



POLAC ECONOMICS REVIEW (PER)
DEPARTMENT OF ECONOMICS AND MANAGEMENT SCIENCE
NIGERIA POLICE ACADEMY, WUDIL-KANO



EFFECT OF NATIONAL DIRECTORATE OF EMPLOYMENT ON THE EMPOWERMENT OF WOMEN ENTREPRENEURS IN KOGI STATE

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Abstract

This study examined the effect of National Directorate of Employment (NDE) on the empowerment of women entrepreneurs in Kogi State. The study adopted Structural – functionalism as propounded by Herbert Spencer (1963) for theoretical analysis. The study adopted survey and documentary research design. Both qualitative and quantitative methods of data collection were utilized. The findings from the study revealed that, NDE vocational skills development scheme has empowered women entrepreneurs in Kogi State. The study also revealed that, NDE rural employment promotion schemes has empowered women’s entrepreneurs in Kogi State. The study therefore concludes that, National Directorate of Employment has empowered women entrepreneurs in Kogi State. The study recommends that, Federal Government should improve budgetary allocation to NDE in order to capture more women into vocational skills development scheme in Kogi State, National Directorate of Employment should ensure that, more women in the rural community are enrolled into rural employment promotion schemes to more empower women’s entrepreneurs in Kogi State.

Keywords: National Directorate of Employment, Women Entrepreneurship, Women Empowerment

1. Introduction

Africa has enormous unexploited potentials, especially the potential of women. Definitely, women comprise one of Africa's hidden growth reserves, providing most of the region's labour, but their productivity is hampered by widespread inequality in education as well as unequal access to land and productive inputs (World Bank report, 2018).

Nigerian women entrepreneurs follow a path which seems different from entrepreneurial activities in the developed countries of the West in an attempt to survive in a hostile business environment. In Nigeria, Many women tend to be in small sector microenterprises, mainly in the informal sector. The past decade has witness intense struggles and several developments which have brought the issue of women’s empowerment, rights and entitlements to the forefront. Especially in the case of rural women, fostering entrepreneurship is widely perceived to be a successful rural development strategy for women empowerment leading to positive change. Microfinance institutions have been playing a

significant role in promoting women entrepreneurship in developing countries. These institutions enable poor women to develop their micro and small enterprises which generate income and help them to enjoy an improved standard of living (Mosley, 2011).

Women in traditional African economy form the primary producers especially in agriculture, food processing including both the preservation and the storage of products and that of marketing and trading surpluses of other vital household items. “Women are also involved in other activities such as weaving, spinning and several handicrafts, while the predominant role of men in the corresponding period was hunting” (Kpelai, 2009).

This roles played by women were more entrepreneurial oriented (Kpelai, 2013). However, the advent of modern development has relegated the role of women in entrepreneurship to the background while portraying their male counterpart to lime light. In order to change the tide, Federal Government of Nigeria initiated some entrepreneurial programs aim at empowering women. These include: Family Economic Advancement

Program (FEAP), Peoples Bank of Nigeria, National Economic Empowerment and Development Strategy (NEEDS), Small and Medium Enterprises Development Agency (SMEDAN), Small and Medium Industries Equity Investment Scheme (SMIEIS) and so on are all targeted towards promoting a vibrant entrepreneurial class that will actively articulate the economic development process (Kpelai, 2013). The least among them is the National Directorate of Employment and National Poverty Eradication Programme.

However, women are not specially targeted; but it was presumed that the extension of these services to the rural areas where women dominate in economic activities will empower them. In spite of these entrepreneurial programmes aimed at developing Nigerian women entrepreneurial skills, women are still vulnerable and suffer a lot of constraints and inhibitions which militate against their personal as well as national development. Since women form a great percentage of the Nigeria population, (FGN Census, 2006) they are expected to contribute their quota to the growth of the nation. The neglect of women in the development process constitutes a waste of human resources. Therefore for any meaningful economic growth to take place, the role of women entrepreneurs must be constructively engaged. While the status of women in the developed and developing parts of the world has greatly risen, women remain the most economically and socially marginalized group of the undeveloped world.

