

# Higher Education and Occupational Mobility in Nigeria: Implications for National Development.

By

Adeyemi E. Oluwagbemiga

Dept of Demography and Social Statistics

Federal University. Oye-Ekiti

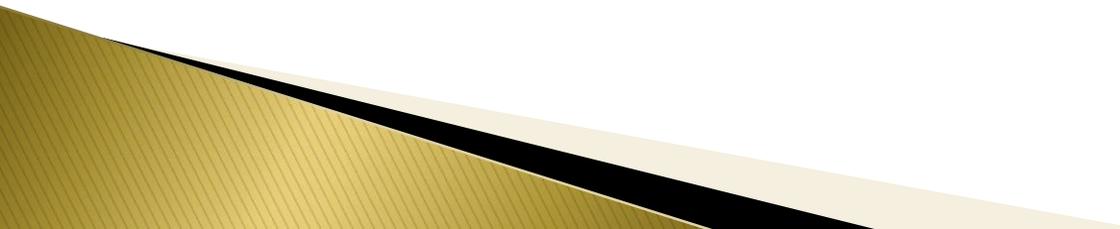
Ekiti State Nigeria

Being a paper presented at Higher Education,  
Mobility and Migration in and out of Africa

Vienna Institute of Demography, Vienna

19<sup>th</sup> – 21<sup>st</sup> June 2014

# OUTLINE

- ▶ Introduction
  - ▶ State of Research
  - ▶ Theoretical Assumption
  - ▶ Results
  - ▶ Conclusion.
- 

# Introduction

- ▶ Education is a powerful tool for social progress and unavoidable instrument for national socio-economic development (Assie-Lumumba, 2006)
  - ▶ Higher education remains the backbone of human capital development (Dabalén and Oni 2000, Barnett, 1992)
  - ▶ Significance attached to the higher education especially in Nigeria.
- 

# Cont.

- ▶ Increased enrolment in higher education.
  - ▶ Enrolment into Nigerian universities has increased from 135,785 in 1985/86 academic session to 1,014,337 in 2008/2009 academic
  - ▶ Majority of the graduates of tertiary institutions did not have the required skills and knowledge to drive the local economy
- 

# Research Questions

- ▶ what are the regional imbalances of skilled labour in Nigeria?
  - ▶ How does the occupational mobility of the professionals influence regional development?
  - ▶ What are the factors influencing occupational mobility of the highly educated labour in Nigeria?
- 

# State of Research

- ▶ In the last two decades labour markets in Nigeria and Africa have witnessed crises due to the high labour migration to the developed countries (Adepoju 2010, Fadayomi 2010, Muffels & Luijk 2005)
  - ▶ While several studies have established different factors that influence labour mobility there is gap in knowledge on higher education and occupational mobility in Nigeria with the impact on the national development.
- 

# Theoretical Assumptions

- ▶ The paper was anchored on two theories:
  - ▶ Human Capital Theory
  - ▶ Theory of Reason Action
  
- ▶ Human Capital
  - . Human capital theory views schooling and training as investment in skills and competences (Schultz, 1960 and 1961)

# CONT.....

- ▶ Investment in human capital will lead to greater economic outputs however the validity of the theory is sometimes hard to prove and contradictory.
  - ▶ The theory was unable to give vivid reasons why people move from one occupation to the other
- 

# CONT

- ▶ The theory of Reasoned Action specifies that there are two determinants of Behavioral Intention:
  - the person's attitude toward behaviour
  - ---subjective norm related to the behavior (Fazio and Zanna, 1981).

