KIU Interdisciplinary Journal of Humanities and Social Sciences

POPULATION AND PRODUCTIVITY: UTILITY DILEMMA IN NIGERIA

Akintoye, Emile Obaide[1]

Odia, Lucky Osaretin[2]

[1]Benson Idahosa University, Nigeria
[2]University of Benin, Edo State, Nigeria

*Corresponding author: eakintoye@biu.edu.ng

Citation: Akintoye, E.O. & Odia, L.O. (2021). Population and productivity: Utility dilemma in Nigeria. *KIU Interdisciplinary Journal of Humanities and Social Sciences, 2*(2), 132-153

ABSTRACT

This paper examined the impact of a population's productivity considering the population utility ambience. The study adopted the content analysis techniques where relevant literatures were reviewed. The study observed that a society's population is vibrant and productive when the utility ambience is such that fully and genuinely encourage and engage its skilled and unskilled manpower. While docility and poor productivity are the features of societies where their population irrespective of how large, if encouragement and engagement opportunities are rift. The study further observed that beyond engagement opportunities, qualitative and consistent capacity building and development for a nation's population with functional leadership are the desired variables required for high productivity. The paper is of the view that nations desiring higher productivity must address the following critical issues: leadership failure through leadership selection process, strengthening of legislations, comprehensive capacity building framework, promotion of local inventions and utilization, engagement of local competences and putting service providers to constant task.

Keywords: Productivity, Utility, Population, Capacity, Leadership

INTRODUCTION

Comparatively, a population contextually implies different connotations depending on its utility values and general societal enhancement needs. Productivity capability of a population is a major determinant of how virile a nation's population is assessed. Globally, the strength of a nation's population is a measure of its productivity prowess in some locale while same population is used in assessing a nation's endemic nature of poverty prevalence. Development in a country is a process by which man increases or maximizes his control over the use of material resources with which nature endowed him and his environment. This development is attained in a country through the use of economic development programmes and policies as a driver (Nnabugwu, 2014; Abogan, Akinola and

Baruwa, 2014; Nwanosike, Kalu, Ogbuabor, Uzoechina and Ebenyi, 2016). United Nations Population Fund (UNFPA) see a nations' population not only in terms of

number of people but more interested in the quality of human beings living in a particular location. Population and development generally refers to the study of the consequences of population trends on socio-economic development, human welfare, and the natural environment (Hirschman, 2004). Population explosion leads to social problems like unemployment, poverty, low economic development etc. The social development which is determined by better health care facilities, education and high literacy rate and improvement in the standard of living of people are adversely affected due to high population. The benefits of government schemes do not reach the masses.

A population with capacity will in every situation, time and location remain useful and capable to carry out creative and productive activities. At different times with varying purposes, nations with large or small population renowned for high technology in virtually all ramification, are still deploying various methods to attract productive professionals from other parts of the globe. These efforts are geared towards improving and sustaining the innovation, productivity and creative diversifications of their population and economy. According to Amartya Sen, the people's progress is determined by the amount of freedom available to them. Which implies that no matter what the government portrays, whether as gimmicks or real facts, the degree of people's progress, freedom and access to opportunities and needs counts more.

Some other nations like Nigeria with large land mass and population, have some of their acclaimed leaders leveraging on this natural endowment as achievements and domineering tools while at regional and international community discourse. For example, the South African Broadcasting Corporation (SABC) was reported to have stopped an interview during a programme in which the discussant referred to Nigeria as big brother to South Africa. Such an assertion in this modern competitive global trend is provoking for a number of reasons because population alone and large land mass are not the only factors used in assessing nations strength and relevance in the comity of nations. Other more pertinent factors courts, such as capacity, scientific and technological level of adaptation, level of productivity, level and quality of needs satisfaction by majority of its people unlike situations such as millions of out of school children syndrome, poorly funded and poorly managed public schooling system in quality and quantity, accelerated private school system in number and cost, entrepreneurial hindering policies and millions of people going to bed hungry.

Nwanosike, Kalu, Ogbuabor, Uzoechina and Ebenyi (2016) in their study evaluates the various development policies in Nigeria and the socio- economic effects of these major economic developmental programmes such as inward-outward looking programme, indigenization programme, and structural adjustment programme up till the vision 20: 2020 programme. They asserts that Nigeria, though over a century old now, has witnessed

slow pace of economic development and had been hindered by years of colonization, military rule, corruption, political interest (ethnicity, militancy, and insurgency) and resource mismanagement. Nonetheless, her achievements include being the 6th largest producer of petroleum in the world. Nigeria also has a wide array of underexploited mineral resources which include natural gas, coal, bauxite, gold, tin, iron ore, limestone, lead and zinc. However, the authors concludes that the slow pace in development is neither lack of planning nor inadequate planning, but that political expediency usually overrides economic rationality in her development programme implementations. This paper examines the prospects of a nation's development with well harnessed population potentials and the prospects of a nation remaining undeveloped even with huge population potentials.

Development Dynamics

Development means change plus growth. Development is a process of acquiring a sustained growth of a system's capability to cope with new, continuous change toward the achievement of progressive political, economic and social changes. However, though growth is a pre condition for development it is not a synonym for development and the two should not be taken to mean the same because mere growth of economy does not make it a developed economy, there will be a number of other issues that are either caused by the development like extreme poverty or there will be issues that are standalone like illiteracy, etc. Growth of economy or economic growth is easy to achieve but economic development is not an easy achievement. Economic development is when the means of production are more technical savvy and institutionalized and its distribution is equal among everyone for social justice (Seers,1969; Bowles, 2012; Cohen, 2009).

