



Article

Assessment of Public Policy Implementation on National Planning in Nigeria: A Case Study of N-Power Plan on Unemployment and Poverty

Nnamdi Azikiwe Journal of
Political Science (NAJOPS).
2023, Vol. 8(4)
ISSN:2992-5924
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ABSTRACT

The research examined public policy implementation on national planning in Nigeria, with emphasis on N-Power vis-à-vis unemployment and poverty issues in Nigeria. The main objectives of the study zeroed on examining the implementation of N-Power, and how it has impacted on unemployment and poverty in the country. The research adopted the Qualitative method. Secondary data within the purview of the research were sourced from relevant authorities and examined through content analysis. The research method was reinforced through interviews, applying narrative analysis to examine discussions held with N-Power focal persons across the geo-political zones of the country. The findings show that N-Power is majorly plagued by poor monitoring and evaluation structures, poor funding, use of consultants, the federal government not fully involving the states in the programme, while bribery and corruption were also indicated. For the N-Power empowerment plan to achieve its objectives of job creations and poverty alleviation, especially among youths, the paper has recommended that government should rejig N-Power, by urgently addressing the observed lapses hindering the worthy plan.

Key Words: Public Policy, Implementation, National Planning, N-Power Plan, Unemployment, Poverty

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INTRODUCTION

Nigeria is populated by over 200 million people, making it the most populous country in Africa and the seventh most populous in the world (National Bureau of Statistics, NBS, 2022). It is richly endowed with human and natural resources, far more than some highly developed countries of the world, and stands as the largest economy in Africa. Against these endowments, however, the country is bedeviled with high rates of poverty, unemployment, brain drain, terrorism, and inflation among other social malaise. Successive governments in the country have tried to solve these problems through various national plans, strategies and/or programmes. The first national plan after independence was between 1962 and 1968, while the second spanned 1970 to 1974; the third, 1975 to 1980, and the fourth national development plan was between 1981 and 1985. These national planning or plans, aimed at empowering the citizenry, had often ended as soon as the initiating government left office, while the problems kept magnifying. These national plans failed to work and empower Nigerians because of issues writers described as poor implementation and financing; corruption et cetera (Lawal and Oluwatoyin, 2011).

In a bid to curb unemployment and poverty in Nigeria, the President Muhammadu Buhari administration launched employment and poverty alleviation plans/strategies, such as TraderMoni, MarketMoni, Digital Youth Nigeria etc. Most importantly, the federal government initiated a laudable plan known as N-Power, the President's agenda to “lift 100 million Nigerians out of poverty in ten years” across the “774 local governments” in the country (National Social Investment Programme, N-SIP, 2023). Kabeer in Dauda, Adeyeye, Yakubu, Oni and Umar (2019) asserts that the goals of N-Power revolve around reduction of unemployment, transfer of technical and entrepreneurial skills to people so that the beneficiaries would have employment capacities.

In the midst of this worthy N-Power plan, poverty and unemployment still threaten the populace against the backdrop of high despondency and crimes among youths. Yet, works written on N-Power were impressive, but with little or no convincing remarks from the authors as to why the plan has not achieved its objectives. Thus, the mind wonders if the N-Power plan totters because Nigeria, as a country, lacks sound public policy formulators, or that N-Power policy was well-formulated but poorly implemented.

In the light of the foregoing issues, this study is an assessment of public policy implementations on national planning, with emphasis on N-Power national empowerment plan and its impact on unemployment and poverty. Consequently, this paper will address the following research questions: (1) What are the fundamental problems of the N-Power plan against its objectives? (2) To what extent has

N-Power impacted on unemployment and poverty in Nigeria? The specific objectives to be examined are:

1. To establish the problems of N-Power plan and how they can be assuaged in relation to its objectives
2. Ascertain to what extent N-Power has impacted on unemployment and poverty in Nigeria

LITERATURE REVIEW

Policy has been spoken about by various scholars. It is concerned with laws, procedure or administrative actions by the government and other institutions (Center for Disease Control and Prevention, CDC, 2023). To Ikelegbe, cited in Agbazuere (2020), Policy is simply described as an action, while Ezeani (2006) conceives Policy as a proposed course of actions a government intends to implement in response to a problem or situation.

