amount of national 'cake' they can gather together for themselves, hence, the emphasis has always been on distributive rather than innovative and productive politics. It is against the above background that Ehusani as cited in Okoye (2006:29) observed that "as long as we remained saddled with visionless leadership, corrupt leadership, leadership without moral principles, leadership without responsibility and leadership without discipline, so long shall we remain a bumbling giant holding only a basket of potential force".

2. Lack of Political Direction

On the issue of political direction, while one tries to eschew immodesty, one could say that the contemporary political direction and aspirations had been a hoax; a half-baked entity, hurriedly put together and hastily executed without much consonance with the indigenous setting, looking more of pseudo-Nigeria political affair one may say. It should be stated here too that the above statement is without prejudice to the Seven-Point-Agenda and Rebranding Project of the Federal Government under the leadership of Late President Umar Yar'Adua. Going down the memory lane, in the First Republic, Nigeria practiced parliamentary system of government, while she opted for the presidential system of government in the second republic.

The aborted Third republic also witnessed the same presidential system of government earlier practiced but with a difference: Two-Party System-National Republican Party (NRP) and Social Democratic Party (SDP) and again, presidential system of government was introduced in the Fourth Republic. As a matter of fact, there is nothing conceptually wrong with each of these systems but with their executors (The Politicians). It appears the country is trapped in the sea of indecision activated by a trial and error method. Whatever the system is, the onus or the yardstick for any political system ought to be geared towards unity and progress and once such is achieved in a given system, others would automatically follow.





3. Political Instability

This factor has no doubt done a great damage and created a stumbling block to the issue of nation-building in Nigeria. Instability, according to Dudley refers to "changes within a society which do not conform or proceed from the rules governing organization process in the society" (Dudley, 1973:10). He views instability as a phenomenon that arises if there is inconsistency and disequilibrium in the constitutive or structural and regulative (or institutional) rules. For political order (stability) then, structural changes, that is , changes within the system can be seen to proceed from the rules governing organizational processes in the society (regulative rules) and that such structural changes are endogenously generated.

The instability that greeted the post-independence era did not allow the seed of democracy to bear fruits for too long before it was cut down by the military top brass as it occurred twice in 1966 (January and July),1975, 1976, 1983, 1985, 1993, 1998. In retrospect, it can be argued that the military miscalculation of 1966 is directly responsible for the stagnation or retardation noticeable in all spheres of Nigeria's life as a nation-state.

4. Ethno-religious constraints

It is worthy of note that ethno-religious conflicts have become a major part of Nigeria's present political landscape, often threatening the survival and peaceful co-existence of Nigeria as a nation-state. The politicization of ethno-religious crises in Nigeria before and after the enthronement of the current democratic dispensation on the 29th May, 1999 has become worrisome and frightening. This fundamental factor has made ethno-religious constraints as one of the major challenges to the task of nation-building that needs to be addressed urgently and wisely, otherwise, Nigeria would be left behind in the comity of nations. Without being biased, many reasons could be adduced to this dysfunctional dimension of ethno-religious cases in Nigeria and this include; poverty, marginalization, religious intolerance, political competition, economic deprivation, environmental degradation, communal disagreement, historical animosities, among others.

In fact, the preponderance of ethno-religious challenges in Nigeria in the last four decades could be described as unabating gory tales of endless loss of precious human lives and properties that could not be accurately counted and/or quantified in any form as there is none of the six geo-political zones that has not tasted the bitter 'pill' at one time or the other. The most destructive part of the part of the nation is the North-East zone especially Borno state where Governor Babagana Zulum is making all efforts both day and night to restore back the lost glory of the State through the provision of infrastructural facilities ,among other things. Awortu (2015) while complementing the above view had argued that the resources that supposed to have been used for social, economic and political development of the country are now being used to curtail the activities of Boko Haram and the likes. The Catholic Bishops of Nigeria were not left out as they observed that the Nigerian government as constituted under President Buhari is under siege (Leader, 2018). To them, it appears that the government had lost focus and therefore could not be described as a responsible government.