A brief essence of the experience of Israel with relatively small size and small population and China with huge land mass and vary huge population will surfice. Cohen (2002) observed that Israel's high-tech industry is experiencing an unprecedented rate of growth which began in the early 1990s. Its growth is evidenced both in total sales – 1997 sales totaled $7.2 billion, a growth of 10.7% over 1996– and in exports - $5.6 billion in 1997, a growth of 14.2% over 1996. This is in a country with a total population of less than six million; GDP (1996) of $92.3 billion; and exports (goods and services, 1996) of $31.3 billion. The author went further to say that, technologies developed in Israel are in high demand, and many Israeli-developed applications can now be found in the products of multi-national companies in the communications, computers, information systems, medicine, offices, consumer goods and software sectors. Similar height is attainable in the near future in Nigeria, if the authorities concerned can put necessary measures in place to ensure that its huge population is made a productive one. In addition, Israel is reported to host the highest number of engineers proportionally in the world, having 135 engineers per every 10,000 persons, followed by USA with 85 engineers per every 10,000 persons.

China has a population of 1.3 billion or 20% of world's total population, China is the most populous country in the world. By 1949, only 20% of China was literate, the Communist government established universal public education. It set up 'winter schools' to enable

the largely farming populace go to school during the non-farming period. By 2005, the literacy rate had risen to 87.3% (Soludo, 2006). The period of compulsory education was raised to 10 years. Between 1978 and 1998, China tripled the number of its higher institutions from 598 to 1,984.

Stiglitz (2006: 150) argues that "the major responsibility for getting as much value as possible from their natural resources and using it well resides with the countries themselves. Unfortunately, Nigeria currently, still record more than 13 million out of school children; Low ranking among business friendly destination at both continental and global scale; Capacity building deficiencies; Low productivity profile; Conspicuous consumption oriented leaders and followers; Actions and inactions of political leaders are mostly such that engender deprivations and penury; Government actions and inactions propel force migration, brain drain and scare foreign direct investment, local direct investment and diasporal remittances investment/impact. Thereby, strangulating the competence and proficiency profile of majority of people and impressing the population as more of a liability than an asset to the nation.

The type of leadership possessed by a society determines its pattern of direction (whether on right or wrong or progressive or retrogressive track). The leadership pattern of the like of Lee Kuan Yew of Singapore, Mahatma Gandhi of India, Ben Gurion of Israel, Mao of China (noted for his philosophy of cultural revolution) and so on are testimonies of how a nations' destiny could be shaped and transformed given a proper leadership direction.

Population Dynamics and Development

Population and development generally refer to the study of the consequences of population trends on socio-economic development, human welfare, and the natural environment (Hirschman, 2004). Although there is a long tradition of scholarship on the consequences of population trends, beginning with Malthus, contemporary research on population and development lacks a dominant paradigm and a cumulative research tradition (Hirschman, 2014).

The range of estimates of the "carrying capacity" (maximum population) of humans on Earth range from less than one billion to more than 1,000 billion people, with the majority of estimates around 8 to 64 billion. Interestingly, there is no trend in the magnitude of the estimates over time, and indeed there is much greater variability in the estimates in recent years—from incredibly high to well below the present world population (about 6 billion). There is no trend toward consensus among the experts (Hirschman, 2014; Center for Global Development, 2005; Lane, 2010; Justice, Gutman. and Vadrevu, 2015; Komatsu, Tsunekawa and Juc, 2005).

The concept of capacity development has evolved over the past two decades, from one that focused on human resource development and individuals, to a concept that encapsulates individuals, organizations and the wider society in which they function. Importantly, there is recognition in development discourse that sustainable capacity

development is an endogenous process driven by those whose capacities are to be developed. This means that while external assistance can play an important role in developing capacities, externally imposed initiatives are less likely to develop sustainable capacities. Developing sustainable capacity, therefore, needs to be demand-driven and focus on outcomes or results, in contrast to technical assistance that tends to be supply-driven and focus on inputs (Bester, 2015).

The terms 'capacity' and 'capacity development' are not precise terms and are open to varying interpretations. Capacity development is often used synonymously with training and technical assistance, or policy advice, although these are amongst several approaches to developing capacity. In development discourse the term 'capacity development' is preferred to the term 'capacity building' - capacity development starts from the premise that capacity exists and can be strengthened, whereas capacity building assumes that no capacity exists (Bester, 2015).

> The United Nations Development Group (UNDG) has adopted the concepts of 'capacity' defined by the OECD/DAC as "…..*the ability of people, organizations and society as a whole to manage their affairs successfully*…" and capacity development as "….*the process whereby people, organizations and society as a whole unleash, strengthen, create, adapt and maintain capacity over time.*"6 United Nations entities in their corporate guidance documents have used the UNDG definition or slight variations of this. For example, UNDP views capacity development as "……..*the how of making development work better and is in essence about making institutions better able to deliver and promote human development*." *Why develop national capacities?* Capacity development is not an end in itself, but rather seeks to contribute to development effectiveness, and in turn, impacts development positively. Developing national capacities enables national actors to define their own development priorities, improve national prosperity, and manage their social, economic and environmental affairs in sustainable ways (Bester, 2015).

Capacity development is an endogenous process – it cannot be driven or imposed externally. The United Nations development system cannot develop the capacities of programme countries, it can only support or facilitate the development of national capacities. There is also a responsibility on the part of programme countries to articulate their capacity development priorities and requirements. Self-assessments of capacity development are more likely to enhance national ownership than externally driven capacity assessments. Capacity development starts from the premise that there is existing capacity. Programme countries have some form of capacity, even though it might be weak or not suited to the task at hand. These existing capacities should be acknowledged and strengthened rather than ignored (Bester, 2015). Developing capacity involves human beings, and is a complex, iterative process that does not follow a neat linear path. It

requires constant adaptation and flexibility. It requires innovative approaches where old approaches no longer work. Subjecting capacity development to rigid results chain and logical frameworks is likely to stifle capacity development efforts, rather than enhance them (Bester, 2015; Venner, 2014).