Public Policy has also been discussed by many authorities. Ikelegbe, cited in Agbazuere (2020:3), has conceptualized Public Policy as a “course of action and a programme of actions which is chosen among several alternatives by certain actors” striving to solve some problems in the society. Such actors involved in public policy include the government, relevant citizens as well as private and non-governmental organizations. Laswell and Kaplan in Agbazuere (2020) assert that public policy includes the actions and inactions of the government. Agbazuere (2020:3) opine that the implication of public policy being “actions and inactions of government” is that the “citizenry could make demands on the political system (government) on the establishment of industries, but it is the decision of the government to either accede to the demand of the citizens or ignore such.”

Public policy has a defined procedure or process. According to Ekpo (2014:7), “Public policy process generally describes the process through which public policy occurs,” and he outlines the process as follows:

- a) Problem identification
- b) Agenda setting
- c) Policy Formulation

- d) Policy Legitimization
- e) Policy Implementation
- f) Policy Evaluation

Problem identification is when the public, masses, the elite etc. make demands to the government to solve a problem or challenge, while Agenda setting is when the government, other stakeholders (like interest groups or Civil Society Organizations (CSOs), the media et cetera) take up and synthesize the demands from the public. The government then formulates policies in response to the public demands; and policy legitimization follows, which is the approval of public policy by organs of the state, such as the Council of Ministers, the Parliament among other organs. Policy implementation is the execution of approved public policy to attain the objectives, while Policy Evaluation is an assessment of the impact of the policy, which may occur midway into policy implementation or at the end of the intervention period (Ekpo, 2014).

Nigeria is a big country, blessed with intelligent scholars and experts, able to formulate policies of international repute. But Obamwonyi and Aibieyi (2014) observe that since 1976, most (public) policies that would have developed the economic and social well-being of Nigerians failed to achieve their goals. The scholars mentioned about 15 (fifteen) of such public policies that have failed in the country to include Operation Feed the Nation (OFN – formulated in 1976); Green Revolution (1979); Nigerian Agricultural Insurance Cooperation (1987); National Agricultural Land Development Agency (1989); ... Roll Back Malaria (2001); National Economic Empowerment Development Strategy (NEEDS – initiated in 2004, based on the Millennium Development Goals of the United Nations). Other public policies Obamwonyi and Aibieyi (2014) have identified to have failed include Better life for Rural Women (1987); Family Economic Advancement Programme (FEAP – launched in 1992); UBE (Universal Basic Education) and the National Commission for Mass Literacy.

The above public policies had good objectives. But Babatunde Ojebuyi, quoted in Adebayo (2021), avers that both past and present governments have developed some policies to address unemployment among men, women and youths in Nigeria, but regrets that majority of these policies failed because the beneficiaries of such policies were neglected in the formulation process. Also, Makinde, quoted in Bolaji, Gray and Campbell-Evans (2015), refers to policies like Better Life for Rural Women in which he identifies corruption, lack of continuity in policy implementation as well as inadequate human and material resources as some of the problems militating against public policy implementations in Nigeria.

❖ **National Planning in Nigeria**

Public Policies are laws or a course of actions that make national planning work. When a Policy on a particular national plan, scheme or strategy is well implemented, the plans will be successful, but fail if poorly implemented. Lawal and Oluwatoyin (2011) opine that since Independence in 1960, Nigeria has implemented a series of national plans to develop the country. The first of these national plans was between 1962 and 1968, while the second was 1970 to 1974. Lawal and Oluwatoyin assert that the third national plan lasted 1975 to 1980, while the fourth plan was between 1981 and 1985.