In order to address these challenges, Nigerian government established National Directorate of Employment (NDE) to assist women with Vocational Skills Development, Rural Employment Promotion, and Small Scale Enterprises development

There are limited researches on the effect of National Directorate of Employment on the empowerment of women entrepreneurs, anecdotal evidence supported by few empirical studies reviewed. Despite the growing recognition of the importance of National Directorate of Employment to economic growth and development, its contribution to women empowerment has been neglected particularly Vocational Skills Development, employment promotion and

development of small and medium scale enterprises in Kogi State.

This study will therefore find out whether the National Directorate of Employment has a significant effect on the empowerment of women entrepreneurs in Kogi State. This study seeks to answer the following research question:

What extent has NDE vocational skills development scheme empowered women's entrepreneurs in Kogi State?

To what extent has NDE rural employment promotion scheme empowered women's entrepreneurs in Kogi State?

To what extent has NDE small and medium enterprise development scheme empowered women's entrepreneurs in Kogi State?

The study seeks to achieve the following research objectives;

i. To ascertain whether NDE vocational skills development scheme has empowered women's entrepreneurs in Kogi State;

ii. To find out whether NDE rural employment promotion scheme has empowered women's entrepreneurs in Kogi State and to determine whether NDE small and medium enterprise development scheme has empowered women's entrepreneurs in Kogi State.

The following research hypotheses were drafted to guide the study;

Ho: There is no significant relationship between NDE vocational skills development scheme and the empowerment of women's entrepreneurs in Kogi State;

Ho: There is no significant relationship between NDE rural employment promotion schemes and the empowerment of women's entrepreneurs in Kogi State

2. Literature Review

National Directorate of Employment (NDE): In 1986, a statistical survey of unemployed youths was conducted by the Manpower Board. The results were alarming, as it showed 2 million people (10% of Nigerian youths) had no job. It was necessary to take decisive measures urgently in order to combat mass unemployment, so Babangida's administration created the NDE (National Directorate of Employment (NDE), 2011), and they started to operate throughout the country. In 1987, in order to consolidate the mandate of the NDE, several carefully designed programs aimed at finding work for young people, developing industry and agriculture were established (NDE, 2005).

Women Entrepreneurship: Entrepreneurship is the process of creating something new with value by devoting the necessary time and effort, assuming the accompanying financial, psychic, and social risks, and receiving the resulting rewards of monetary and personal satisfaction and independence (Hisrich 2015).

Women Empowerment: Women Empowerment, according to Jeminiwa (2015) is an act of women's ability for economic growth and development as they control most of the non-monetary economy (subsistence agriculture, bearing children, domestic labour, and so on) and play an important role in the monetary economy as well (trading, wage, labour, employment among others).

The role of National Directorate of Employment as related to Women Empowerment in Kogi State.

i. Vocational Skills Acquisition Training (VSAT): The NDE realizes that one of the major causes of unemployment is that of skills mismatch and the potentials of the informal sector and traditional apprenticeship system practices contribution to economic development cannot be overlooked. In this regard therefore, the Directorate designed and commenced implementing vocational and technical skills acquisition schemes to address the problem of unemployment among women.

ii. National Open Apprenticeship Scheme (NOAS): This is aimed at providing unemployed women with basic skills that are needed in the economy and it is achieved by attaching registered women with adequate

training facilities. The NOAS of NDE involves the use of informal sector operators (master crafts women) as training outlets for imparting vocational and technical skills to unemployed persons. These persons are recruited and attached with the master crafts women to learn and master vocations of their choice within a specified training period enough for them to acquire necessary skills. The period ranges between three and twenty-four months depending on the trade and the training scheme covers over 80 trades (NDE, 2008).