Skills development is a key factor in improving the employability of individuals, increasing productivity and competitiveness of enterprises, reducing unemployment, poverty and exclusion, strengthening innovation and attracting investment. It also facilitates the transition from the informal to the formal economy (ILO, 2008). Its relevance and importance has been amplified with the increasing pace of globalization and technological and climate changes. The importance of skills development for social and economic growth and for promotion of decent work has led to increased interest in the formulation of skills development policies (Aggarwal and Gasskov, 2013).

Countries formulate skills development policies to engage all stakeholders in: setting a common vision of the skills system that a country aims to build; facilitating an alignment with national development framework and coherence with other policies; proposing coordinated and planned actions and reforms for improving outcome and impact of training; clarifying institutional arrangements for the skills system; anchoring existing good practices; and pledging political and collective will and commitment while clarifying roles and responsibilities of stakeholders (ILO, 2011).

Public policy can be generally defined as a system of laws, regulatory measures, course of action, and funding priorities concerning a given topic promulgated by a governmental entity or its representatives. A major aspect of public policy is law, which includes specific legislation and more broadly-defined provisions of constitutional or international law.
(Source:http://www.musc.edu/vawprevention/policy/definition.shtml). A “strategy‟ in the managerial sense means the adopted course of action necessary for meeting the long-term goals. It is a specific way to combine resources of all kinds –investments, institutions, time, staff, laws and regulations, etc. – in order to achieve certain objectives. A strategy may be further detailed, resulting in an implementation plan involving numerous objectives, time periods, resources and outcomes (Aggarwal & Gasskov, 2013). Apparently, a policy determine “what to do?”, while a strategy is about “how to do?” Strategies are assumed to be guided by the policy principles and should aim to achieve those. The policies tend to be more generic than strategies and may not change frequently, whereas the strategies are more dependent on the availability of resources, institutional capabilities etc, and may need to change in shorter periods of time. There could also be several ways (strategies) to achieve the same policy principle. The strategies should indicate the time horizons by when related policy principles should be achieved (Aggarwal & Gasskov, 2013).

In 2008, government, worker and employer representatives at the International Labour Conference (ILC) adopted a set of Conclusions on skills for improved productivity,

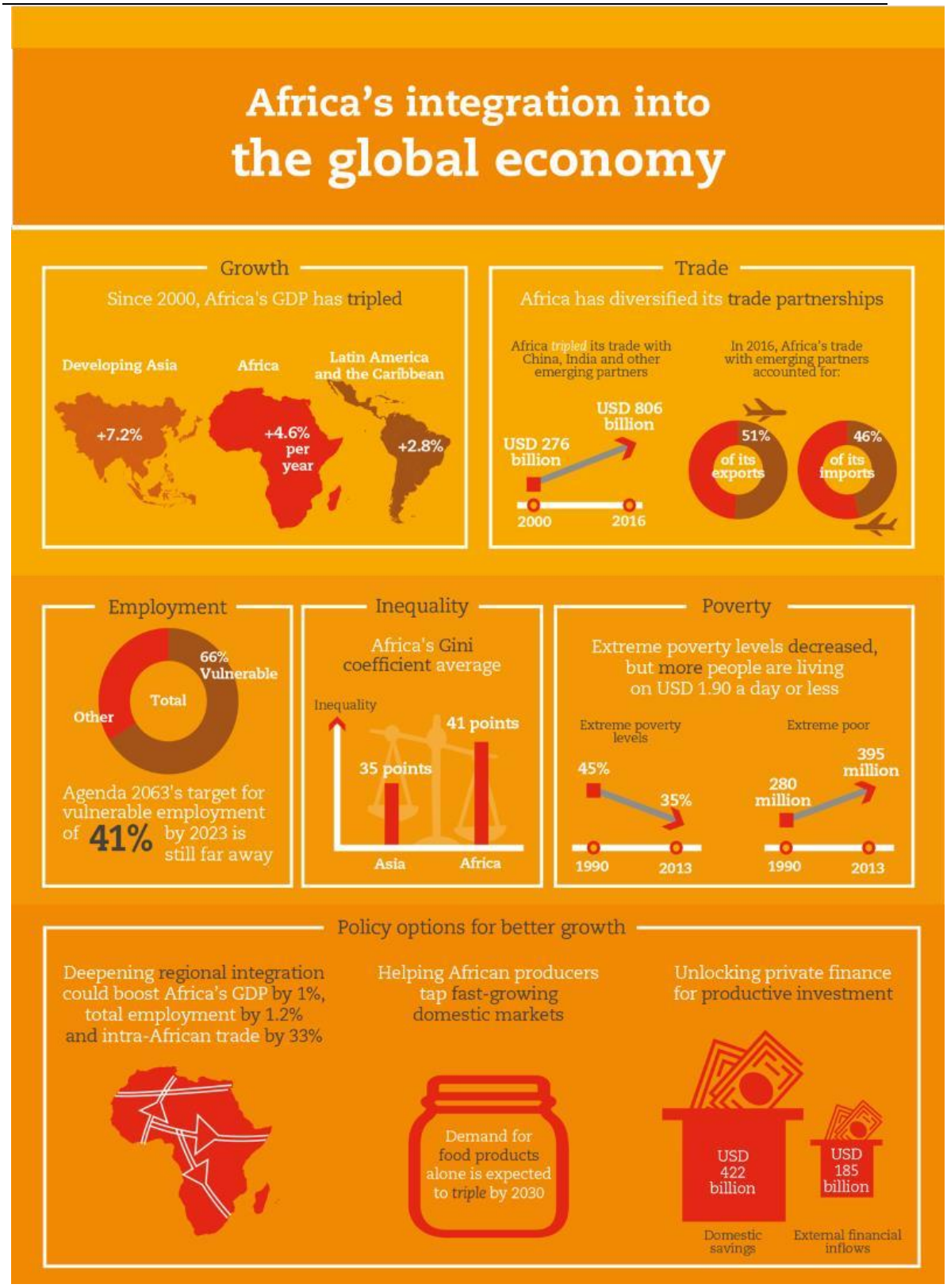
employment growth and development. They stressed that education, training and lifelong learning foster a virtuous circle of higher productivity, more employment of better quality, income growth and development. The Conclusions state that countries that have succeeded in linking skills to productivity, employment, development and decent work, have targeted their SDP towards three main objectives (ILO, 2008):

(a) matching supply to current demand for skills;
(b) helping workers and enterprises adjust to change; and
(c) building and sustaining competencies for future labour market needs.