# Methods

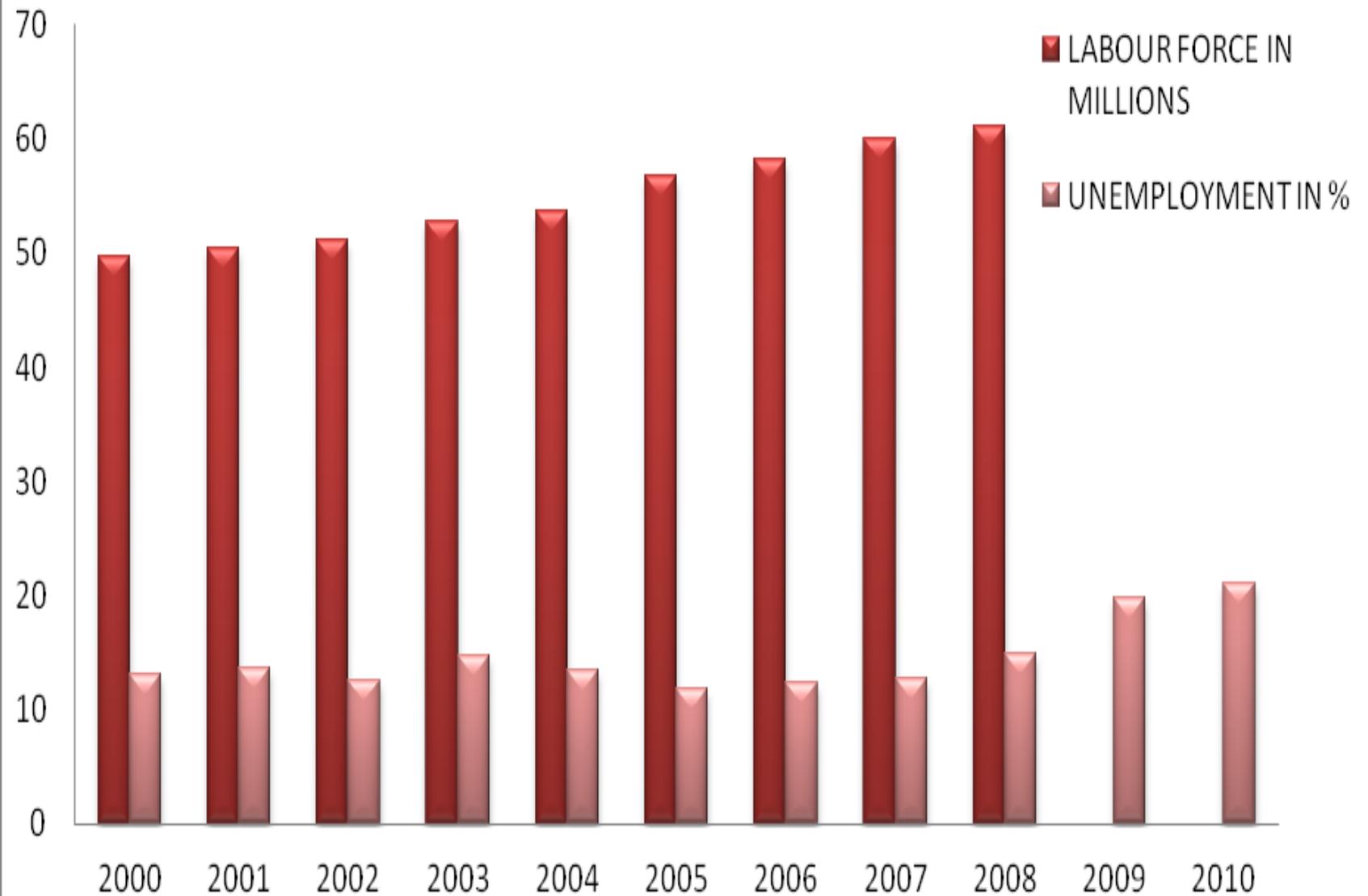
- ▶ This study was based on both quantitative and qualitative review of data and documents
  - ▶ NDHS Data from 1999–2008
  - ▶ Other secondary data from Central Bank of Nigeria, National Bureau of Statistics, ILO, World Bank, IOM
  - ▶ Data were analysed using simple percentages and Bivariate analysis
- 