Iheanacho (2014) affirms the existence of the above plans, adding that there was a pre-independence national development and welfare plan between 1945 and 1956. Other national development plans and strategies revealed in literature to have taken place in Nigeria include Economic Recovery and Growth Plan (ERGP), initiated in 2017 to develop Nigeria's economy. There was Vision 20:2020, with the objectives of making Nigeria one of the 20 (twenty) developed countries of the world. But Oche and Onu (2017) have observed that policies or programmes like NEEDS and Vision 20:2020 have failed to achieve their goals, considering the negative indices in aspects of development in the country. Many scholars have spoken in the same line, stating that most national (development) plans, programmes and/or Strategies did not see the light of the day because of a gamut of problems bordering on corruption, poor policy implementation et cetera.

Uche (2019) observes that Nigeria has tried so many development plans from the beginning to the present but the citizens have not had the desired “transformation” regardless of the “robust plans” and Uche asserts in his study that:

The failures of these plans are being manifested in the crises that beset Nigerian economy. Both economic, political and social indicators point to the direction of a crisis-ridding economy. There is acute unemployment, widespread poverty, high level of illiteracy, decayed social and physical infrastructure, technological backwardness, urban congestion, monumental upsurge of social/political and economic vices, excessive debt burdens and high incidence of diseases.

However, research shows that some of the said national plans and strategies achieved results in some sectors. In this vein, Iheanacho (2014) remarks that the First National Development Plan (1962-1968) though did not achieve desired goals but witnessed the accomplishments of some projects. Some of the projects executed during this era, according to Iheanacho (2014), were:

the Nigerian Security and Minting Plant, the Jebba Paper Mill, the Sugar Mill, Niger Dam, the Niger Bridge, Onitsha, Kaingi Dam and Port Harcourt Refinery

As per the third national development plan, Okowa in Iheanacho (2014) states that achievements were recorded in the manufacturing sector, with a growth rate of 18.1% per annum. Ugwuanyi ((2014) has also affirmed in his work of increase in allocations for capital expenditures to attain some objectives during the third national plan.

❖ **The N-Power Empowerment Plan**

The N-Power is a social Investment programme of the federal government, launched by President Muhammadu Buhari on June 8, 2016 (Okonkwo, Nwokike and Nwafor, 2021). N-Power's main objectives are to address the issues of unemployment among Nigerian youths, thereby alleviating poverty in the country. Umearoukwu and Ilias (2020) describe N-Power as a social intervention Strategy of the Buhari administration, meant for Nigerians between the ages of 18 and 35, stating that the federal government engaged 200,000 N-Power volunteers in 2016; while Bennel adds in Umearoukwu and Ilias (2020) that the federal government would recruit 300,000 more people in 2017.

Akujuru and Enyioko (2019:41) posit that N-Power is broadly categorized into two: (1) N-Power Graduate Category and (2) N-Power Non-Graduate Category. The N-Power Graduate Category, also known as N-Power Volunteer Group or Corp, is for graduates of tertiary institutions, between the ages of 18 and 35. It is a paid "volunteering programme of 2 years," in which the graduates work in identified public services within their proximate communities, and they are entitled to computer devices (Akujuru and Enyioko, 2019:50).

The N-Power plan empowers participants by way of training and certifications (especially the N-Power Non-Graduate Category) in areas of skill acquisition and creation of employment. Odey and Sambe (2019) carried out a study on N-Power in Cross River State and discovered that N-Power has created employment for most youths in Information Communication Technology (ICT), entrepreneurship et cetera, thereby curbing poverty.

In another study done in Rivers state on N-Power, Akujuru and Enyioko (2019) assert that the scheme has empowered some youths, leading to poverty alleviation and reduced unemployment. Also, Abayomi; Ezeh in Efayana and Buzugbe (2020) opine that N-power has significantly curbed unemployment.

However, some scholars disagree with the foregoing assertions. For instance, Effiong (2019) has compared the rate of unemployment in Akwa Ibom state before the initiation of N-Power (2005-2015), and after its take-off (2016 to 2018 Q3). In the study, Effiong discovered a steady rise in unemployment rate in the state.