Fifteen policy areas for skills development analyzed from the ILO standards are listed below: 1. Governance, coordination, and planning of SD system, 2. Access, equity, and gender equality, 3. Financing, 4. LMI and anticipation of skills demand, 5. Employment services, 6. Qualifications, certification of skills and quality assurance, 7. Pre-vocational courses in general education, 8. Pre-employment training, 9. Lifelong learning (LLL), 10. Institutional training providers, 11. Workplace learning (WPL), 12. Skills for informal and rural economy, 13. Human resources in SD system, 14. Monitoring, evaluation, research and innovation, and 15. International cooperation and knowledge sharing.

The European Union has come up with the following long-term strategic objectives of education and training policies (2020), and it is observed that these are aligned to the international labour standards on skills development:

I. *Making lifelong learning and mobility a reality;*
II. *Improving the quality and efficiency of education and training;*
III. *Promoting equity, social cohesion and active citizenship; and*
IV. *Enhancing creativity and innovation, including entrepreneurship, at all levels of education and training.*



Source: Africa's Development Dynamics 2018 Growth, Jobs and Inequalities Published on July 11, 2018.

The focus of world leaders on sustainable development as the only viable way forward for our future and that of our children has been intensified through the high-level intergovernmental process to articulate a set of sustainable development goals with

related targets and monitorable indicators for the post-2015 development agenda. This report focuses on Qatar's progress in human development, sustainable development and national well-being. It describes how the country's rapid population growth is a cross-cutting challenge for planning and implementation, illustrating with a particular focus on increasing vehicular traffic and road safety. The penultimate section gives a thematic focus on youth. It concludes with some of the operational challenges and lessons learned from the NDS MTR (Economic and Social Council Annual Ministerial Review National Voluntary Presentation, 2014). Between 2000 and 2012 Qatar made remarkable progress to attain high human development, as measured by UNDP's Human Development Index (HDI). This composite index is defined in terms of three dimensions (i) to have the capacity to live a long and healthy life; (ii) to be educated and knowledgeable and (iii) to have access to assets, decent employment and income. The country advanced to 36th out of 187 countries in the world in 2012, compared with 51st a decade earlier. Qatar has progressed relative to the world's top five countries. In terms of the three component dimensions of the HDI, Qatar now ranks the second highest globally in the GNI per capita index, some 13% above the top five countries, and its achievements in health are exemplary. However, Qatar's results in the education dimension still lag markedly behind the world's top five countries (GSDP, 2011; UNDP, 2013).

Population Dynamics and Underdevelopment

The core challenge or motivation for the countries to formulate a SDP is to bridge the gap between demand and supply of the skills, so that it contributes to reducing unemployment, poverty and to promote economic growth. But most of the national policies do not include evidence to substantiate the problem. It is interesting to note that most causes of the core problem are similar across the countries; however, some causes are country- specific. For example, most countries covered in the analysis are facing the challenge of providing good quality and relevant education and training and employment to an ever- increasing number of entrants in the labour market, whereas New Zealand is facing the challenge of aging population. Another important motivation for the skills policies is social inclusion. While many countries are concerned about „Brain Drain", at least two countries have plans to meet the shortage of skilled workforce in other countries. For example, a key motivation for the SDP of India is to fulfill the demand for skilled workforce in domestic and overseas labour market and it states:

> *As the proportion of working age group of 15-59 years will be increasing steadily, India has the advantage of „demographic dividend"... by 2020 the world will have a shortage of 47 million working people but India will have a surplus of 56 million people... Harnessing the demographic dividend through appropriate skill development efforts would provide an opportunity to achieve inclusion and productivity within the country and also a reduction in the global skill shortages. Large-scale skill development is thus an imminent imperative* (India, 2009; ILO, 2008; Aggarwal &Gasskov, 2013).

Common challenges identified in the national policies include the following:

- Rapidly growing population;
- Unemployment, which is more pronounced among youth;
- Low level of skills of the labour force;
- Low social status accorded to skills training;
- Limited access to skill training;
- Low participation of females and persons with disability (PWDs) in skills training;
- Weak regulatory mechanism for skills development system;
- Lack of coordination among various agencies/ministries engaged in skills development;
- Weak link between skills development system and industry;
- Limited articulation between vocational training and higher general education;
- Inadequate mechanism for career guidance and counselling;
- Unsatisfactory quality of teaching and learning;
- Unattractive remuneration and conditions of work for instructors;
- Apathy of industry in taking full advantage of workplace learning;
- Dependence on government as the main source for finance, leading to inadequacy of finances;
- Inadequate/obsolete infrastructure available with skills development providers and institutions;
- Supply-driven skills development programmes; and
- Absence of research, development and innovation in skills development.

The result of all these are bottleneck and bureaucratic stagnation. Complicated structures of approval and review at the top and centre lead to chronic delay and diffusion (and evasion) of responsibility. New agencies are often set up and superimposed on the structure in order to circumvent the congestion, but this only aggravates the problem. Paperwork and red tape proliferate. Local needs may be ignored. Senior administrative officials may be burdened with routine tasks like hiring and firing. The lack of significant jobs away from the centre only perpetuates the natural preference of functionaries for the capital city. The result may be a proliferation of useless jobs at the centre; ironically the central bureaucracy may be saturated with top-level people, and unable to utilize their services fully (Rodman,1968).