# Results

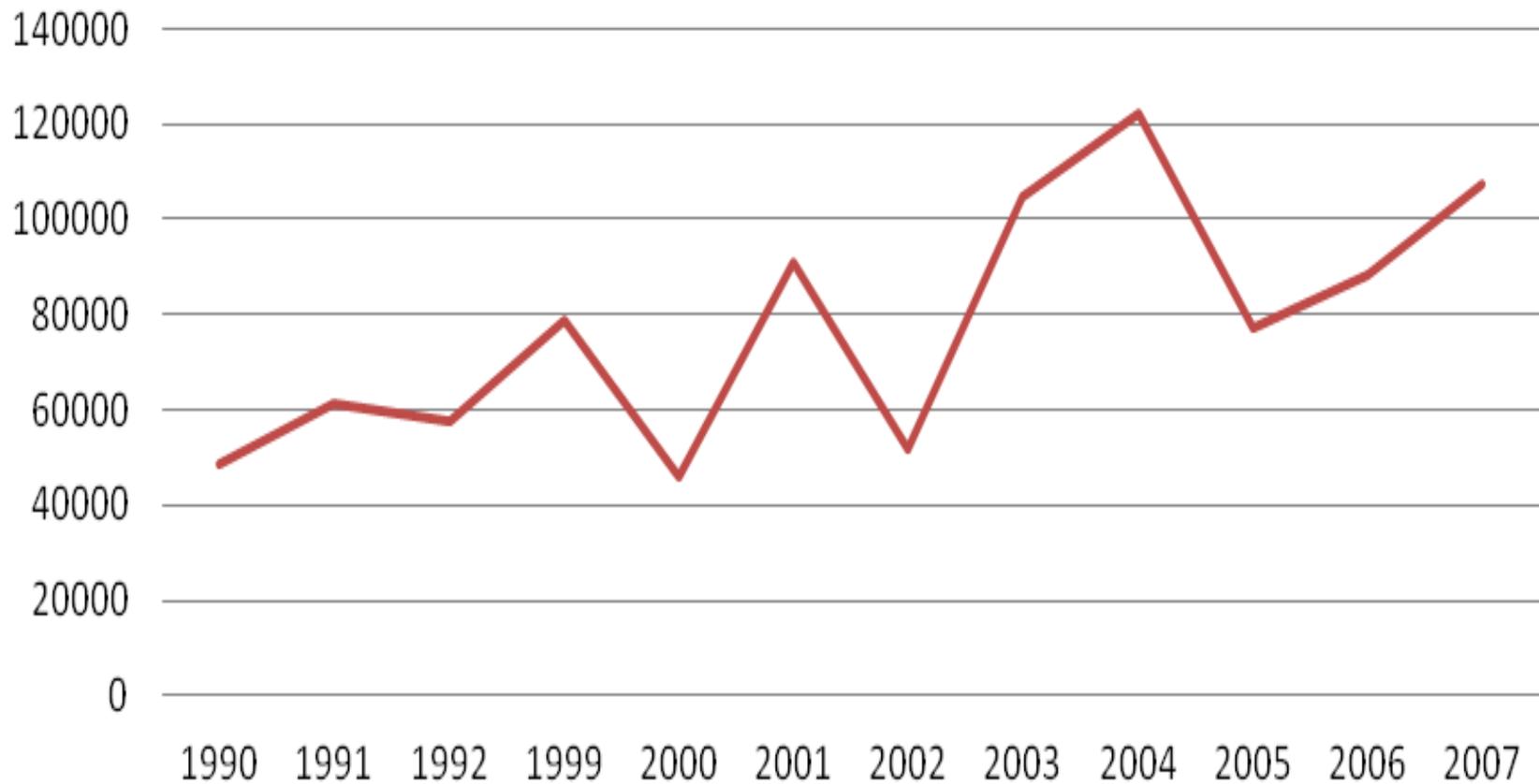
## Higher Education & Occupational Status In Nigeria

- ▶ Labour force increased from 52.7 million in 2003 to 61.1 million 2008 (IOM, 2010)
- ▶ while the unemployment rate has increased from 13.1 percent in 2000 to 23.9 percent in 2011
- ▶ The University in Nigeria grew from 41 in 1999 to 123 in 2012 while the yearly admission into Nigerian universities increase from 26,808 in 1980 to 107,320

## LABOUR FORCE AND UNEMPLOYMENT RATE (2000-2010)



# YEARLY UNIVERSITY ADMISSION FROM 1990-2007



# Education attainment

	1990	1999	2003	2008
No education	66.9	55.9	58.1	55.9
Incomplete primary	10.0	8.9	9.6	7.6
Complete primary	13.5	16.4	14.2	16.0
Incomplete secondary	4.3	11.5	10.1	7.9
Complete secondary	4.0	3.1	4.3	8.4
Higher	1.3	4.1	3.8	4.2
Total	100.0		100.0	100.0

# CONT....

- ▶ Regional imbalances in the demand and production of higher education graduates within the country
  - ▶ The relationship between higher education and occupational status reveals that women have the highest unemployment rate from all the regions despite their level of education
- 

**Table 2. Doctors Population Density In Relation To Population And Some Health Indices In The Geo-Political Zones (2003-2006)**

Zones	Doctors <sup>1</sup>	NN/M R <sup>2</sup>	PNN/MN R <sup>3</sup>	IMR <sup>4</sup>	CMR <sup>5</sup>	U5MR <sup>6</sup>
N/Central	101.1	53	49	103	70	165
N/East	35.5	61	65	125	154	260
N/West	24.0	55	59	114	176	269
S/East	142.7	34	32	66	40	103
S/South	89.2	53	68	120	63	176
S/West	211.7	39	30	69	47	113
National	280 <sup>7</sup>	53	56	109	121	217

# CONT

- ▶ On the professional and technical occupation, the north –west had the lowest from 1999 to 2008 while north central had the highest in 2008.
  - ▶ North– Central had the highest occupational mobility of the professionals, skilled manual, services and highest number of males who are not working in all the regions
- 

# Factors Influencing Occupational Mobility Of The Highly Educated In Nigeria

- ▶ Significant relationship between occupation mobility of the highly educated labour and marital status, age at marriage, religion, place of residence and wealth index (NHDS,2008).
  - ▶ The decentralisation of wage bargaining and wage differentials.
  - ▶ Economic factor
  - ▶ terrorism and ethnic/communal clashes
- 

# Cont

- ▶ . The localisation of industries in few states.
- ▶ Study shows that out of the total number of manufacturing establishments in Nigeria in 1994, (32.6%) were located in Lagos State alone (South-west region) . Kano State had 9.2% (North-west)