iii. School-On-Wheels Scheme (SOW): While the NOAS concentrates more in urban and semi-urban areas, SOW was designed to extend skills acquisition training programme to the unemployed women in the rural areas. In other words, the scheme was designed to provide vocational training for the unemployed women in the rural areas. Therefore, this is achieved by deploying well-equipped Mobile Training Workshops (MTWs) and facilities to the rural areas where informal training outlets are deficient or nonexistent. In this way, the Directorate also contributes to imparting marketable skills to the rural unemployed. The training period for SOW is based on specific needs of rural/community, and it usually lasts for months. Trades under which skills were acquired per training cycle range from three to ten months.

iv. Trainers Capacity Upgrade (TCU): Towards enhancing the quality of training at the skills acquisition centres of the master crafts women, the NDE introduced the TCU. This scheme involves the provision of capital as loans to some of the master trainers to up-grade their centres with modern tools and equipment for qualitative and effective training delivery.

v. Entrepreneurial (Business) Training and Enterprise Creation (Small Scale Enterprises) (EBS): The small scale enterprises department of the NDE employs various strategies in order to create employment, increase job growth and reduce change, innovation and competition in the economy. These strategies are all hung on the importation of business/entrepreneurial skills to various unemployed women in the societies who are desirous of engaging in self-reliant enterprises.

2.1. Empirical Review

Ogunlela (2012), carried out a study on the impact of the programmes of the National Directorate of Employment on graduate employment and

unemployment in Kogi State. The study was aimed at examining what sort of programmes the NDE had set up to combat unemployment in Kogi State. Data for the study were collected through the Directorate's operational documents such as the brochures, annual reports, and handbook and other documentary sources were consulted and a total of ten (10) staff of the NDE were interviewed and selected by means of a random sampling process. However, the study revealed that employment generation to graduates by the NDE was still very low, level of job creation was achieved and the mechanisms to ensure sustainability of jobs created had been put in place.

Adebisi and Oni (2012) carried out a research on the availability of vocational training facilities for the National Directorate of Employment in Nigeria. The study aimed at finding out various vocations under which the NDE train prospective trainees, assessing the training facilities available and finding out if graduated trainees were given facilities to settle them in their respective trained vocations. The study employed the ex-post facto research, the targeted population comprises all the trainees of the NDE in Ekiti, Lagos, Ogun, Ondo, Osun and Oyo states and all the trainers whose services were employed by the Directorate in the six states that constitute south western Nigeria. Multi – stage sampling technique was used to select 1,740 respondents. This comprised 1,200 trainees with 200 from each state. Each state was stratified based on the 3 senatorial districts; 10 local government councils were randomly picked from the senatorial districts and then a sample of 20 trainees per local government was obtained. Also, 420 trainers were selected with 70 per state. One hundred and twenty (120) ex-trainees (20 per state) were also selected. Snowballing sampling technique (that is one ex-trainee directing the researcher to another ex-trainee) was used to select the ex-trainees.

Young and Ogbimi, (2014) carried out a study on the scientific evaluation of the performance of the National Directorate of Employment (NDE). The study aimed at examining the appropriateness of the strategy underlying the NDE programmes through the concept of self-employment or learning as the solution to mass unemployment in Nigeria, as well as determined the suitability of the NDE training programmes by demonstrating how technological learning promotes industrialization, growth and reduces mass

unemployment. The study which used both primary and secondary data sources was carried out in Ogun, Osun, Ondo, Oyo and the federal capital territory. The study focused on graduates especially science and engineering students with the sophistry of theoretical knowledge. One hundred and ten (110) beneficiaries of NDE were sampled. However, for the primary data, the questionnaire instrument was used to solicit responses from the sampled respondents.

Ukoha (2014), carried out a study on the analysis of the influence of the skills acquisition of the National Directorate of Employment on job creation in Abia state. The study aimed at assessing the skills acquisition programmes of the National Directorate of Employment (NDE) in generating employment.

2.2 Theoretical Framework

For the purpose of this study, our analysis will be anchored on structural functionalism as postulated by Almond (1963). The major understanding of structural functionalism is that the society is a system with interrelated parts. According to Varma (2003), a system is defined as an entity made up of interconnected and interrelated parts. In this theory the society is understood to be an entity with different parts which has functions to play. These parts are called sub-systems by Easton (1965) and structures by Almond (1963). In the thinking of Almond, each structure has a function, a role to play, hence structural functionalism.