Center for Global Development (2005) Accelerating economic growth and sharing the benefits of that growth to reduce poverty are the core missions of virtually all national governments in low- and middle-income countries, and of most international development agencies. In sub-Saharan Africa, the challenge of achieving those missions is acute: Since the mid-1960s, average real income growth has been close to zero, while the number of people in poverty has increased from about 184 million in 1985 to more than 300 million in 2000. The range of solutions proposed (and being attempted) is far-reaching, from major institutional change at the highest levels to targeted health, nutrition and education pilot projects within a few districts – but most observers agree that the development of appropriate policies and programs is hampered by lack of knowledge

about the determinants of economic growth and the factors that lead to exit from poverty. In this, economics, demography, sociology and other social sciences have much to offer.

Population utility dynamics

Nigeria for instance, has a large population and verse arable land for all forms of agricultural purposes, yet has serious food production challenges thus necessitating huge reliance on foreign importation. The reason for this scenario, arises from the overt neglect of the rural areas and the agricultural sector by concerned authorities. The youthful population in these rural areas are migrating in their numbers to urban locations within and outside of the country in search of greener pasture, living the tedious traditional farming system to the aging members of the communities with the attendant effect on productivity. Maestas, Mullen and Powell (2006) in their empirical study of the aging population in United States of America output per capita within the period 1980-2010 observed that a 10% increase in the fraction of the population ages 60+ decreases the growth rate of GDP per capita by 5.5%. Two-thirds of the reduction was due to slower growth in the labor productivity of workers across the age distribution, while one-third arises from lower labour force growth. The results imply annual GDP growth will slow by 1.2 percentage points this decade and 0.6 percentage points next decade due to population aging.

Adenikinju (2005) study of trends in productivity in Nigeria's economic growth between 1962 and 2000 observed that it was driven primarily by factor accumulation where the real GDP grew by a mean of 2.43 percent. The study noted that a disaggregation of this growth rate shows that the growth in output was driven primarily by capital deepening. Capital intensity rose by a mean of 4.80 percent over the period while labour productivity grew by a marginal rate of 0.05 percent. However, over the same period productivity decelerated by a mean of -2.85 percent. The analysis of the trends in Nigeria's productivity growth also showed that technical inefficiency was mainly responsible for the poor productivity performance. Technical efficiency declined by -1.29 percent per annum (or 56 percent of the decline in productivity growth) while technical change declined by -1.01 percent per annum (or 44 percent of the decline in total productivity growth) over the same period. The study also found significant volatility in all the output and input variables, compared to frontier nations like USA especially on total factor productivity (TFP) and labour productivity (LP).

Productivity indices implies that first, there is a direct linkage between productivity growth and sustained economic growth. Secondly, Nigeria's development experience shows that past growth strategy based on factor accumulation is both infeasible and sub-optimal. The economic reality facing the country today requires a shift in emphasis to factor efficiency. Finally, higher productivity is also a key to poverty reduction (Adenikinju, 2005).

Productivity determinants: Critical examination of the determinants of productivity shows the constancy of the following variables: 1, the fruits of knowledge – this relates primarily to the role of technology in development. Using at least 3 channels – research and development, Technology transfer and the adoption of new technology – which are

limited in many countries, 2, the result of accumulation – that the quality of human capital in many nations are not only low but has deteriorated over the years, 3, the deeper level – openness of economy – un-competiveness of domestic firms, 4, factors that also matters – socio-political and environment, 5, others factors affecting productivity – low competiveness of the economy (Adenikinju, 2005).

Combes, Duranton, Gobillon, Puga and Roux (2012) observed that firms are more productive, on average, in larger cities. On the stand point of: firm selection (larger cities toughen competition, allowing only the most productive to survive) and agglomeration economies (larger cities promote interactions that increase productivity), possibly reinforced by localized natural advantage. Using this prediction, French establishment-level data, and a new quantile approach, show that firm selection cannot explain spatial productivity differences. This result holds across sectors, city size thresholds, establishment samples, and area definitions.

Foreman-Peck and Zhou (2021) in their study developed a quantitative model that is consistent with three principal building blocks of Unified Growth Theory: the break-out from economic stagnation, the build-up to the Industrial Revolution, and the onset of the fertility transition. The analysis suggests that England's escape from the Malthusian trap was triggered by the demographic catastrophes in the aftermath of the Black Death; household investment in children that ultimately raised wages despite an increasing population; and rising human capital, combined with the increasing elasticity of substitution between child quantity and quality, reduced target family size and contributed to the fertility transition.

Looking ahead, the continent's young and increasing population presents an unprecedented opportunity to spur rapid development. A growing labor force and a large and emerging consumer market hold the promise of significant growth opportunities. Yet challenges to reaping these potential gains and achieving greater shared prosperity remain. Most economies in the region still need to promote more productive activities that generate quality employment opportunities for their growing populations and contribute to improving the livelihoods of African people. Africa can make this happen, and the decisions and actions taken today will determine whether governments and the private sector in the region can meet the growing economic and social aspirations of its population (World Economic Forum, 2017).

Urban Rural Divide

Urbanization is particularly rapid in the developing world, where globalization and major economic restructuring in countries like China and India, and the lack of rural employment opportunities in many African and Asian countries, is provoking an exodus from rural areas to towns and cities. Although much of the focus has been on the growth, infrastructural and environmental problems of megacities (those over 10 million in population), the reality is that most urbanization is taking place in the small to medium sized cities, and not

just large or "primate" cities (de Sherbinin and Martine, 2007 cited in de Sherbinin, 2009). According to Tanne rfeldt and Ljung (2006, p. 5 cited in de Sherbinin, 2009):"Our rapid conversion to an urban society presents large challenges everywhere, even if the symptoms take many different forms in different countries. Many view urbanization as negative and threatening, since it is easy to point to growing slum areas, environmental degradation and social gaps. But cities contribute to development, and urbanization is both a requirement for – and a result of – economic, cultural and social development. The aim is to promote sustainable cities where all citizens have opportunities to improve their living conditions." Thus, developing country societies are confronted with both significant risks and great opportunities (de Sherbinin, 2009). According to de Sherbinin (2009), to speak of "urban population, development, and the environment" is no small matter. The topic concerns one of the fundamental transformations of society, one that began more than two centuries ago but which has assumed a much more critical role today. It can be argued that global economic, social, demographic and environmental outcomes will hinge, to a large extent, on what happens in the cities of the developing world during coming decades.