In another study on the impact of N-power on unemployment in Delta state of Nigeria, Efayana and Buzugbe (2020) posit that the “N-Power programme” has not “significantly enhanced the volunteers’ job skills’ to make them employable in the future.

❖ **Challenges Of N-Power**

A number of studies on N-Power has unearthed an array of problems facing the empowerment plan. Okonkwo, Nwokike and Nwafor (2021) highlight these challenges to include, but not limited to “nepotism, favoritism and corruption at the federal, state and local government levels.” Akujuru and Enyioko (2019:46) have observed major factors hindering N-Power in Rivers state to “include insufficient information, non-payment of stipend to participants as at when due, bribery and corruption, wrong Bank Verification Number (BVN), overbearing hands of politicians in the programme, high transport fare paid by the participants to work, website and internet hiccups, poor funding of the programme.” Also, some applicants/beneficiaries have complained of N-Power's Internet portal, where they underwent hash experiences like the inability to login to their accounts to do their N-Power online assessment Tests or being blocked on the portal while doing the test etc. (Youwin, 2023).

The foregoing review of related literature took cognizance of public policy, national planning/plans, and most importantly, the N-Power empowerment plan. Arising from the scholarly opinions expressed in the literature, public policy revolves around laws, rules or a course of actions (or inactions) by the government in response to issues affecting the populace or society. The review shows that Nigeria has witnessed several public policies, (national planning/plans and/or strategies) since Independence, with some recording success in some areas, while many failed to attain their goals due to problems like bribery, corruption, poor policy implementation et cetera.

The N-Power social investment programme, the main focus of this research, was seen to be of two major categories: N-Power Graduate (volunteer) group/corps and N-Power Non-Graduate group. The N-Power plan was observed in the review to have empowered some youths across the country, while some scholars opine that N-Power has not significantly alleviated poverty and unemployment. Numerous challenges were asserted to militate against N-Power, which include but not restricted to nepotism, favoritism, poor funding as well as bribery and corruption.

Scholars have spoken at length in the reviewed literature concerning public policy (and implementations), national planning and strategies. Most importantly, assertions of some scholars on N-Power indicate that the Plan has succeeded to some extent, while others differ, stating that the

empowerment plan has failed short of its objectives because of problems likened to bribery and corruption amidst other challenges.

Indeed, the works of erudite scholars reviewed were a masterpiece to behold. These researchers are enamored with such rare, incisive studies, but not convinced with their assertions that bribery, corruption and their allies are the major problems of N-Power.

Bribery and corruption exist almost everywhere in the world, yet policies work well in most climes, some smaller than Nigeria. So, adducing bribery and corruption every time as reasons policies fail in Nigeria is valid but does not resonate much in modern research. Again, bribery and corruption are a challenge, but have rather become “research clichés” in Nigeria, serving as safe exit for researchers unable to go the extra mile in tackling serious research questions affecting the populace. There are still so many issues about N-Power yearning for urgent answers for the benefits of N-power beneficiaries, the government, administrators of the scheme and the public in general. In line with the research questions and objectives posed in this paper, it is pertinent to find out what happens to the N-Power beneficiaries two years after disengaging them from the scheme. Are they now permanently employed as workers where they are deployed; or have they become entrepreneurs after acquiring N-Power skills (employing job seekers) so as to solve challenges of unemployment and poverty in Nigeria, which the N-Power initiative is meant for? These are lacunae in the related literature, and this study is imbued with curiosity to fill the gap in Knowledge.

THEORETICAL FRAMEWORK

The Empowerment theory is germane in this research; hence this paper will shed light on it under appropriate sub-heading.

❖ The Empowerment Theory

This theory is associated with Julian Rappaport. Rappaport’s theory of empowerment as explained in Fabrico, Balcazar, Keys and Vryhof (2023), speaks of “helping those with less than their fair share of power to understand their own situation and gain more power” in which “people’s needs, rights and choices are considered.” The theory is about empowering people, groups and communities. Perkins (2010) has written about the theory from viewpoints of various scholars, noting that the theory embraces “grassroots empowerment and government response to social policy” including health empowerment by “increasing poor people’s freedom of choice and action to shape their own lives....”