Structural – functionalism as a theoretical framework is intended to explain the bases for maintaining order and suitability in society and relevant arrangement within the society. Almond and Verma (2003) stressed that structural-functionalism involves two main concepts, such as structures and functions. Structures refer to the arrangements within the system which perform the functions. Also, structure is the way in which the parts are connected together in order to be arranged or organized. Function are consequences which make for the adoption or adjustment of a given system. The basic assumption of the structural functionalism framework is that all systems have structures which can be identified and these structures perform functions within the system necessary for its persistence. It refers to the structures that are found in any system and function performed by structures. Thus political system is defined as the various structures and

institutions in the society that perform political function or that bear on political decision-making policy (Verma, 2003:134).

3. Methodology

Descriptive survey and documentary design was adopted in this study. This design was use because it involves collecting data in order to test hypothesis or answer research questions concerning the current status of the subjects of the study. The target populations for this study are; women that benefited from the NDE empowerment programme across Kogi State. .

The total number of women that benefited from the NDE empowerment programme across Kogi State is 1251. A total of 1251 women constitute the population of this study. Simple sampling technique was used to select the sample population for this study. The total population of 1251 was narrowed down using Taro Yamane statistical technique.

The statistical formula is given as follows

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

Where n=sample size

N=total population size

1 is constant

e = the assume error margin or tolerable error which is taken as 5% (0.05)

$$n = \frac{N}{1 + N(e)^2} = \frac{1251}{1 + 1251(0.05)^2}$$

$$= \frac{1251}{3.1} = 403 \text{ (sample size)}$$

size)

Therefore, the Sample size is 403

Two method of data collection was utilized in this study: qualitative and quantitative methods. The data collected using the quantitative is the oral interview and questionnaire due to the educational level of the respondents. Structured questionnaire with closed ended questions that allow respondents to give straight answer either “Strongly Agreed or Agreed or Undecided, Disagreed or Strongly Disagreed were administered with the help of three research assistants. The reason is to cover at least 80% of the respondents as well as obtaining factual information on NDE and empowerment of women entrepreneurs.

Secondary data were sourced from published journal materials on Empowerment, Women Empowerment, Economic Empowerment, National Directorate of Employment bulletins; Data were sourced from Test books on Women Empowerment and Poverty Alleviation, Data were sourced from magazines pages on women empowerment and development, Data were also sourced from newspapers on gender development and other from internet.

For the purpose of this study, two statistical techniques of data analysis were utilized; they are descriptive and statistical techniques: The descriptive statistics was used to present and interpret quantitative data. Descriptive statistics are; frequency table, percentage and figure. The Statistical Package for the Social Sciences (SPSS) was used to present and analyze the data.

Chi-square score was used to analyze the research hypothesis. The hypothesis was tested at 5% level of significance. Data from the questionnaire and interview were collected and analyzed with techniques that enable the hypothesis to be tested and a descriptive analysis was made. In testing the hypothesis, the chi-square (X²) statistical formula was used. The chi-square computation formula is presented as:

$$X^2 = \frac{(fo-fe)^2}{Fe}$$

Where

X² = Chi – square

fo = Observed frequencies

fe = Expected frequencies

The test was made at 5% error or level of significance. If the computed X², is less than the critical X² the null hypothesis (H₀) is accepted. If otherwise, H₀ is rejected while the alternative Hypothesis (H₁) is accepted.

The strength of the relationship between the categorical variable were estimated to ascertain the level of relationship between the variables that may be needed from the computed chi-square (X²).

4. Data Analysis and Discussion of Results

Table 1: Number of the women Beneficiaries from 2014 – 2019.