The primary environmental challenges facing developing country urban areas are provision of adequate water and sanitation; adequate waste removal; slum and informal settlements in environmentally sensitive or risk-prone areas; and air pollution. A worrying sign in recent years is that the "health dividend" found in developing country cities – the lower morbidity and mortality rates found in urban as compared to rural areas – has begun to erode in some cities (Montgomery et al, 2003; Brockerhoff and Brennan, 1997). In Nigeria for instance, the agency that do serve as rural development propeller (the Local Government) is been weakened in the day and in some cases appearing none existent.

Comparative analysis of population as development and underdevelopment influencer

Factors propelling a population to be productive – leadership that create a sense of oneness and unity, government of inclusivity, functional and productive leadership, entrepreneurial ambience, ease of doing business, investment incentives, research and invention incentives, investment inclined leadership, investment and reinvestment culture, disciplined consumption pattern and lifestyle, discipline leadership and population, scientific and technological orientations of both the leaders and nations' population inclusivity.

Other factors includes: Sound legal and competitive institutions support, efficient resource allocation and equal opportunity by preventing corruption, unduly high barriers to entry, and concentration of rents due to regulatory capture. Investment climate rules, incentives, and institutional capacity are important for enabling investors to capitalize on the level playing field created by robust legal and competition frameworks. They help channel savings efficiently to employment-generating and productivity enhancing investment opportunities in the real economy as well as support consumer demand and small-scale entrepreneurship through widespread access to financial services (Samans, Blanke, Hanouz ,and Corrigan, 2017).

Efficient markets and macroeconomic stability are essential for economic growth. But how well growth benefits society as a whole depends on the framework of rules, incentives, and institutional capacities that shape the quality and equity of human capital formation; level and patience of real-economy investment; pace and breadth of innovation; effectiveness and flexibility of worker protections; coverage and adequacy of social insurance systems; quality and breadth of access to infrastructure and basic services; probity of business and political ethics; and breadth and depth of household asset-building (Samans, Blanke, Hanouz ,and Corrigan, 2017;Szreter, 2017).

Comparative study that focused on the modern history of four major contrasting regions, Britain, India, China, and South and East Africa. The selection comprises a set of countries whose economic and demographic fortunes have been closely linked with that of Britain's and its empire throughout the modern era, but representing very different degrees and kinds of relationship. The principal comparative topics studied in these regions' histories will be: famines, epidemics, endemic diseases, health and nutrition, welfare, social security, civil society and government, fertility, marriage and reproduction, migration, urbanization and the environment as well as questions of how populations are constructed through state activities of census and registration (Sen, 1981; Leon, and Walt, eds. 2000; Keating and Hertzman, eds. 1999).

Theoretical Framework

The theory found suitable for this paper is the theory known as demographism. The propensity of population growth through natural process is either impose on the social or generated by the social. As a theoretic viewpoint in sociology, demographism contributes two distinctive and related explanations of the social in claiming that social phenomena are influenced, and therefore explained, (1) by the number of participants in them, and (2) by the extent to which dead or emigrated participants are replaced in them. The "numbers" proposition builds upon the definitional statement that all social phenomena involve at least two participants by adding the theoretic prediction that these phenomena will vary in systematic ways according to the exact number may be (Wallace, 2017).
The development of a people as a generated phenomenon while underdevelopment of a people as an imposed phenomenon because the people have to grapple with the socio-economic and political situation in which they found themselves. An example of a theoretical viewpoint that stresses the imposed type of explaining element is what may be called "functional imperativism." The essential feature of theories proposing functional imperatives or "requisites" of course, is that certain classes of events are put forward as universal and inevitable conditions of social phenomena. The social phenomena themselves are then explained as adaptations to these imposed conditions. Thus, Aberle, Cohen, Davis, Levy and Sutton, 1950 cited in Wallace (2017) argue that "functional prerequisites refer broadly to the things that must get done in any society if it is to continue as a going concern . . . the definition of the functional prerequisites in a society logically precedes the development of a scheme of structural prerequisites," so also, Parsons and Shils argue that "every social system has certain tasks imposed on it by the

fact that its members are mortal physiological organisms, with physiological and social needs, existing in a physical environment together with other like organisms."

In the second preliminary, somewhat more detail may usefully be added to one dimension. This consists in adding "medium of operation" sub dimensions to that of "explaining phenomena." Thus, imposed explanations of social phenomena may be classifiable as, on the one hand, emphasizing conditions that operate on the social through the nature of the participants themselves. These conditions may be further specified by dichotomizing them into " nervous system" conditions (e.g., humans can perceive, think, imagine, desire, recognize, despise, etc.) and " not-nervous system" conditions (e.g., humans can reproduce sexually, require food, shelter, and clothing, pass through childhood and adulthood phases, etc.). But on the other hand, imposed explanations of social phenomena may emphasize conditions that operate on the social through characteristics of the participants' environments.

These latter may also be further specified as primarily implicating the number and/or kind of other people in participants' environments (e.g., social phenomena occur in dyads, triads, crowds, " masses," in densely populated cities, in sparsely populated villages, etc.), or as primarily implicating the " not people" objects in participants' environments (e.g., social phenomena occur in deserts and fertile river valleys, under diurnal, seasonal, and climatic variations in light, temperature, food and shelter availability, etc.). Similarly, the self-generated factors that can explain social phenomena may refer primarily to socially induced modifications in participants' own " nervous system" or " not-nervous system" characteristics (e.g., socialization, the physiological consequences of training and diet, etc.), or primarily to socially induced modifications in participants' " people" or " not people" environments (e.g., formally structured organizations, steam engines, etc.). Increases in population density operate within limits to produce mechanical effects making for increasing returns. They often are accompanied by improvements in communication, by fuller use of economic and social overhead capital, by improvements in inter industry fits, by reduction in transport and distributive costs, and, above all, by intensification of specialization and division of labour (Spengler, 1958). The recent modifications in birth and population control in China is a glaring testimony and contemporary relevance of this assertion.

