Interrogating the Nexus between Human Capital Development and Insecurity in South East Nigeria (2010-2023)

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Abstract

This study is on the effect of human capacity development on insecurity in Nigeria (2010–2031). The study used descriptive survey research design in which youths of selected states in South East of Nigeria were studied. The population of the study is 13.4 million youths in South East of Nigeria. Linear regression was used in the hypotheses testing. This was done with the aid of Statistical Package for Social Sciences (SPSS) software ver.22. The study revealed that inability of government to build the capacity of the youths significantly heighten insecurity in South East Nigeria (Beta=0.656, p=0.000), that lack of youth skill training significantly heighten insecurity in South East Nigeria (Beta=0.674, p=0.000) and that inadequate development of technical capabilities significantly heightens insecurity in South East Nigeria (Beta=0.340, p=0.000). Based on the findings, the study recommended that since it will never be possible for government to employ all the youth in the South East, the government should encourage the youth through skills acquisition and soft loan to enable them start some businesses of their own, while the government continues to monitor the beneficiaries, offering them advice and guidance where necessary. The states government in South East part of Nigeria can as well encourage the youth to queue into the agricultural programme of the South Eastern states by acquiring land and other farm inputs at subsidized rates as well as making tractors and other equipment available, and can go further by assisting the farmers sale their produce at appreciable rate through marketing board which the states in South East of Nigeria can establish..

1. Introduction

The combination of the elevated level of corruption, leadership deficit and economic mismanagement facilitated through lots of white elephant projects and the end of the oil boom in mid-1981 in the second Republic created fertile grounds for insurrection and civil disobedience. Tensions escalated and gave room for extremists to nurture religious ideologies that became the forerunner of today's Boko Haram. The Maitatsine took advantage of the distracting socio-economic environment to trigger riots in Kano in 1980 and Kaduna and Maiduguri in 1982. The Kano riot alone resulted in approximately 4,000 deaths. Overall, the consequent decline in economic fortune created opportunities for politicians to use political thugs and mercenaries to maintain a hold on power or capture it afresh.

The second Republic economy also further opened the doorway for smuggling, drug peddling, trafficking in human beings and other kindred border crimes. There was also palpable laxity in managing land, air, and sea borders and ports by state institutions with those responsibilities.

The life of that Republic was consequently abruptly cut short through a military coup in 1984. Three different military rulers held the reins of power through coup d'état until 1998 when General Absallam Abubakar military regime instated an interim government to conduct elections. All three military juntas after the second Republic came from the Muslim North. The ousted civilian president also came from the Muslim North. The power equation visibly tilted in favour of a section of the country and deepened the perceptions of injustice and marginalization by other ethnic groups. Again, the long years of military oligarchy also created an enormous disconnect between the government and the citizens. No law compels military rulers to enforce balanced citizen representation in the government. The citizens also do not have any constitutionally guaranteed voice in the affairs of the country. Thirdly, the military has no extensive training in the appreciation and management of state and allied institutions. Consequently, most government institutions became weak and could not effectively respond to emerging challenges, particularly on the security front.

Such a situation led to the illicit execution of Niger Delta activists comprising Ken Saro-wiwa and his colleagues. The execution programme also targeted several community leaders in the region. The result was the rise of the Niger Delta militia, which immediately secured the buy-in of most Niger Deltans. The Niger Delta peoples, through several of these militias, protested the unjust and uncompensated exploitation of their natural resources now wholly owned by the federal government. Still, the exploitation process grievously damaged their environment, making it difficult for their crop farmers and fishers to pursue their traditional occupations. The militants attacked government security agencies, government infrastructure and installations, oil exploration installations of foreign multinational companies and continuously took several foreign oil workers hostage. The Niger Delta militancy technically brought in and domesticated the kidnapping-for-ransom that is currently widely adopted by hoodlums and bandits in terrorizing the country today. Then came the 1990s, with significant climate changes such as drought and other economic challenges faced by many countries across the Sub-Saharan Africa and the rest of the globe, which triggered series of migrations into Nigeria. Uncontrollable threats from nature and technology rendered many communities vulnerable and dependent on outside assistance for survival. The presence of oil and the famed wealth of Nigeria made it attractive to all versions of visitors.

Although these migrations were not initially crime-threatening, many immigrants were also Islamic evangelists who responded to the message of the 1979 Iranian revolution to Islamize Africa. This class of visitors appear to reinvigorate the mood and inspiration of Maitatsine devotees with their messages. Nomadic pastoralists from several African countries also leverage the opportunity to master the forest pathways to the southern parts of Nigeria to search for foliage and pasture for their ruminants.

The heightening clashes between nomadic pastoralists and crop farmers in many southern parts of the country, particularly in the South-East, South West and middle belt geopolitical zones, were interpreted as a subtle invasion of the region by northern elements. That resurrected the agitation for Biafra. The Movement for the Actualization of the Sovereign State of Biafra [MASSOB], set up in 1999, led the pack. The successful operations of the Niger Delta militants were a strong inspiration and seemed to boost the possibility of successful military engagement. MASSOB quickly became a dreaded militant group. Street cults such as the Aba Boys also grouped to resist the government headed by Northerners believed to be behind the Southward migration. The split of MASSOB eventually resulted in the emergence of the Indigenous Peoples of Biafra [IPOB] in 2012, currently proscribed by the federal government as a terrorist organization.

The evolving jihadist zeal of the Mujahideen in Pakistan and Al Qaeda in Afghanistan has always had its eyes on sub-Saharan Africa. As early as the year 2000, Islamic missionaries with extremist's orientation as the Al Qaeda and the Islamic State were already present in some parts of northern Nigeria. Again, the inspiration remained high through the remnants of Muslims upholding Maitatsine ideologies of the early 1980s who always considered a Jihad as necessary. By 2009, Boko Haram was born. A few years after that, and following the fall of the Islamic State, West Africa became a new target. To strengthen its hold on Nigeria, Boko Haram swore allegiance to the Islamic state.