Year	Programme	Number of women Registered	Number of women Beneficiaries
2014 – 2019	Vocational Skills Acquisition Training (VSAT) National Open Apprenticeship Scheme (NOAS)	529	448
2014 – 2019	Entrepreneurial Development Scheme (EDS): Entrepreneurial Business Training and Enterprise Creation (Small Scale Enterprises) (EBT) Women Employment Branch (WEB) Start Your Own Business (SYOB) Basic Business Training (BBT) Improve Your Own Business (IYB)	544	379
2014 – 2019	Training for Rural Employment Promotion (TREP): Rural Agricultural Development and Training Scheme (RADTS) Rural Handicraft Training Scheme (RHTS)	642	424
	Total	1398	1251

Source: NDE Women Empowerment Report, 2014 – 2019

Table 1 above shows various women empowerment programmes and beneficiaries from 2014 – 2019. A total of 529 women registered under NDE Vocational Skills Acquisition Training (VSAT) and National Open Apprenticeship Scheme (NOAS), out the registered number, on 448 representing 85% actually benefited. A total of 544 women registered under NDE Entrepreneurial Development Scheme (EDS), Entrepreneurial Business Training and Enterprise Creation (Small Scale Enterprises) (EBT) and Women Employment Branch (WEB), out the registered number, on 379 representing 70% actually benefited. A total of 642 women registered under NDE Training for Rural Employment Promotion (TREP): Rural Agricultural Development and Training Scheme (RADTS) Rural

Handicraft Training Scheme (RHTS), out the registered number, on 424 representing 66% actually benefited.

Chosen Skill for NDE women empowerment Programme in Kogi State

NDE Vocational women empowerment skills includes fashion designing, poultry farming, “gari” (cassava powder) processing, agricultural farm processing, entrepreneurial training, candle making, fishing, drum manufacturing, leather works, catering, hair dressing, “pure” (sachet) water production, weaving, sewing machines.

Out of the four hundred questionnaires distributed to the respondents, three hundred and five (305) representing 75% of the returned rate were dully completed and returned while, 76 were missing.

Table 2: Respondents’ Opinions on the vocational skills development scheme and the empowerment of women’s entrepreneurs in Kogi State.

Responses	Frequency	Percentage (%)
Strongly Agreed	27	9
Agreed	190	62
Undecided	34	11
Disagreed	43	14
Strongly Disagreed	11	4
Total	305	100

Source: Field Survey, 2020

From the table 2, it clearly shows that 27 respondents, representing 9% of the total respondents strongly agree vocational skills development scheme of the National Directorate of Employment has empowered women’s entrepreneurs in Kogi State. 190 respondents, representing 62% agreed, 34 respondents, representing

11%, could not ascertain whether vocational skills development scheme of the National Directorate of Employment has empowered women’s entrepreneurs in Kogi State. 43 respondents, representing 14% totally disagreed, while 11 respondents, representing 4% strongly disagreed.

Table 3: Respondents' Opinions on small and medium enterprise development scheme and the empowerment of women's entrepreneurs in Kogi State

Responses	Frequency	Percentage (%)
Strongly Agreed	16	5
Agreed	165	54
Undecided	40	13
Disagreed	72	24
Strongly Disagreed	12	4
Total	305	100

Source: Researcher's Survey 2020.

From the table 3, it clearly shows that 16 respondents, representing 5% of the total respondents strongly agree NDE small and medium enterprise development scheme has empowered women's entrepreneurs in Kogi State. 165 respondents, representing 54% agreed, 40 respondents, representing 13%, could not ascertain

whether NDE small and medium enterprise development scheme has empowered women's entrepreneurs in Kogi State. 72 respondents, representing 24% totally disagreed, while 12 respondents, representing 4% strongly disagreed.

Table 4: Respondents' Opinions on rural employment promotion schemes and the empowerment of women's entrepreneurs in Kogi State

Responses	Frequency	Percentage (%)
Strongly Agreed	31	9
Agreed	172	57
Undecided	42	14
Disagreed	49	16
Strongly Disagreed	11	4
Total	305	100

Source: Researcher's Survey, 2020.