The Empowerment theory has two main assumptions “existing in the literature” such as: (1) a person has potential to be an empowered person and (2) “empowered communities” are a development from

“empowered individuals” working for the “mutual goal” of such communities (Haddad and Toney-Butler, 2022).

However, the Empowerment theory has inherent weaknesses, like not being a solution to problems of communities or that of conducting research etc. Zimmerman (2000). The theory has also been faulted for lacking “theoretical basis” causing “imbalances” on power towards approaches to empowerment (The Decision Lab, 2023).

Regardless of the Empowerment theory’s shortcomings, it is apt for this research because N-Power is a social investment initiative to empower the Nigerian youths in the areas of skill acquisitions and employment capacities, thereby alleviating poverty in Nigerian communities. As a result of its relevance to the point at issue, the Empowerment theory has been chosen as this paper’s Theoretical framework.

RESEARCH METHOD

❖ Research Design

The study has adopted the Qualitative method of research, using content analysis to analyze secondary data, sourced from relevant works of scholars and organizations. The study also employed interviews, having telephone conversations with some N-Power Focal persons across the geo-political zones of Nigeria.

❖ Method of Data Collection

Data for this study were generated through Secondary sources and interviews. The secondary sources were from academic books, journals, newspaper publications and internet materials. The Interviews came from telephone conversations with the said N-Power officials, and two N-Power focal persons were purposively selected as interviewees from each of the (6) six geo-political zones of Nigeria.

The Logical Data Framework for this study is represented in the table below

RESEARCH	VARIABLES IN RESEARCH	SOURCES OF	METHOD OF

QUESTIONS	QUESTIONS: INDEPENDENT VARIABLE (X) AND DEPENDENT VARIABLE (Y)	DATA	DATA ANALYSIS
What are the fundamental problems of the N-Power plan against its objectives?	(Y) Drawbacks of N-Power national plan towards its goals	Secondary data and interviews	Qualitative (Content Analysis/Narrative Analysis)
To what extent has N-Power impacted on unemployment and poverty in Nigeria?	(X) The N-Power in terms of how it has alleviated unemployment and poverty among the citizens	Secondary data and interviews	Qualitative (Content Analysis/Narrative Analysis)

Chart generated by the researchers (May, 2023)

DATA PRESENTATION AND ANALYSIS

❖ Effects of Public policy implementations on national planning

Nigeria has had dozens of (public) policies since independence in 1960 to develop the country. A number of literatures reviewed proved that policies on national planning have had positive impact in some sectors. According to the reviewed literature, the third national plan resulted in improvements in the manufacturing sector (18.1% growth); building, Constituencies and Government services,

respectively. Ugwuanyi (2014) equally mentioned of efforts to achieve some objectives of the national plan.

Many scholars believe that the various policies on national planning and strategies had good objectives. But the question is how well have these policies fared in terms of creating jobs and wealth for the citizens, making Nigeria a developed country to reckon with? In a study, Obamwonyi and Aibieyi (2014) remark that most public policies that would have developed the country failed, identifying some of such failed policies since 1976. Some other scholars have bemoaned of government's policy failures, having negative implications on national plans and strategies. Nigeria suffers from brain drain - doctors, engineers and other experts - leaving Nigeria in droves for greener pastures abroad, because public policies on national planning have good intentions but poorly implemented hence the high rate of unemployment and poverty, as observed in literature.

❖ **Challenges to the realization of N-Power Policy**

The N-power empowerment plan has good objectives, going by available data. Scholars like Abayomi, alongside Ezeh in Efayana and Buzugbe (2020) have noted in their studies that N-power has eased unemployment. Femi Adewale, an Agro-volunteer of N-Power in Ogun state, spoke well of N-Power saying that they (beneficiaries) have acquired skills from the scheme (Daily Trust, 2019). Some of N-Power focal officials interviewed also attested that N-Power has alleviated unemployment and poverty among some beneficiaries. In the telephone interviews with some N-Power focal persons across the geo-political zones of Nigeria, the research questions and objectives of this study were posed to the interviewees. Most of them answered that the plan has good objectives that could change the unemployment and poverty smears associated with the country. Some attested that some beneficiaries of the programme have acquired skills, working in different places.