The government's politicization of the insurgency and terrorism give headroom for their rapid expansion and replication despite the pressure from neighbouring countries to contain them. However, absolute poverty, illiteracy, and neglect of the youth in many of the northern states and the rest of the country, created ready pools of recruits that found solace in the use of amunitions. Combining our porous borders and our corrupt immigration agencies, trade in small arms and other amunitions used in the Libyan war blossomed and found their way in droves into the country. The policy of "visa on arrival" of the present administration in 2019 worsened the situation.

Finally, injustice, inequity and ethnic distrust paved the way for the scary cumulus of insecurity seemingly engulfing us currently. Even the external influences that amplified the existing insecurity conditions borrowed their strength from these pre-existing 'bads' which we nurtured and used to our peril. These inequities caused the 1966 coup, unleashed a chain of military rulers for more than four decades on us, resulted in the springing up of militias, and the creation of armies of poor, illiterate and unemployed persons that eventually became pawn-employees in the hands of terrorists. But these root causes, namely injustice, inequity, and ethnic distrust, can most effectively be eliminated through a robust citizen created Constitution and an effective justice system.

1.2 Statement of the Problem

Nigeria has encountered several challenges that endanger its national security. These challenges affect several aspects of national life as well as the various regions or states of the federation. The majority of dangers to national security are internal rather than foreign. As a result, there is typically a large military presence across the nation carrying out one or more operations, such as Operation Lafiya Dole, Operation Pulo Shield, Operation Python Dance, Operation Crocodile Smile, Operation Kunama, and so on. The Boko Haram insurgency in the Northeast, militancy in the Niger Delta, piracy, and oil bunkering in the South-South area are some of the country's national security challenges. Others include the Southeast's secessionist agitation for Biafra; kidnappings across the country; armed robberies; violent crime; ethno-religious crises; electoral violence in various parts of the country; and recent widespread pastoral rampages in the Middle Belt, North Central, Southeast, and some northeastern states.

All of these (and those not included here) have posed severe security challenges to the Nigerian state's social, economic, and political stability. The majority of individuals actively engaging in these actions of national security threats are young people who have not been adequately empowered. According to the popular maxim "the idle hand is the devil's workshop", the situation whereby majority of the people are poor and hungry and a lot of youths are jobless and unemployed, will undoubtedly, engender high insecurity in the country. It is now the norm to see thousands of the unemployed turn up in response to advertisement for jobs where only a handful is to be employed. The country is faced with a gross abuse and under utilisation of human resources with direct impact on national productivity and competitiveness.

In general, lack of human resource development projects, institutional development, youth skill training and youth unemployment has contributed in breeding youth unemployment which has resulted to youths engaging in criminal activity. This seems to be a contributor to national insecurity in the country. However, there seem to be scarcity of studies to back up the claim that lack of human resource development contributes to national insecurity. Many of the studies concentrates on human capacity building and human capital development in terms of the performance of private institutions. This creates a large gap in previous researchers' insights into private institutions, as their findings are not applicable to sensitive institutions such as security agencies. Therefore, based on the gap in the quality of literature, this study sees it as a need to examine effect of human capacity building on insecurity in South-East Nigeria (2000-2021).

1.3 Objectives of the Study

i. To ascertain the extent to which capacity building of the youths affect insecurity in South East Nigeria.

ii. To examine the extent to which youth skill training influences insecurity in South East Nigeria.

iii. To assess the extent to which development of technical capabilities affect insecurity in South East Nigeria.

1.4   Hypotheses

H_{o1}:   Inability of government to build the capacity of the youths does not significantly heighten insecurity in South East Nigeria.

H_{o2}:   Lack of youth skill training does not significantly heighten insecurity in South East Nigeria.

H_{o3}:   Inadequate development of technical capabilities does not significantly heighten insecurity in South East Nigeria.

2. Review of Related Literature

2.1 Conceptual Review

2.1.1 Human Capacity Building

Capacity means combining all the strengths, characteristics, and resources available within an organization, society, or community to address and reduce disaster risk and build resilience (United Nations, 2016). Capacity can include social institutions, institutes, education, skills, and collective characteristics such as social relationships, leadership, and administration. Capacity building (or capacity development) is the process by which individuals and organisations acquire the skills and knowledge needed to work efficiently. Capacity building and capacity development are often used interchangeably. However, some people interpret capacity building as not recognising people's abilities, while capacity development recognises existing skills that need improvement (Stensen, Brady, & Schutte, 2018). In addition, capacity is viewed as the ability of individuals and organisations or entities to carry out tasks effectively and sustainably (United Nations, 2017; UNDP, 2018).

In analysing this meaning, Williamson and Rajabifard (2016) identified three main features: (1) implies that capacity is a process rather than a static state; (ii) stresses the importance of human resources and how they are used in capacity building; and (iii) requires that capacity-building strategies consider the overall context in which organisations perform their functions. UNDP (2016) identified capacity building for human resource development, governance strengthening, and institutional development as including community participation and an enabling environment.

Capacity building in the development context involves a dynamic process that enables individuals to develop and analyse critical social and technical skills for problem solving and analysis. Azikwe (2018) defines capacity building as a process through which a person can acquire the skills and knowledge they need to work efficiently and effectively in their various occupations. Azikwe (2018) added that capacity building can also be defined as the ability that enables people to use their creative potential, intellectual abilities, and leadership qualities for personal growth and development as well as for the nation. Capacity building therefore means that people need to acquire knowledge and skills that are crucial for the country's economic growth, standard of living, and individual self-determination. The programmes are designed to provide skills that enable the recipient to acquire knowledge and skills and use them in productive applications to solve a wide range of individual and national problems.

According to Groot and Molen (2020), capacity building is well defined as improving, managing, and maintaining institutional and operational processes that make sense on the ground. Bappi, Shuaibu, and Mahdi (2017) see it as a development programme that promotes the empowerment of individuals, groups, organizations, networks, and institutions to improve and overcome crises

and contribute to poverty reduction in the long term. UNDP (2019) considered capacity building as an enabling environment with an appropriate policy and legal framework for institutional development, including community participation (particularly women), human resource development, and the strengthening of management systems. Williamson and Rajabifard (2016) posit that capacity building should replicate and strengthen the current ability of individuals and organisations to perform their duties effectively. The United Nations Human Development Report (2018) names capacity development as a process in which the human and organisational capacities of institutions are improved in order to better fulfil priority tasks.