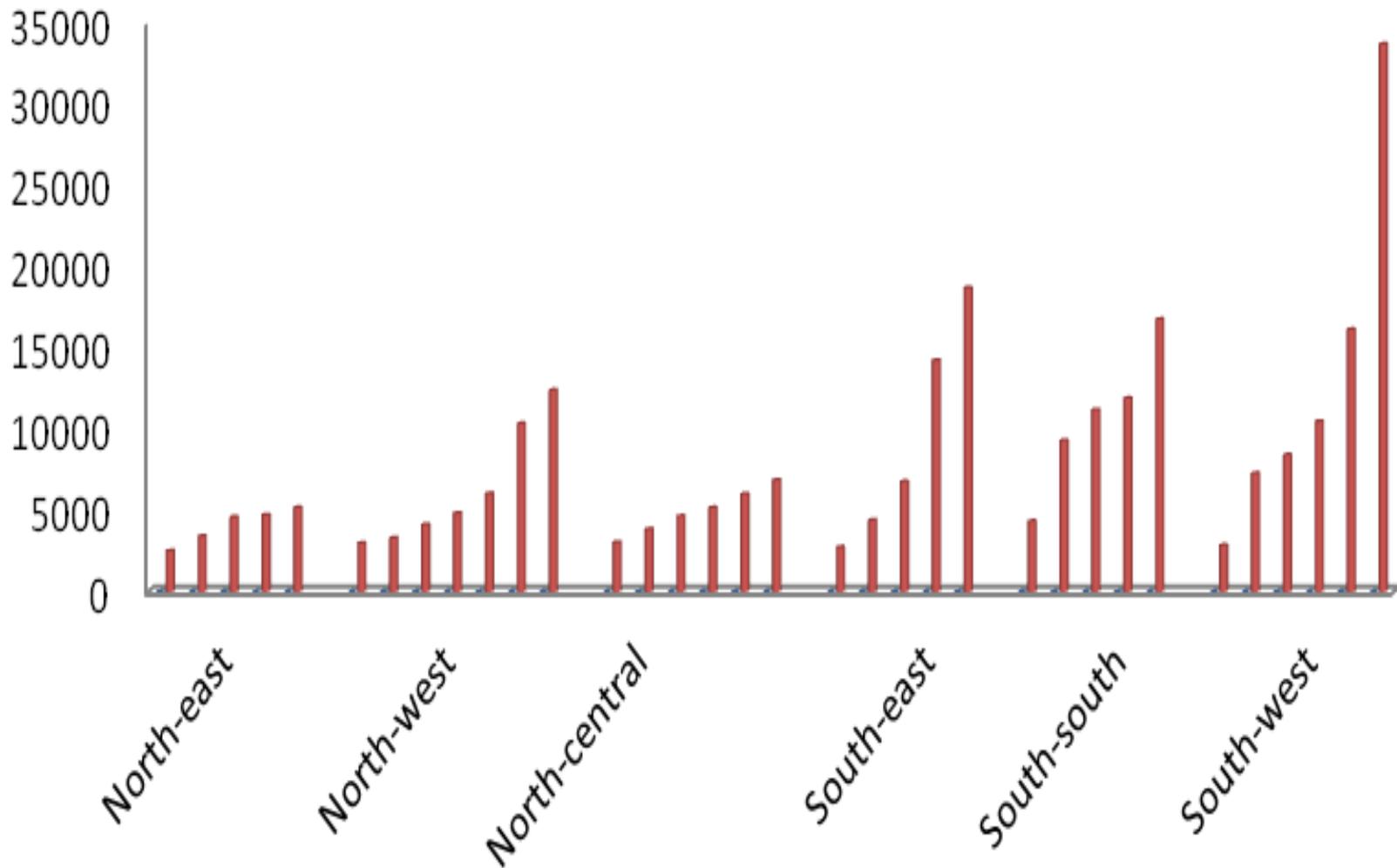
# Human Capital & National Development

- ▶ The highly educated have comparative advantage in understanding and using new or existing knowledge into production process.
  - ▶ The poor investment in human capital was found to be correlated with a higher level of illiteracy and low rate of economic growth among different regions in Nigeria (Bakare, 2006)
- 

# CONT

- ▶ Increase in number of urban centres and high Gross Domestic Product.

# GDP BY STATES IN EACH ZONE



# Conclusion

- ▶ Occupational mobility of the highly educated is a necessary force needed for regional balance and socio-economic development in Nigeria
  - ▶ . It is therefore necessary to realign the higher education in Nigeria with the local economy this will improve productivity and bring good social returns on the investment.
- 

# Cont.....

- ▶ It is very important that there is need for wage regulations especially among professionals across the regions in the country