From the table 4, it clearly shows that 31 respondents, representing 9% of the total respondents strongly agree NDE rural employment promotion schemes and the empowerment of women's entrepreneurs in Kogi State. 172 respondents, representing 57% agreed, 42 respondents, representing 14%, could not ascertain

whether NDE rural employment promotion schemes and the empowerment of women's entrepreneurs in Kogi State. 49 respondents, representing 16% totally disagreed, while 11 respondents, representing 4% strongly disagreed.

Table 5: Respondents' Opinions on NDE's Agricultural Employment Schemes and women empowerment in Kogi State

Responses	Frequency	Percentage (%)
Strongly Agreed	4	1
Agreed	135	45
Undecided	37	12
Disagreed	113	37
Strongly Disagreed	16	5
Total	305	100

Source: Researcher's Survey, 2020.

From the table 4, it clearly shows that 3 respondents, representing 1% of the total respondents strongly agree

NDE's Agricultural Employment Schemes has empowered agro-business women entrepreneurs in

Kogi State. 135 respondents, representing 45% agreed, 37 respondents, representing 12%, could not ascertain whether NDE's Agricultural Employment Schemes has empowered agro-business women entrepreneurs in

Kogi State. 113 respondents, representing 37% totally disagreed, while 16 respondents, representing 5% strongly disagreed.

Table 6: Respondents' Opinions on NDE's and empowerment of women in Kogi State.

Responses	Frequency	Percentage (%)
Strongly agreed	3	1
Agreed	153	50
Undecided	34	11
Disagreed	107	35
Strongly disagreed	8	3
Total	304	100

Source: Researcher's Survey, 2020.

From the table 4, it clearly shows that 3 respondents, representing 1% of the total respondents strongly agree NDE has empowered women in Kogi State. 152 respondents, representing 50% agreed, 34 respondents, representing 11%, could not ascertain whether NDE has empowered women in Kogi State. 107 respondents, representing 35% totally disagreed, while 8 respondents, representing 3% strongly disagreed.

4.1 Test of Hypothesis and Discussion of Results

Ho: There is no significant relationship between NDE vocational skills development scheme and the

empowerment of women's entrepreneurs in Kogi State;

Ho: There is no significant relationship between NDE rural employment promotion schemes and the empowerment of women's entrepreneurs in Kogi State

Test of Hypothesis I

There is no significant relationship between NDE vocational skills development scheme and the empowerment of women's entrepreneurs in Kogi State.

Table 7: Contingency Table

Variables	SA	A	U	D	SD	Total
X	27	190	34	43	11	305
Y	3	153	34	107	8	305
Total	30	343	68	150	19	610

Comparing the tabulated chi-square contingency table and the calculated chi-square to determine the goodness of the fit, we compute as follows:

$\chi^2 = \sum (O-E)^2/E$, given 5% significant level.

Degrees of freedom = $(C-1)(R-1)$ where

C = Column

R = Row

ρ = significance level = 0.05

df = the degrees of freedom = $(2-1) (5-1)$
= (1) (4)

Therefore, degrees of freedom df = 4

To calculate the values of the expected frequencies, we state the formula below:

$$\text{Where } a = \frac{RT \times CT}{N}$$

RT = Row total

CT = Column total

N = Grand total

$$\frac{30 \times 305}{610} = \frac{9150}{610} = 15$$

$$\frac{610}{610} = 1$$

$$\frac{343 \times 305}{610} = \frac{104615}{610} = 172$$

$$\frac{610}{610} = 1$$

$$\frac{68 \times 305}{610} = \frac{20740}{610} = 34$$

$$\frac{610}{610} = 1$$

$$\frac{150 \times 305}{610} = \frac{45750}{610} = 75$$

$$\frac{610}{610} = 1$$

$$\frac{19 \times 305}{610} = \frac{5795}{610} = 10$$

$$\frac{610}{610} = 1$$

Table 8: Computation of the chi-square value

(O)	(E)	(O-E)	(O-E) ²	(O-E) ² /E
27	15	12	144	9.6
190	172	18	324	1.8
34	34	0	0	0
43	75	-32	1024	13.6
11	10	1	1	0.1
3	15	-12	144	9.6
153	172	-19	361	2.1
34	34	0	0	0
107	75	32	1024	13.6
8	10	-2	4	0.4
$\sum(O-E)^2/E$				X² = 51