Despite the above argument, there appears to be international agreement on the concept and use of human capacity building. According to the United Nations Environment Program (2019), the worldwide agreement on human capacity building is simply promoting sustainable development and giving it the attention, it deserves. As a result, human capacity development necessitates long-term sustainability for the benefit of both people and society. The European Capacity Building Action Plan (EAP) for ICZM (2015) listed the following human capacity building procedures or actions (types):

1. Training/Education

2. Professional Development.

3. General public awareness

It is also noted that there is formal capacity building that includes education, training, and professional development. This reflects the fact that items 1 and 2 above are subsumed into formal capacity building. While information capacity building involves the conscious creation of structures and networks that pave the way for unimpeded access to information on vital issues that may not require education and training, this captures the last point (3) aptly. Therefore, it is advisable to classify human capacities into formal and informal.

However, capacity building can be interpreted from a human capital perspective when people have the necessary knowledge and skills needed for individual growth and for national growth and development. The capacity that a country needs for sustainable development depends mainly on the appropriateness and relevance of the initiative. According to Banjoko (2018), capacity building in the Nigerian government is necessary as the link between supply and demand is weak. Universities lack real resources, making it difficult to develop a suitable workforce. In this context, Banjoko believes that support and change are needed. He also noted that educational institutions are isolated and communities are poor. For him, the development of teaching materials in schools is ineffective. Alternative capacity-building options are not sufficiently recognized. In his view, the above three cases call for capacity building, adding that Nigeria needs to use capacity building strategies and other ways to empower people and change current practices. In terms of capacity, capacity building is a means to achieve productivity and sustainable development (Banjoko, 2018).

Ajayi (2016) argued that labour is central to social existence as it is the central component of any country's citizenship. In order to improve Nigeria's economic advantage, the researcher recommends that special attention be paid to maximising productivity and effectiveness through human capacity building, motivating community development activities, and enlisting the cooperation of all stakeholders. It is evident today that there is an urgent need to develop effective

management in industries and organizations in both the private and public spheres. This need arose out of the understanding that Nigeria's progress and development crucially depend on the existence of a well-organized, dedicated, inventive, and creative workforce (Nwankwo, 2018).

In the context of this study, education plays a significant role in the transformation of the defense sector in Nigeria. In fact, military training can be traced back to the formation of the Royal British West African Frontier Force (RBWAFF), which evolved into the Federal Republic of Nigeria Armed Forces upon independence in 1960. This was available because new personnel needed to be trained in the art of defending territory and the nation's interests using deadly force (Egbo, 2019). The form of training received at this early stage was mainly to prepare the indigenous armies to assist the British Army during the world wars. From 1960, however, military training changed in the direction of peacemaking. This was consistent with the realization of Nigeria's foreign policy, particularly the maintenance of peace and stability in Africa (Akinboye, 2018). Malan, Nhara, and Bergevin (2017) considered that the invitation of the Nigerian police and army to participate in the United Nations peacekeeping mission in the DRC in 1960 marked the beginning of the era of Nigerian peacekeeping training. This military education and/or training, which mainly involved learning tactical and rudimentary skills such as first aid and field hygiene, map reading, patrolling, postal service, etc., was initiated to ensure that military personnel (both combatants and health workers) were ready to go into areas to travel where they were needed for the maintenance of world peace.

2.1.2 Insecurity in Nigeria

The concept of insecurity would be better understood if the concept of security was first introduced. Akin (2018) defines security as "the state that arises as a result of the implementation of measures for the protection of individuals, information, and property against hostile persons, influences, and acts." It is the presence of such conditions in a society that allows individuals to go about their usual everyday activities without fear of harm to their lives or property. It encompasses all steps aimed at protecting and safeguarding citizens and the resources of individuals, groups, enterprises, and the nation against sabotage or violent occurrences (Ogunleye, et al., 2019). According to Eke and Christopher (2019), it necessitates protection against chronic risks as well as protection from disruptive disruption.

However, security can be described as stability and continuity of livelihood (stable and steady income), predictability in daily life (knowing what to expect), protection from crime (feeling safe), and freedom from psychological harm (security or protection from emotional stress). That comes from the assurance or knowledge that one is wanted, accepted, loved, and protected in one's community or neighbourhood and by those around one. It focuses on the emotional and psychological sense of belonging to a social group that can provide protection. This description structures the security concept in four dimensions (Tella, 2015). However, these dimensions can be woven together to give a composite definition of security as protection from all forms of harm, whether physical, economic, or psychological. However, it is generally argued that security is not the absence of threats or security issues, but the ability to face the challenges of those threats with expediency and expertise (Awa-Samuel, Okonkwo & Eze, 2022).

Insecurity, on the other hand, is the opposite of certainty. However, due to the very diverse effects of uncertainty on human life and existence, different interpretations are commonly ascribed to the notion of uncertainty in the context of the different effects it has on individuals. Some of the

common descriptions of insecurity are: lack of certainty; danger; uncertainty; lack of trust; doubtful; inadequately guarded or protected; lack of stability; troubled; lack of protection; and insecure, to name a few. All of this has been used by different people to define the concept of uncertainty. However, these different descriptors share a common indication of a state of vulnerability to harm and loss of life, property, or livelihood. Beland (2015) defined insecurity as a state of anxiety or fear resulting from a concrete or perceived lack of protection. It refers to a lack of or insufficient freedom from danger. This definition reflects physical insecurity, which is the most visible form of insecurity and feeds into many other forms of insecurity, such as: B. economic security and social security.

Two views are essential to this paper. These are (1) uncertainty as the state of being open to or exposed to danger or imminent danger, where danger is the state of being vulnerable to harm or injury, and (2) uncertainty as the state of being at risk or fear of being exposed, where fear is a vaguely unpleasant emotion experienced in anticipation of misfortune. An important point regarding uncertainty implied in these definitions is that those affected by uncertainty are not only unsure or unaware of what is about to happen, but they are also unable to stop it or protect themselves if it happens. From this perspective, we would describe insecurity in this paper as: ignorance, lack of control, and inability to take defensive action against forces that pose harm, danger, or vulnerability to an individual or group. Vulnerability is the situation that we do not know, face, or foresee. It is also something we may be aware of but are unable to confront (Etor, Etudor-Eyo & Ukpabio, 2020).