5. Corruption

The English Dictionary for Advanced Learner's (2007) defines corruption as dishonest or illegal behaviour by officials or people in position of power, especially when they accept money in exchange for doing things for someone. If we are to go by this definition, one could definitely go on enumerating different kinds of corruption that has befallen and engulfed our society vis-à-vis our economy with adverse effects on the nation-building. The pervasiveness of corruption was shown by the political bureau in its report that:

"Corruption has become a household word in the Nigerian society from the highest level of the political and business elites to the ordinary person in the village. Its multi-farious manifestations include the inflation in government contract in return for kickback, fraud, falsification of account in the public services, examination malpractices in our educational institutions including universities, the taking of bribes and perversion of justice among the police, the judiciary and industrial sectors of our economy, in collisions with multi-national companies such as over-invoicing of goods, foreign exchange swindling, hoarding and smuggling...(Political Bureau Report, 1987).

At his inauguration on the 29th May,1999, President Obansanjo lamented the evils corruption has brought to this nation and he submitted that no society can gain anything near its full potentials if it allows corruption to be the full blown 'cancer' it has become in Nigeria. Having had the full knowledge of the destructive power of corruption on nation-building, he quickly introduced the Independent Corrupt Practices and Other Related Offences Commission and Economic and Financial Crimes Commission in 2000 and 2003 respectively in order to tackle the problem. However, despite the anti-graft efforts put in place by the successful governments right from President Obasanjo to President Buhari, corruption still remains the greatest challenge to Nigeria as the country was ranked 154 out of 180 countries in 2021 (www.cfr.org). No wonder President Buhari was quoted saying, "if Nigeria does not kill corruption, corruption will kill Nigeria".

6. Insecurity

The present state of insecurity challenge in Nigeria at the moment is accumulation of the gradual buildup of insecurity over the years. Shortly after the civil war of 1967-1970 which was declared- no victors, no vanquished- no serious efforts were made to address all the issues that led to the war and all the issues that were raised thereafter, only few were given priority and adequate implementation. Since that time, the trend of insecurity has continued to grow gradually. Interestingly, many Nigerians thought that the enthronement of the nascent democracy in 1999 will automatically bring the desired peace and security that will promote nation-building in Nigeria. However, the frequent high profile of assassination (E.g, Chief Bola Ige, Engr. Funsho Williams, Hon. Odunayo Olagbaju, Chief Marshal Harry, Barrister Barnabass Igwe and his wife, Chief Mrs Suliat Adedeji, among others. Armed robbery, banditry, terrorism, kidnapping and raping crises are now the order of the day.





For instance, the Kaduna train attack which occurred on the 28th March, 2022 where many innocent Nigerians were killed, injured and kidnapped in broad daylight will for ever remain fresh in our memories (www.thecable.ng). This unfortunate incident is to further validates the insensitivity of the Nigerian government to worsening insecurity situation in Nigeria and the truth of the matter is that without minimum security, the task of nation-building becomes difficult to be achieved, hence, the need for a secured nation and people is crucial to nation-building since the justification for the existence of the state rests on good administration, justice and the general well -being of all citizens (Ibitoye, 2021).

7. Illiteracy

Knowledge is power and without knowledge, one is physically, socially, economically and politically powerless. This aptly describes the situation in which the majority of Nigerians find themselves with about 48% illiterates (UBE, Blue Print, 1999). Going by this information, one may not be exaggerating by saying that the figure has increased by 10 to 15 per cent (%) due to the increase in the number of out-of-school children as a result of abject poverty and insecurity in Nigeria. To support this claim, Alhaji Adamu Adamu (Education Minister) once said that about sixty (60) million Nigerians are illiterates (www.premiumtimesng.com). Illiteracy is such a dangerous disease that if allowed to stay with the majority of the people in the society, it is bound to remain forever backward because it constitutes an inhibition to the process of national development. It has the power to exclude a large part of the population from the modern process of development.

It also constitutes a waste of human potentials such that jeopardize the development of a society's capacity to increase its actual overall product. Whatever the course and scope may be, illiteracy produces the same harmful effects to raise the level of physical and material welfare of the illiterates. Thus, no nation can lay claim to concrete and true development without educating, mobilizing, motivating and involving the illiterates in all political, economic and social development process through self-development, otherwise such country is bound to fail.

5. CONCLUSION

Within a broad context, this study has attempted to focus on the various challenges facing nation-building in Nigeria which has constantly undermined the national cohesion and unity which the Nigerian post-colonial state required for overall development of the nation. The paper posited that certain conditions considered to be suitable for nation-building must be embraced by all Nigerians, otherwise the task of nation-building may not be realizable.