Considering Ryder's reference here to " ineluctability" and considering also Moore's linking of demographic variables to the " requisite functions" of societies, it seems clear that demographism views the requirements of number and replacement as imposed upon the social by logical definition and by the reproductive and mortal nature of organisms. Regarding the classification of demographism as a viewpoint whose explanans operates via participants' environments insofar as these environments consist of other people, note that the necessary and operative implication of the " number" proposition is that interparticipant behaviour regularities will be different under circumstances in which each participant has few fellow participants in his environment and circumstances in which he has many fellow participants in that environment. The "replacement" proposition implies the same claim with respect to variations in participant replacement. These implications

seem to underlie Durkheim's propositions that the transition from mechanical solidarity to organic solidarity was directly occasioned by a change in moral *density*, i.e., in the socially controlling population of each participant's environing life-space. Demographism as a theoretic viewpoint which defines the social in terms of objective behaviour relations recognizes the fact that most demographic explanations of social phenomena seek to account for such objective relations as are represented in urbanization, economic productivity, political systems, educational systems, etc., although some, of course, are also concerned with accounting for subjective behaviour regularities such as cultural values (Wallace, 2017). This theory explains in great details the phenomenon under study, giving a clear account of the dynamics associated with population in relation to societal development.

METHODOLOGY

The study adopted a survey design technique. This technique was adopted in order to systematically evaluate the population utility and productivity profile in Nigeria by Nigerians. The population of the study consists of all Nigerians, skilled and unskilled. Due to time limitation, financial cost implications and security challenges, the scope of the study was restricted to 12 states out of the 36 states and federal capital territory. The 12 states are evenly spread across the six geopolitical zones in the country: south-south zone, south east zone, south west zone, north central zone, north east zone and north west zone. The states are Edo and Rivers - South South, Abia and Enugu -South East, Lagos and Oyo – South West, Nasarawa and Niger – North Central, Gombe and Yobe – North East and Kebbi and Jigawa – North West Geo Political Zone. 20 questionnaires were administered in each of the state with a total of 240 questionnaires. A total of 220 questionnaires were however retrieved from the respondents who are independent persons belonging to the skilled professional and unskilled groups. Therefore, active respondents in the study are 220 participants. The questionnaire structure is the 3 point Likert scale with four additional open ended subsections that explores the experiences of the key stakeholders. Simple percentage statistical tool was used in the analysis of data gathered from the field.

Research Questions

- Does effective utilization of a nation's population resources engender high productivity

Hypothesis

- Effective utilization of a nation's human resources engenders higher socio-economic productivity

FINDINGS AND DISCUSSIONS

Population utility and productivity profile assessment in Nigeria.

S/N	Variables	Frequency			Total frequency	ercentage
		Agreed	Undecided	Disagreed		
1	Utility profile of human resources determines a nation's pace of progress	172 (78.2%)	23 (10.5%)	25 (11.4%)	220	100%
2	A nation's productivity profile is not determined by its human resources utilization	178 (80%)	20 (9%)	22 (10%)	220	100%
3	A nation's productivity status is a function of its population capacity profile	181(82%)	16 (7.2%)	23 (10.5%)	220	100%
4	A nation's human capacity is independent of its population status	163 (74%)	35 (15.9%)	22(10%)	220	100%
5	Does a nation's abandonment of its human resources potentials negate its development prospects	192 (87.3%)	13 (5.9%)	15 (6.8%)	220	100%
6	A nation's utility of its human resources induces desired inclusivity needed for national progress	190 (86.4%)	14 (6.4%)	16 (7.3%)	220	100%
7	Unutilized population without capacity can eventually turn a liability to the nation	189 (85.9%)	12 (5.5%)	19 (8.6%)	220	100%
8	Capacitated population with high	175	25	20 (9%)	220	100%
	competences will remain a productive assets to a nation internally and externally	(79.5%)	(11.4%)			

Source: Author's field survey, 2021

A population's capacity if developed would make a people irrespective of size, productive locally and internationally. World Bank reports on annual diaspora remittances by countries nationals shows that for a period of time, India and China have led the chat – between 60-70 Billion Dollars. These feet may not have been attained due to their

population size alone, but for the amount of seriousness placed on capacity enhancements which include entrepreneurship. On that premise, wherever they found themselves across the globe, their skills earn them good income upon which a substantial part are remitted back home to grow and improve on home economy. Such nations known for hosting huge population overtime have been able to reasonably fight incidence of poverty, unemployment and inequality and going further to improving on their service delivery capacity as well as their critical infrastructural development (Adenikinju, 2005; Maestas, Mullen and Powell, 2006; World Economic Forum, 2017).

Reports such as closure of more than 400 manufacturing outfits and closure of public enterprises/institutions leading to layoff of millions of workers as well as conversion of manufacturing outfits and warehouses to worship homes are no better ways of handling population challenges. Complains by leaders of population surge as a rationalization for their poor performance, failure to deliver services, cover ups for their catastrophic stealing and sumptuous/conspicuous consumption are also not better ways of attending to population challenges. Excessive borrowing from foreign countries and handing over the nation's critical infrastructures to creditor's nations for construction or management is not a better way of handling population challenges (Combes, Duranton, Gobillon, Puga and Roux, 2012; Foreman-Peck and Zhou, 2021).