2.1.3 Insurgence in Nigeria

The term "insurgency" often conjures up wild and contradictory interpretations; suffering at the hands of both experts and pundits." Commonly accepted meanings remain elusive, with predictable conceptual confusion (Moore, 2017). According to Moore (2017), the term insurgency continues to be used interchangeably and inexactly with warfare such as irregular warfare, unconventional warfare, revolutionary, and even terrorism. He further posits that "the interchangeability of terms is understandable, given the diverse nature and adaptability of those who wage insurgency and the overlapping traits of these types of conflict" (Moore, 2017). According to O'Neil (2020), insurgency is a "struggle between a non-ruling group and ruling authorities in which the non-ruling group consciously uses political resources and violence to destroy, reformulate, or sustain the basis of one or more aspects of politics." The main objective of an insurgency is to challenge the existing government for control; it requires the active support of some segment of the population; and "insurgencies do not happen if the population either supports the government or sees nothing to gain from fighting" (Curtas, 2016).

In this study, insurgency is used as a "composite conflict phenomenon" which can be defined as a cellular development of resistance against the government and which expands from the initial stage of subversion-infiltration through the intermediate stage of overt resistance by small armed bands and insurrection by Boko Haram. It can be undoubtedly said that the threat posed by insurgency is undermining the existence of Nigeria as a sovereign political territory and that of its states: Borno, Yobe, and Adamawa, especially when the insurgents in the north-eastern Nigeria intensified attacks and even declared some areas that fall under their control as a new Islamic caliphate which is to be governed according to strict Islamic laws (Blanchard 2018 and Sahara Reporter, 2018).

Undoubtedly, the activities of the so-called led insurgents have seriously affected various fields of human endeavors, which can be considered under physical, social, and economic factors. Attacks on schools, places of worship, market structures, houses, and some infrastructures such as roads, bridges, and electricity cables have physically halted other development projects that affect the lives of the entire community. Socially, the insurgent crisis has resulted in an increase in the crime rate in Maiduguri, a reduction in the standard of living of the inhabitants of the study area, an increase in the number of refugee influxes, and a setback in the educational system across Maiduguri township (Anyadike, 2016).

Economically, the crisis has affected market linkages between Maiduguri and other neighbouring towns, cities, and countries like Niger, Chad, Cameroun, and even Central Africa, where dozens of trailers were always in route to these countries, which suddenly came to an end today and many businesses have closed down. These have resulted in a drop in the formal and informal sectors of the economy compared to what was obtainable some years back (Anyadike, 2016).

2.1.4 Causes of Insecurity in Nigeria

To address insecurity, an important starting point should be to understand the causes of insecurity and to examine the causes of social disorder and instability. As pointed out by Andrew and Kennedy (2016), it is necessary to distinguish between different causes, as each may require a different remedy. In addition, it should enable a holistic view of the solution proposals or recommendations. More often than not, however, policymakers are reluctant to isolate and clarify individual causes. They prefer blanket statements because the sources of uncertainty are intertwined and influence each other. As in many other societies, the causes of insecurity in Nigeria have been traced to a number of factors and explained by different people. These factors have been classified or grouped into external and internal factors. Beyond the external-internal dichotomy, sources of uncertainty were also classified as either remote or near-immediate sources of uncertainty. In Nigeria, the challenge is not so much the insecurity of external sources as the insecurity of internal sources. Therefore, in this review, we will focus on the internal sources. We recognise that some internal factors have been reinforced and strengthened by the presence of external forces, but there is no doubt that the external forces would not be able to invade were it not for the internal situations. We present the internal causes of insecurity in Nigeria using the dichotomy of remote and immediate factors.

2.1.4.1 Remote (Root) factors which cause Insecurity in Nigeria

1. Lack of institutional capacity resulting in government failure

This resulted from what Fukuyama (2018) has termed the corrosion or collapse of institutional infrastructures. The foundations of Nigeria's institutional framework are very shaky and have provoked a deterioration in governance and democratic accountability, paralysing the existing constraints, including the formal and legitimate rules enshrined in the hierarchy of the social order. Apparently, as noted by Eke and Christopher (2019), the state of insecurity in Nigeria is to a large extent a consequence of, or can be linked to, government failures. This is manifested in the government's inability to provide public services and meet the basic needs of the masses. The lack of basic needs among the people of Nigeria has created a pool of frustrated people who are easily triggered to violence by any event. The argument here is that Nigeria has the resources to provide for the needs of its people, but corruption in public offices at all levels has made it impossible for

public officials to focus on meeting the basic needs of the people. Burton (2017) described the situation in Nigeria as a "paradox of plenty," where a country earns large revenues from oil sales but does not use these revenues to meet the needs of its people and to develop infrastructure and the economy. When these situations exist, the crime rate will inevitably increase, and the safety of life and property cannot be guaranteed.

2. Pervasive material inequalities and unfairness

Greater awareness of disparities in life chances is a major root cause of insecurity in Nigeria. This is a rooted general perception of inequality and unfairness which has resulted in grievance by a large number of people. This perception stems from the perception of marginalization by a section of the people, government development policies and political offices and this has become a primary source of disaffection and resentment. As noted by Tella (2015) a large number of the Nigeria population is frustrated and have lost hope, especially the youths, and have now emerged to express their disillusion about the pervasive state of inequality.