Source: Self Computation

df = 4, $\rho = 0.05$, $X^2_{cal} = 51$, $X^2_{tab} = 9.49$

The result of the analysis shows that, $X^2_{cal} = 51$, $X^2_{tab} = 9.49$. Since the calculated value of (X^2) is greater than the tabulated value of (X^2). We therefore reject the null hypothesis stating that, there is no significant relationship between NDE vocational skills development scheme and the empowerment of women's entrepreneurs in Kogi State and accept the alternative hypothesis, stating that, there is significant relationship between NDE vocational skills development scheme and the empowerment of women's entrepreneurs in Kogi State. We can deduce from the above analysis that, NDE vocational skills development scheme to some extent has empowered women entrepreneurs in Kogi State. This finding agreed with the NDE empowerment report which also revealed about 448 representing 85% of the total number of women registered for the programme benefited NDE Vocational Skills Acquisition Training (VSAT) and National Open Apprenticeship Scheme (NOAS) in Kogi State.

This finding is in line with the study conducted by Adebisi and Oni (2012) who also revealed that, NDE Vocational Skills Acquisition Training has trained youth includes youths and women in Ekiti State. Youth and women were trained on fashion designing, poultry farming, "gari" (cassava powder) processing, entrepreneurial training, welding and iron fabricating, computer training, candle making, fishing, drum manufacturing, typing and short-hand, shoemaking and leather works, photography, catering, hair dressing, block (bricks) making, automobile (mechanical) engineering work, "pure" (sachet) water production, vulcanizing, carpentry, weaving, plumbing and house painting among others. The study further revealed that there was some equipment available, such as typing machines, computer systems and sewing machines.

Test of Hypothesis II

Ho: There is no significant relationship between NDE rural employment promotion schemes and the empowerment of women's entrepreneurs in Kogi State.

Table 9: Contingency Table

Variables	SA	A	U	D	SD	Total
X	31	172	42	49	11	305
Y	3	153	34	107	8	305
Total	34	328	76	156	19	610

Comparing the tabulated chi-square contingency table and the calculated chi-square to determine the goodness of the fit, we compute as follows:

$X^2 = \sum(O-E)^2/E$, given 5% significant level.

Degrees of freedom = (C-1)(R-1) where

C = Column

R = Row

$\rho = \text{significance level} = 0.05$

df = the degrees of freedom = (2-1) (5-1)

= (1) (4)

Therefore, degrees of freedom df = 4

To calculate the values of the expected frequencies, we state the formula below:

Where $a = \frac{RT \times CT}{CT}$

N		$\frac{328 \times 305}{610} = \frac{100040}{610} = 164$
RT = Row total		610
CT = Column total		$\frac{76 \times 305}{610} = \frac{23180}{610} = 38$
N = Grand total		610
		$\frac{156 \times 305}{610} = \frac{47580}{610} = 78$
		$\frac{19 \times 305}{610} = \frac{5795}{610} = 10$
	610	610
	610	610

Table 10: Computation of the chi-square value

(O)	(E)	(O-E)	(O-E) ²	(O-E)2/E
31	17	14	196	11.5
172	164	8	64	0.4
42	38	2	4	0.1
49	78	-29	841	10.8
11	10	1	1	0.1
3	17	-14	196	11.5
153	164	-11	121	0.7
34	38	6	36	0.9
107	78	29	1024	10.8
11	10	1	1	0.1
$\sum(O-E)^2/E$				X² = 47

Source: Self Computationdf = 4, $\rho = 0.05$, $X^2_{cal} = 47$, $X^2_{tab} = 9.49$