However, some of the focal persons interviewed said the N-Power plan has not succeeded as expected because of poor implementation structure, insufficient funding of the plan, poor salaries (especially for the N-Power Graduate Group) as well as irregular payments of salaries to beneficiaries. One focal person from a state in the North-Central identified the use of consultants, operating from Abuja, as why N-Power is ineffective. This, according to the interviewee, has led to poor monitoring and evaluation, standing as a big challenge facing N-Power. The consultants would just appear with lists of beneficiaries for the state, who at the end, received approved monthly salaries, while the N-Power focal person never knew or met most of the beneficiaries, to know whether they were reporting to work or not.

Another focal person in the South-East corroborated the above statements. He attested that the programme is laudable but faulty, saying that some beneficiaries have fallen into depression because some states did not absorb them as permanent staff after two years of N-Power service. He added that some of the beneficiaries have also become job seekers after acquiring N-Power skills, because the government did not provide them with start-up capital to launch a business. Most of the focal persons interviewed then called for better monitoring, evaluation, adequate funding, business loan facilities for qualified beneficiaries and involvement of the states for N-Power to really alleviate poverty and unemployment in Nigeria as the plan's main objectives. Majority called for the reorganization of the plan, asserting that N-Power has fared well, but has not substantially created jobs or financial independence for the mass of Nigerian youths as expected.

❖ **N-Power versus unemployment and poverty in Nigeria**

The N-Power is a national social investment programme initiated to alleviate unemployment and poverty in Nigeria, especially among youths. Some scholars have given kudos to N-Power as an empowerment plan that have abated the scourge of unemployment and poverty (Abayomi; Ezeh in Efayana and Buzugbe, 2020; Odey and Sambe, 2019). But some other scholars have disagreed. Effiong (2019) has in his study discovered a steady rise of unemployment in Akwa-Ibom state before and after the take-off of the N-Power empowerment plan. In another study carried out in Delta state, Efayana and Buzugbe (2020) assert that N-Power "in all" has not significantly enhanced the volunteers' job skills, adding that "unemployment rate was rising steadily in Delta State in spite of the adoption of the N-Power programme." Similarly, 55.7% of youths in 2018 Q3 were "either underemployed or unemployed compared to a rate of 52.6% in Q3 of 2017 (National Bureau of Statistics (NBS) cited in Nwaobi, 2019). Thus, available data, as highlighted in this paper, show that N-Power has tried in its battle against unemployment in Nigeria but has not been able to overpower the scourge due to issues scholars and relevant stakeholders ascribed to poor policy implementation, bribery and corruption, among other challenges.

Also, available data reveal that poverty has not been abated by N-Power empowerment plan, but rather been on the increase. N-Power began in 2016 but Nigeria overtook India as the poverty capital of the world, according to the World Poverty Clock of 2018 (Odey and Sambe in Dauda et al, 2019). Indeed, the high rate of poverty in Nigeria has exposed the youths to everything from crimes (to make ends

meet) to despondency, losing hope in their country and governments, hence the “brain drain” in a land, renowned for huge human and material resources.

In sum, the series of national (development)/empowerment plans, programmes and/or strategies from the past to present have not achieved their desired objectives. As a result, unemployment and poverty are now goliaths that threaten Nigeria’s democracy and existence hence urgent actions are required from the authorities to check ineffective public policy implementations, associated with N-Power and the like.