3. Ethno-religious conflicts

These have arisen from distrust among various ethnic groups and among the major religions in the country. Adebowale (2015) identified ethno-religious conflict as a major source of insecurity in Nigeria. Ethno-religious conflict was defined as a situation in which the relationship between members of one ethnic or religious group and another of such group in a multi-ethnic and multi-religious society is characterized by lack of cordiality, mutual suspicion and fear, and a tendency towards violent confrontation. Frequent and persistent ethnic conflicts and religious clashes between the two dominant religions (Islam and Christianity), present the country with a major security challenge. In all parts of Nigeria, there exist ethno-religious conflicts and these according to Ndubuisi-Okolo and Anigbuogu (2019) have emerged as a result of new and particularistic forms of political consciousness and identity often structured around ethno-religious identities. The claim over scarce resources, power, land, chieftaincy, local government, councils, control of markets and sharia among other trivial issues have resulted in large scale killings and violence amongst groups in Nigeria (Udoh, 2015).

4. Weak Security system

This results from inadequate equipment for the security arm of government, both in weaponry and training. This is in addition to poor attitudinal and behavioural disposition of security personnel. In many cases, security personnel assigned to deal with given security situations lack the expertise and equipment to handle the situations in a way to prevent them from occurring. And even when these exist, some personnel get influenced by ethnic, religious or communal sentiment and are easily swallowed by their personal interest to serve their people, rather than the nation. Thus, instead of being national watch dogs and defending national interest and values, and protecting people from harm by criminals, they soon become saboteurs of government effort, by supporting and fuelling insecurity through either leaking vital security information or aiding and abetting criminals to acquire weapons or to escape the long arm of the law (Blanchard, 2018).

2.1.6 Human Resource Development

Nowadays, many authors used term Human resource development (HRD) to indicate training and development, career development, and organization development as an organization's investment

in the learning of its people as part of an HRM approach (Bratton & Gold, 1999; Swanson & Holton, 2001; Vinesh, 2014). HRD is based on the beliefs that organizations are human-made entities that rely on human expertise in order to establish and achieve their goals and that HRD professionals are advocates of individual and group, work processes and organizational integrity (Hassan, 2007). HRD is the process of optimizing the production and utilization of the workforce. HRD is concerned with: (a) Staffing issues: employment, mix and number of personnel, deployment by region, by level of care, by type of establishment, by gender; (b) Education and training: coherence between competencies and needs of the services, programs and curricula, learning strategies, availability of competent teachers and trainers, of adequate infrastructures; (c) Performance management: maintenance and improvement of the quality of services, setting of standards, information and management systems, management practices; (d) Working conditions: recruitment and posting, job and workload definition, promotions and career mobility, incentives, mode and level of remuneration, other conditions of service, management of personnel and labor relations (Dussault, 1999).

Human resource development (HRD) is a process of developing and unleashing human expertise through organization development (OD) and personnel training and development (T&D) for the purpose of improving performance (Swanson & Holton, 2001). For our purposes, then, human resource development (HRD) can be defined as a set of systematic and planned activities designed by an organization to provide its members with the opportunities to learn necessary skills to meet current and future job demands. Focused most broadly, HRD seeks to develop people's "knowledge, expertise, productivity, and satisfaction, whether for personal or group/team gain, or for the benefit of an organization, community, nation, or, ultimately, the whole of humanity.

The purpose of HRD is to enhance individual performance and improve organizational effectiveness and productivity (Tabibi, 2011). Now a days, HRD is considered as the key to higher productivity, better relations and greater profitability for any organization (Vasantham, 2015). Appropriate HRD provides unlimited benefits to the concerned organization. Some of the important benefits are being given here:

- HRD (Human Resource Development) makes people more competent. HRD develops new skill, knowledge and attitude of the people in the concern organizations.

- With appropriate HRD programme, people become more committed to their jobs. People are assessed on the basis of their performance by having a acceptable performance appraisal system.

- An environment of trust and respect can be created with the help of human resource development.

- Acceptability toward change can be created with the help of HRD. Employees found themselves better equipped with problem-solving capabilities.

In additional for that, there are special goals for human resource development in the organization. All leaders obviously must participant in human resource development programs. The results of human resource development are: to increase efficiency, advantages, response to the market by access to organization and active workforce. The significant goals of human resource development are as below (Allameh & others, 2012):

1. Access to organization proficiency.

2. Increasing quality and efficiency.

3. Promotion in growth and individual development.

4. Integrating people into business.

It is worthy noted that goals must be according to organization's goals and missions

2.1.7 Skill Training

Skill is a term variously defined as qualifications, broad skills (Payne 1999) or as part of an overall competency model (Spencer and Spencer 1993) within construction, it is commonly cited synonymously with trades or crafts, such as bricklaying, plastering (e.g., Clarke and Wall, 1998). Historically, the term 'skill' is used to refer to the manual craft worker and technologist (Ainely, 1993; Keep and Mayhew, 1999). According to the Further Education Unit (1982), "the skill concept was widening to include 'the ability to perform a specific manipulative occupational task' and which now embraces: Language (reading, writing, speaking and listening); number (calculation, measurement, graphs and tables); manipulative dexterity and co-ordination; problem solving; everyday coping, interpersonal relationships; computer literacy and learning". Payne (1999) considered skills to cover everything from reading, writing reliability, communication, reasoning, problem solving and motivation to assertiveness, judgement, leadership, team working, customer orientation, self-management and continuous learning.

Furthermore, training can be considered as teaching (a person or animal) a particular skill or type of behaviour through regular practice and instruction. Armstrong (1996) mentioned that training usually refers to learning a specific task or job, the skills and behaviours of which are specifically defined, whereas development is an ongoing process involving changing people. This implies that training is a more of a mechanistic process, which is job-centred; meanwhile, development involves educating the workforce, which is person-centred (Fryer, 2004). It is important to note this distinction in order not to use the terms interchangeably resulting in confusion of what is actually meant. It follows that combination of both training and development is essential to attain the required skills to do the job. At the craft level, jobs lean more towards training to perform specific tasks, whereas managerial level positions are more of a development process for changing behaviour. Nevertheless, managers might need training in some instances to use new IT systems or to apply health & safety practices.