The result of the analysis shows that, $X^2_{cal} = 49$, $X^2_{tab} = 9.49$. Since the calculated value of (X^2) is greater than the tabulated value of (X^2). We therefore reject the null hypothesis stating that, there is no significant relationship between NDE rural employment promotion schemes and the empowerment of women's entrepreneurs in Kogi State and accept the alternative hypothesis, stating that, there is significant relationship between NDE rural employment promotion schemes and the empowerment of women's entrepreneurs in Kogi State. We can deduce from the above analysis that, NDE rural employment promotion schemes has empowered women's entrepreneurs in Kogi State. This

finding agreed with the NDE empowerment report which also revealed about 379 representing 70% of the total number of women registered for the programme benefited NDE Training for Rural Employment Promotion (TREP): Rural Agricultural Development and Training Scheme (RADTS) Rural Handicraft Training Scheme (RHTS). Finding from the analysis also collaborated with the study conducted by Ukoha (2014), equally revealed that, Agricultural employment programme of the NDE created a total of 82 jobs to its beneficiaries claiming the highest number of jobs created by any other skill acquisition programme making 40.79% of jobs created.

Table 12: Computation of the chi-square value

(O)	(E)	(O-E)	(O-E) ²	(O-E)2/E
31	10	11	121	12.1
164	159	5	25	0.2
40	37	3	9	0.2
72	90	-18	324	3.6
12	10	2	4	0.4
3	10	-7	49	4.9
153	159	-6	36	0.2
34	37	-3	9	0.2
107	90	17	289	3.2
11	10	1	1	0.1
$\sum(O-E)^2/E$				X² = 47

Source: Self Computation

$$df = 4, \rho = 0.05, X^2_{cal} = 25.1, X^2_{tab} = 9.49$$

The result of the analysis shows that, $X^2_{cal} = 25.1$, $X^2_{tab} = 9.49$. Since the calculated value of (X^2) is greater than the tabulated value of (X^2). We therefore reject the null hypothesis stating that, there is no significant relationship between NDE small and medium enterprise development scheme and the empowerment of women's entrepreneurs in Kogi State and accept the alternative hypothesis, stating that, there is significant relationship between NDE small and medium enterprise development scheme and the empowerment of women's entrepreneurs in Kogi State. We can deduce from the above analysis that, NDE small and medium enterprise development scheme to some extent has empowered women entrepreneurs in Kogi State. This finding agreed with the NDE empowerment report which also revealed about 424 representing 66% of the total number of women registered for the programme benefited from Entrepreneurial Development Scheme (EDS): Entrepreneurial Business Training and Enterprise Creation (Small Scale Enterprises) (EBT), Women Employment Branch (WEB), Start Your Own Business (SYOB), Basic Business Training (BBT) and Improve Your Own Business (IYB) of the NDE. Finding from the analysis also collaborated with the study conducted by Ogunlela (2012) who also revealed that, National Directorate of Employment programme has significance impact on graduate employment and unemployment in Kogi State.

5. Conclusion and Recommendations

This study concludes that, NDE vocational skills development scheme through NDE Vocational Skills

Acquisition Training (VSAT) and National Open Apprenticeship Scheme (NOAS) has significance effect on the empowerment of women's entrepreneurs in Kogi State. NDE vocational skills development scheme has empowered women entrepreneurs in Kogi State. The study also conclude that, NDE rural employment promotion schemes through Rural Employment Promotion (TREP); Rural Agricultural Development and Training Scheme (RADTS) Rural Handicraft Training Scheme (RHTS) have empowered women entrepreneurs in Kogi State. NDE small and medium enterprise development scheme to some extent has empowered women entrepreneurs in Kogi State through Entrepreneurial Development Scheme (EDS): Entrepreneurial Business Training and Enterprise Creation (Small Scale Enterprises) (EBT), Women Employment Branch (WEB), Start Your Own Business (SYOB), Basic Business Training (BBT) and improve Your Own Business (IYB).

In view of the research finding, the study recommends that following;

- i. Federal Government should improve budgetary allocation to NDE in order to capture more women into vocational skills development scheme in Kogi State;
- ii. National Directorate of Employment should ensure that, more women in the rural community are enrolled into rural employment promotion schemes to empower women entrepreneurs in Kogi State.

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