Such conditions include; high level of consciousness as regards the justification for the existence of Nigerian state, peaceful co-existence among Nigerians, patriotic feeling for the nation-state, equity, fairness and justice, etc. This study further identified leadership/followership constraints, lack of political direction, corruption, insecurity, ethno-religious crises, among other things, as the major challenges to nation-building in Nigeria. In conclusion, it has become inherent to note in this write up that a state exists for the social cohesion and economic advancement of its people. The concept of social cohesion entails security of life and property, protection of members of the state, social and legal justice for members of the society and conscious social integration of peoples' lives.





The second concept of economic advancement also entails positive transformation in the lives and styles of the people, an improvement and reduction in the levels of hardship facing members of the society, an obvious development of better and refined capacity to relate with nature and a standard of living that elevates from the primitive to modern scientific levels. There is no doubt about the fact that Nigeria has not achieved all these and more. More importantly, Nigeria as a nation-state has not achieved many of the prerequisites of real nationhood not to talk of development in the actual sense of it. In view of this, Nigerian state is undoubtedly desirous of visionary and committed leaders and co-operation from individuals in order to move the nation towards the path of growth and development in all human endeavours as it is done in other climes and climates.

6. SUGGESTIONS

The issue of nation-building remains one of the fundamental objectives of any serious government. Therefore, it behoves on one to also suggest some solutions to these problems earlier identified:

- The time has come for us to call for the re-establishment of Defunct Centre for Democratic Studies where political leaders and/or politicians can be brushed up and made to see the inter-connection between their actions, decisions, and survival of the nation and more importantly, election into political offices should be based on merit. In addition, politicians aspiring for elective leadership positions should be sure to have a leading, burden and passion to serve the people and develop a means of tackling the challenges associated with nation-building.
- The problem of political directive is better tackled from its fundamental. Executors of political programmes should as a matter of fact regard themselves as working for posterity to judge rather than for immediate remuneration that goes with a particular office. Perhaps, it had become quite clear that no amounts of workshops, seminars, conferences, political retreat, e.t.c, can change an average Nigerian politicians. Not until politicians who err are made to face the music of their misdeeds, sanity may not prevail. This has to be a clear political focus and there should be unity. With unity, the act of nation-building becomes easy and a more purposeful and efficient government follows.
- Giving a thought to the problem of ethnicity, not until when Nigeria can boast of true leaders rather than rulers can she combat geo-ethnicity problem. The country needs a purposeful, directional and dynamic leadership to combat these murderous social problem. In the meantime, our leaders should abolish terms like "State Of Origin", Federal Character, Quota System, to mention few of them and enthrone merit so as to pave way for excellence. Excellence should never be compromised under any guise or circumstances and this had proved to be the secret behind the breakthrough of certain developed countries of the world today.
- * X-raying the issue of religious intolerance, one could derive its solutions from the problem itself. The very moment all Nigerians, including our leaders whole-heartedly agree that Nigeria is a secular state and should remain so it is from then that religious bigotry would stop. The 'sour' political statements certain leaders made sometimes ago about religion often raises one's eye brow as to the fact that someone, somehow and sometimes has something to gain by the simple possession of religious qualification. Religious wars, wherever fought had proved to be the most devastating type, capable of crippling virtually other sectors.





- ❖ Tackling the growing incidence of corruption, sound mechanism should be developed through which no culprit will go unpunished for his/her misdeeds, no matter the level of his/her connection within or outside the country. The anti-corruption agencies such as Independent Corrupt Practices and Other Related Offences Commission (ICPC) and Economic and Financial Crimes Commission (EFCC) should also be strengthened financially and otherwise while the members of the Commissions must be people of proven integrity and independent of the three arms of government
- Considering security matters, it should be given more attention. The country's security apparatuses and personnel which comprises of the military and police and other security agencies should be properly equipped, trained and re-trained from time to time and with adequate remunerations as and when due through adequate funding.
- Lastly, the task of nation-building is a collective responsibility which demands the involvement of the majority of the populace. To achieve this lofty idea, there is need for the majority of the people, if not all to be educated. These can be achieved through sound literacy programmes capable of motivating and exposing the majority of the people to training programmes which offer opportunities for personal development and therefore enhance national development.

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