Skills Acquisition Training is an adult education program which is intended to give different skills on the participants, and address immediate issues, for example, employments, independence and control restiveness among young people (Uranta and Nlerum, 2017). Mike (2014) declares that skill acquirement is the capacity to be prepared on a specific task or capacity. Likewise, Magbagbeola (2004) as referred to in Idoko (2014) posit that skill acquirement requires the gathering of various abilities that enhances task execution through the coordination of both theoretical and practical form of knowledge. He specified the rules for the sustenance of expertise acquirement program to include the followings;

1. Provision of training that gives the trainees the chances to obtain skills that are appropriate for readiness in a field of trade for beneficial business.

2. Provision of distinct skills that relate to each trade that makes one an expert in one field rather than the others.

3. Methodology

3.1   Research Design

The study will use descriptive survey research design. This method was considered because it gives the researcher the opportunity to sample the opinion of people and obtain current information from the respondents.

3.2 Method of data Collection

The main instrument of the data collection that used in this study is a structured questionnaire. The designed questionnaire was divided into two sections. The questions in section A is the general information while section B is meant to directly address the research question.

3.3 Methods of Data Analysis

Descriptive and non parametric statistics were used to analysed the data.

4. Data Analysis

4.1   Presentation of Data

This chapter presents the analysis of the research data and interpretation of results. In analyzing the data from the questionnaires administered, simple percentage was used by the researcher, test statistics such as sample linear regression was used to test the hypotheses. Thus, the data collected were presented as follows:

Table 4.1.1:   Questionnaire Distribution and Return

Questionnaire	Respondents	Percentage of Respondents (%)
Returned	325	81.3
Not returned	75	18.7
Total distributed	400	100

Source: Field Survey, 2024

The copies of questionnaire administered were 400 and 325 (81.3%) of it were returned, while 75(18.7%) were not returned. The 325 copies of questionnaires that were returned are considered large and capable enough to make valid deductions and conclusions. Hence, the research analysis was based on the returned copies of questionnaire.

Table 4.1.2:   Distribution of Respondents According to Sex

OPTION	FREQUENCY	PERCENTAGE (%)
Male	189	58.2
Female	136	41.8
Total	325	100

(Source: Field Survey, 2024)

The above table 4.1.2 shows the gender of the respondents. In the table, 189 respondents representing 58.2% of the entire respondents are males while the remaining 136 respondents representing 41.8% are females. Hence, the majority of the respondents are females. This is well illustrated in the chart below:

Gender Distrbution
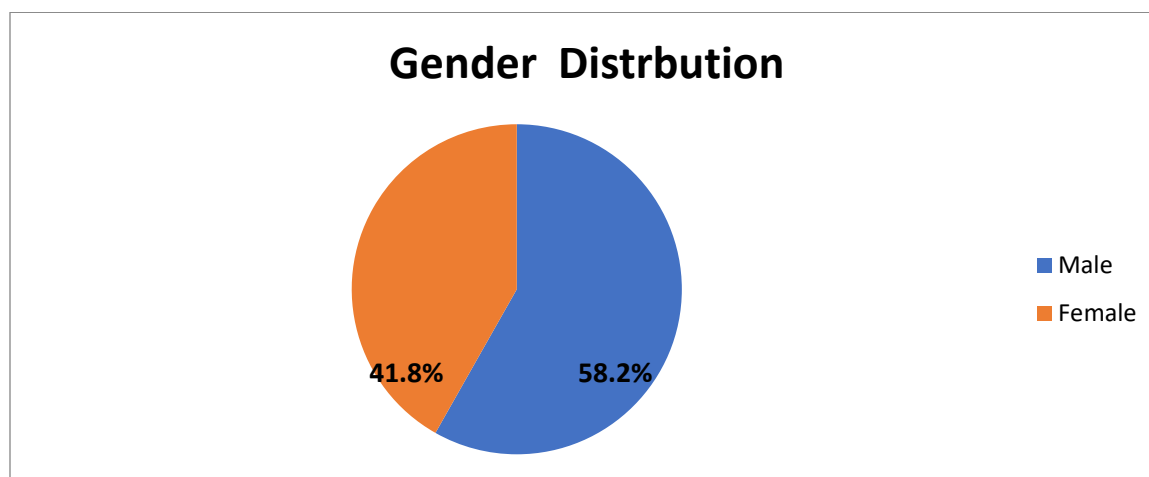
Table 4.1.4: Distribution of Respondents based on Educational Qualifications

OPTION	FREQUENCY	PERCENTAGE (%)
SSCE	108	33.5
B.Sc/HND	129	39.7
MA/M.Sc	72	22.2
PhD	16	4.9
Total	325	100%

(Source: Field Survey, 2024)*.*

The above table 4.1.4 shows the distribution of the respondents based on their educational qualifications. In the table, 108 respondents representing 33.5% indicated that they were in possession of SSCE, 129 respondents representing 39.7% indicated that they have B.Sc/HND qualifications, 72 respondents representing 22.2% indicated that they were in possession of MA/M.Sc qualifications, while the remaining 16 respondents representing 4.9% indicated he has PhD qualification. Thus, the majority of the respondents are in possession of B.Sc/HND. The bar chart illustration is shown below to give the pictorial evidence of the result:
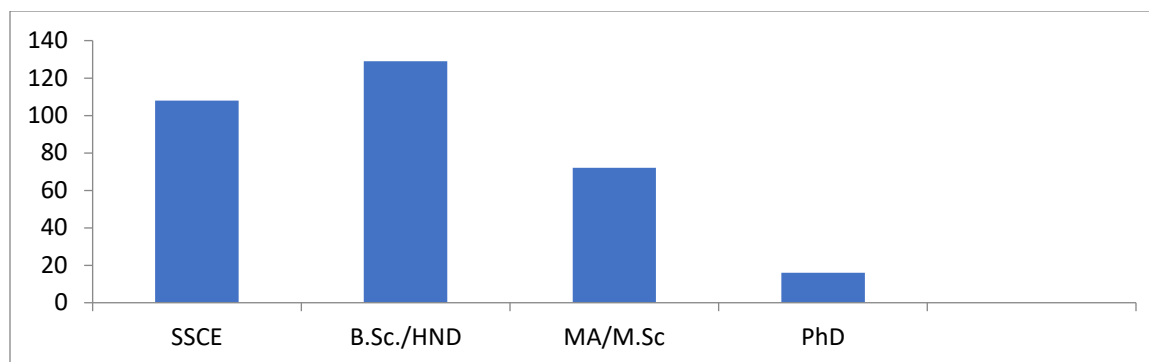
Table 4.1.5: Descriptive statistics for the extent to which capacity building of the youths affect insecurity in South East Nigeria