FINDINGS, CONCLUSION AND RECOMMENDATIONS

❖ Discussion of Findings

Public policies have been found not working in Nigeria because of poor policy implementation, lack of continuity and not involving relevant stakeholders in the policy formulations et cetera. Thus, public policy implementations have been having negative impacts on national planning. Several public policies that would have transformed the country into a developed one have failed to achieve their desired goals. In a study carried out by, Obamwonyi and Aibieyi (2014), many public policies have failed since 1976. The implication of such failures is that the Nigerian governments have failed to address the yearnings of the citizens to overcome unemployment and poverty through plans like N-Power, if one judges the ugly situation from Empowerment Theory. Yet the governments have been making several public policies in response to the numerous social, political and economic problems in Nigeria. Relevant studies reveal that most of these policies have good objectives but failed (or failing) short of their goals because of poor policy implementation – like the federal government not fully involving the other tiers of government in N-Power plan et cetera.

Findings also prove that bribery and corruption affect various activities in the country (like policy implementations), but they are not really the fundamental problems why N-Power has not succeeded in tackling unemployment and poverty. Poor monitoring and evaluation system, not fully involving the state governments by the federal government as well as the use of consultants who operate mostly from Abuja, including not absorbing beneficiaries into permanent staff after two years of engagement are fundamental problems to solve for N-Power to succeed. Other central challenges found, militating against the N-Power plan include poor funding, not giving the beneficiaries loans to start business after acquiring skills, and posting of beneficiaries to serve in far places other than their localities, leading to high costs of transportation and accommodation etc. Finally, findings have revealed that N-Power has

not extensively impacted on unemployment and poverty in Nigeria, hence has neither significantly alleviated unemployment nor poverty in the country.

❖ **Summary and Conclusion**

This paper examined public policy implementation on national planning. It particularly looked at N-Power plan, examining how it has fared and how its fundamental problems could be assuaged in relation to unemployment and poverty. The findings show that poor public policy implementation, lack of continuity etc. have negative impact on the success of national planning. Most importantly, it was unearthed that poor monitoring and evaluation structure, use of consultants, mostly operating from Abuja, neglecting states' appointed N-Power focal persons, are some fundamental problems of N-Power not achieving its goals.

❖ **Recommendations**

Recommendations have been made based on the research findings.

1. The authorities should involve relevant stakeholders in policy formulations, such as the CSOs, the public etc.
2. Policies should be implemented, adhering strictly to their guidelines, devoid of interferences of politicians
3. The law enforcement agencies should be strengthened to tackle the issue of bribery and corruption associated with policy implementations in the country
4. N-Power empowerment plan should be reviewed to have effective financing, monitoring, evaluation of the scheme, involving the states and local governments, for the plan to have significant, positive impacts on poverty and unemployment.
5. The government should give financial assistance to beneficiaries of N-Power scheme (like through the Bank of Industry etc.) to be able to start small-scale businesses as entrepreneurs.
6. N-Power administrators should stop recycling unemployment and poverty through disengagement of beneficiaries of the N-Power Graduate Volunteer corps every two years of the Social Investment Service; hence should provide them permanent employments in productive sectors of the economy.
7. Government should curtail the use of consultants, giving full supports to states' N-Power focal persons, through seminars, trainings, financing and other facilities, thereby stopping waste of resources and the bane of consultancy, mostly operating from Abuja – a great distance to most states and grassroots of the country.

8. N-Power beneficiaries should be deployed to their localities to solve the problems of transportation and accommodation, encountered.

It is hereby suggested that further work on this topic should be all-inclusive and/or well-balanced investigation(s) in which interested researcher(s) should:

1. Reach out to relevant government officials, NGOs, scholars and citizens to sample their opinions on national development plans/strategies/programmes' formulations, executions, bottlenecks and possible solutions.
2. Engage the state and local governments to have a holistic opinion concerning their lackluster involvement towards the actualization of N-Power objectives
3. Contact federal government's personnel in charge of N-Power empowerment plan, including N-Power consultants, beneficiaries, Focal persons of the plan as well as non-governmental organizations to have comprehensive and up-to-date details about N-power's prospects, achievements, challenges and ways for better management and actualization of the objectives etc.

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