SN	Items	Mean	Std.Deviation
1	The South East states government have neglected the developing of the youths	3.53	1.133
2	The South East states has not been able to train the youth in skills	3.42	1.003
3	The state government contributed to the high rate of unemployed and unskilled youth in the South East states	3.16	1.124
4	Unemployment has driven many youths into various activities that constitute a threat to the state's security.	2.88	1.099
5	There is strong relationship between unskilled youth and insecurity in the South East states	2.72	1.109
	Average Mean	**3.14**	**1.094**

(Source: Field Survey, 2024)*.*

The results presented in table 4.1.5 revealed that respondents agreed that capacity building of the youths affect insecurity in South East Nigeria (Average Mean=3.14, Std=1.094). This was attributed to the fact that majority of the respondents agreed that South East states government have neglected the developing of the youths (Mean, 3.53, Std=1.133); the state government has not been able to train the youth in skills (Mean=3.42, Std=1.003), the South East states government contributed to the high rate of unemployed and unskilled youth in the state (Mean=3.16, Std=1.124), unemployment has driven many youths into various activities that constitute a threat to the South East states' security (Mean=2.88, Std=1.099) and there is strong relationship between unskilled youth and insecurity in the state (Mean=3.14, Std=1.094). Therefore, the above results imply that capacity building of the youths affect insecurity in South East Nigeria.

Table 4.1.6: Descriptive statistics on how youth skill training influences insecurity in South East Nigeria

SN	Items	Mean	Std.Deviation
1	Lack of investment in Skill Acquisition of the youth increases the presence of street youths or street gangs	3.99	922
2	I have multiple barriers to accessing skills development programs in the state	3.96	1.024
3	The higher education institutes in the state are not doing enough to ensure sustainable skills development for youths' employability	3.85	1.067
4	I believe the youth needs more skill training to be able to reduce the rate of crime in the state	3.81	1.028
5	Unemployed and unskilled youth take to crime out of frustration	3.24	1.135
	Average Mean	**3.77**	**1.036**

(Source: Field Survey, 2024)*.*

The results presented in table 4.1.6 revealed that respondents agreed that youth skill training influences insecurity in South East Nigeria (Average Mean=3.77, Std=1.036). This was attributed to the fact that majority of the respondents agreed that lack of investment in Skill Acquisition of the youth increases the presence of street youths or street gangs (Mean, 3.99, Std=0.922); multiple barriers to accessing skills development programs in the state (Mean=3.96, Std=1.026), the higher education institutes in the state are not doing enough to ensure sustainable skills development for youths' employability (Mean=3.85, Std=1.067), youth needs more skill training to be able to reduce the rate of crime in the state (Mean=3.81, Std=1.028) and unemployed and unskilled youth take to crime out of frustration (Mean=3.24, Std=1.135). Therefore, the above results imply that lack youth skill training influences insecurity in South East Nigeria.

Table 4.1.7: Descriptive statistics on how lack of development of technical capabilities heightens insecurity in South East Nigeria

SN	Items	Mean	Std.Deviation
1	There are few vocational skills training centers in the state for the youth	3.68	.813
2	Youth who lacks technical capabilities are unemployable	3.66	.853
3	Most youth that engages in crime does that because they lack capability to execute all technical functions for employability	3.64	.792
4	Most youth engage in crime because they think they lack the ability to perform any relevant technical function in the workplace	3.48	.843
5	Crime will reduce if there should be proper funding to the development of technical capabilities centers in the state	3.44	.983
	Average Mean	**3.58**	**0.857**

(Source: Field Survey, 2024).

The results presented in table 4.1.8 revealed that lack of development of technical capabilities heightens insecurity in South East Nigeria (average mean=3.58, Std=0.857). This was attributed to the fact that majority of the respondents agreed that there are few vocational skills training centers in the state for the youth (Mean=3.68, Std=0.813), youth who lacks technical capabilities are unemployable (Mean=3.66, Std=0.853). In addition, majority of the respondents agreed that most youth that engages in crime does that because they lack capability to execute all technical functions for employability (Mean=3.64, Std=0.792). Furthermore, some respondents agreed that the most youth engage in crime because they think they lack the ability to perform any relevant technical function in the workplace (Mean=3.48, Std=0.843). In the same vein, respondents agreed that crime will reduce if there should be proper funding to the development of technical capabilities centers in the state (Mean=3.44, Std=0.983). Hence, the above results imply that lack of development of technical capabilities heightens insecurity in South East Nigeria.

4.2 Test of Research Hypotheses

Test of Hypothesis One

H_o: Inability of government to provide human capacity building does not significantly heighten insecurity in South East Nigeria.

H_i: Inability of government to provide human capacity building significantly heightens insecurity in South East Nigeria.

Table 4.2.1: Inability of government to provide human capacity building heighten insecurity in South East Nigeria

Model	R	R Square	Adjusted RSquare	Std. Errorof theEstim	ChangeStatistics				
					R Square	F Change	df1	df2	Sig.F Change

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	F Change	df1	df2	Sig. F Change
1	.656 a	.431	.424	.41126	.431	68.798	1	91	.000

Model		SumofSquares	Df	MeanSquare	F	Sig.
1	Regression	11.636	1	11.636	68.798	.000 b
	Residual	15.391	323	.169		
	Total	27.027	324			

Model		UnstandardizedCoefficients		Standardized Coefficients	T	Sig.
		B	Std.Error	Beta		
1	(Constant)	1.495	.248		6.023	.000
	Human capacity building	.540	.065	.656	8.294	.000

a. Dependent variable: Insecurity

Table 4.2.1 revealed that inability of government to provide human capacity building heightens insecurity in South East by a variance of 43.1% (R^2=0.431, p=0.000). This rejects the null hypothesis that inability of government to provide human capacity building does not significantly heighten insecurity in South East Nigeria and upholds the alternative hypothesis. This implies that inability of government to provide human capacity building significantly heighten insecurity in South East Nigeria. Furthermore, the study found that the regression model was the best fit for predicting the effect of human capacity building on insecurity (F=68.798, p=0.000). Similarly, the study revealed that every unit change inhuman capacity building will significantly affect the insecurity in South East by 65.6% (Beta=0.656, p=0.000).

Test of Hypothesis Two

$H_{o:}$ Lack of youth skill training does not significantly heighten insecurity in South East Nigeria.

$H_{i:}$ Lack of youth skill training significantly heightens insecurity in South East Nigeria.

Table 4.2.2: Lack of youth skill training heighten insecurity in South East Nigeria

Model	R	R Square	Adjusted RSquare	Std. Errorof the Estimate	RSquare Change	F Change	df1	df2	Sig.F Change
					ChangeStatistics				
1	.674a	.455	.449	.40249	.455	75.838	1	91	.000

Model		SumofSquares	df	MeanSquare	F	Sig.
1	Regression	12.286	1	12.286	75.838	.000 b
	Residual	14.742	323	.162		
	Total		324			
				Standardized		

Model		UnstandardizedCoefficients		Coefficients	T	Sig.
		B	Std.Error	Beta		
1	(Constant)	1.504	.236		6.379	.000
	Lack of youth skill training	.508	.058	.674	8.709	.000

a. Dependent variable: Insecurity

Table 4.2.2 revealed that lack of youth skill training heightens insecurity by a variance of 45.5% (R^2=0.455, p=0.000). This rejects the null hypothesis that lack of youth skill training does not significantly heighten insecurity in South East Nigeria and upholds the alternative hypothesis. This therefore implies that lack of youth skill training significantly heighten insecurity in South East Nigeria. Furthermore, the study found that the regression model was the best fit for predicting the effect of lack of youth skill training on insecurity in South East of Nigeria (F=75.838, p=0.000). Similarly, the study revealed that every unit change in youth skill training will significantly affect the variance in insecurity by 67.4% (Beta=0.674, p=0.000).

Test of Hypothesis Three

H_o: Inadequate development of technical capabilities does not significantly heighten insecurity in South East Nigeria.

H_o: Inadequate development of technical capabilities significantly heighten insecurity in South East Nigeria

Table 4.2.3: Inadequate development of technical capabilities heighten insecurity in South East Nigeria

Model	R	R Square	Adjusted RSquare	Std.Error of theEstimate	ChangeStatistics				
					R Square Change	F Change	df1	df2	Sig.FChange
1	.345[a]	.339	.104	.44086	.339	102.114	1	81	.000

Model		SumofSquares	Df	MeanSquare	F	Sig.
1	Regression	4.742	1	1.581	8.132	.000[b]
	Residual	35.179	323	.194		
	Total	39.921	324			

Model		UnstandardizedCoefficients		Standardized Coefficients	T	Sig.
		B	Std.Error	Beta		
1	(Constant)	3.403	.265		12.859	.000
	Development of technical capabilities	.258	.056	.340	4.589	.000

a. Dependent variable: Insecurity

Table 4.2.3 revealed that lack of development of technical capabilities heightens insecurity by a variance of 33.9% (R^2=0.339, p=0.000). This rejects the null hypothesis that lack of development of technical capabilities does not significantly heighten insecurity in South East Nigeria and upholds the alternative hypothesis. This therefore implies that lack of development of technical capabilities significantly heighten insecurity in South East Nigeria. Furthermore, the study found that the regression model was the best fit for predicting the effect of lack of development of technical capabilities on insecurity (F=102.114, p=0.000). Similarly, the study revealed that every unit change in development of technical capabilities will significantly affect insecurity by 64.4% (Beta=0.340, p=0.000).

5. Summary of Findings

Having carried out this research project, the researcher made the following findings:

1. The study revealed that inability of government to build the capacity of the youths significantly heightens insecurity in South East Nigeria (Beta=0.656, p=0.000).
2. The study revealed that lack of youth skill training significantly heighten insecurity in South East Nigeria (Beta=0.674, p=0.000).
3. The study revealed that inadequate development of technical capabilities significantly heightens insecurity in South East Nigeria. (Beta=0.340, p=0.000).

5.2 Conclusion

Unemployment and unskilled manpower especially among the youth play a pivotal role in exacerbating youth's vulnerabilities and susceptibilities of becoming involved in criminal activities such as kidnapping, violent, armed robbery, prostitution, rapping, assassination, conflict among other vices. Good number of these youth ordinarily would not have involved themselves in such activities if they had hope of survival, but since they feel neglected and abandoned without hope for tomorrow, they get frustrated in life especially after spending a lot of financial and material resources by both the parents and these youth to acquire education. Such deprivation generates depression, disillusionment and isolation. In conclusion therefore, it is agreed that the high rate of unemployment and unskilled manpower among the youth make them cheap tools for criminal activities. However, with show of commitment and political will on the part of government through human capacity building which will come with the implementation of programmes that would enable the youth acquire skills in the process of their educational career and be able to engage themselves in productive means of livelihood after their education, the challenges of insecurity in South East, Nigeria will be addressed.

5.3. Recommendations

Based on the findings made in the course of this study, the following recommendations are hereby suggested:

1. Since it will never be possible for government to employ all the youth in the state, the government should encourage the youth through skills acquisition and soft loan to enable them start some businesses of their own, while the government continues to monitor the beneficiaries, offering them advice and guides where necessary.
2. The South East states government can encourage the youth to queue into the agricultural programme of the state by acquiring land and other farm inputs at subsidized rates as well as making tractors and other equipment available, and can go further by assisting the farmers sale their produce at appreciable rate through marketing board which the state can establish.
3. The federal government on their part should draw the educational curriculum especially from post primary to tertiary institutions to suit our local needs to be able to create opportunities for the youth to acquire skills in different fields to enable them sustain themselves when they leave schools, since the all awaited white collar jobs are nowhere anymore to be found, except for the few privileged once that are highly connected in the society.

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