RECOMMENDATION AND CONCLUSION

The time, energy and resources needed for critical thinking, innovation and productive ventures by the people are most times dissipated on search for basic essentials like potable water, electricity, food, clothing, housing and other means of survival. Thereby, creating among a growing number of people a state of helplessness, inconsistency of thought and frustration due to absence of opportunities to meeting their needs and pursuing development enhancement ventures. Energy for supposed futuristic thoughts – thoughts geared towards ameliorating or assuaging future challenges and needs are been dissipated on pursuing immediate needs.

The United States of America, Israel and the like nation's interest, concern and recognition for technical and engineering profession and services as well as services from other professionals are responsible for their unequaled degree of growth and development. In some other locales, the number of engineers on ground/available are not known, recognized or patronize their services/assured motivation by authorities.

The challenges of nations such as Nigeria may not be the acclaimed huge population but that of structural deficiencies, precipitating faulty leadership system where absence of capacity, competences, professionalism, proficiency and productivity are cherished and celebrated. This holds that getting out of the wood would imply a total reversal from the old order to promoting functional leadership, ideological conscious/sound leaders, functional followership and functional society. First steps in this direction would include: increased people-oriented programmes and policies, improved inclusivity, and appreciable reward for hard work.

REFERENCES

Abogan, O. P., Akinola, E. B, and Baruwa, O. I. (2014). Non-oil export and Economic growth in Nigeria (1980-2011). *Journal of Research in Economics and International Finance* (JREIF), 3(1): 1-11.

Adenikinju, A. F. (2005) Productivity performance in developing countries Country case studies Nigeria. United Nations Industrial Development Organization, Vienna International Centre, P.O. Box 300, 1400 Vienna, Austria. November (2005).

Aggarwal, A & Gasskov, V. (2013). *Comparative Analysis of National Skills Development Policies: A guide for policy makers.* International Labour Organisation

Bester, A. (2015) Capacity Development. A report prepared for the United Nations Department of Economic and Social Affairs for the 2016 Quadrennial Comprehensive Policy Review. Study on Capacity Development - 28 Nov 2015.

Bowles, P. (2012) *Capitalism*. New York. Longman Publishers.

Center for Global Development (2005) Population Dynamics and Economic Development: Elements of a Research Agenda. Prepared by the Population and Development Working Group of the Center for Global Development. July 2005. Washington, D.C.

Combes, P., Duranton, G., Gobillon, L., Puga, D. & Roux, S. (2012). The Productivity Advantages of Large Cities: Distinguishing Agglomeration from Firm Selection. *Econometrica*, *80* (6): 2543-2594. http://dx.doi.org/10.3982/ECTA8442.

Cohen, N. (2002). *The Israel High-Tech Industry Fifty years of Excellence.* Israel Ministry of Foreign Affairs.

Cohen, G.A. (2009) *Why not Socialism*?. New Jersey. Princeton University Press

de Sherbinin, A. (2009). Introduction: Population-Development-Environment Dynamics in the Developing World in de Sherbiniin, A., A. Rahman, A. Barbieri, J.C. Fotso, and Y. Zhu (eds.). *Urban Population-Environment Dynamics in the Developing World: Case Studies and Lessons Learned*. Paris: Committee for International Cooperation in National Research in Demography (CICRED).

Economic and Social Council Annual Ministerial Review National Voluntary Presentation (2014) National Development Planning and Implementation Human Development, Sustainable Development and National Well-being, State of Qatar, New York. July 2014.

Education and Training" (Berlin), http://www.bmbf.de/en/1644.php (accessed 19 July 2010).

Federal Ministry of Education and Research, Germany (BMBF). (2010). "Reform of Vocational

Foreman-Peck, J. & Zhou, P. (2021). Fertility versus productivity: a model of growth with evolutionary equilibria. *Journal of Population Economics, 34*, 1073–1104.

GSDP (Qatar General Secretariat for Development Planning). (2011). Qatar National Development Strategy 2011−2016. Doha.

Hirschman, C. (2014) Population and Development: What Do We Really Know? Paper Presented at the Conference on "Development Challenges for the Twenty-First Century" at Cornell University, October 1-2, 2014.

ILO, (1998). *World Employment Report (1998-99): Employability in the Global Economy - HowTraining Matters,* Geneva.

----- (2002). *Decent work and the informal economy*, International Labour Conference, Report VI, 90th Session, Geneva, 2002 (Geneva).

---. (2005). *Recommendation concerning Human Resources Development: Education, Training and Lifelong Learning (No. 195)*, Geneva.

---. (2009a). *Recovering from the crisis: A Global Jobs Pact*, Geneva.

---. (2008): *Skills for improved productivity, employment growth and development*, International Labour Conference Declaration, 97th session, Geneva.

---. (2009b). *Rules of the Game: A brief introduction to International Labour Standards*, Geneva.

---. (2010). *A Skilled Workforce for Strong, Sustainable and Balanced Growth: A G20 Training Strategy*, International Labour Office, Geneva.

---. (2011). *Policy Brief: Formulating a national policy on skills development*, International Labour Office, Geneva.

International Labour Office (2013) Decent Work Technical Support Team for Eastern and Southern Africa - Pretoria: ILO, 2013.

Justice, C, Gutman, G. and Vadrevu, K.P. (2015). NASA land cover and land use change (LCLUC): An interdisciplinary research program. *Journal of Environmental Management* 148: 4–9.

Keating, D. P. & Hertzman, C. eds. (1999). Developmental Health and the Wealth of Nations. New York.

Komatsu, Y, Tsunekawa, A, & Juc, H. (2005). Evaluation of agricultural sustainability based on human carrying capacity in drylands–a case study in rural villages in Inner Mongolia, China. Agriculture, *Ecosystems and Environment* 108: 29–43.

Lane, M (2010). The carrying capacity imperative: Assessing regional carrying capacity methodologies for sustainable land-use planning. Land Use Policy 27: 1038–1045.

Leon, D. A. & G. Walt, eds. (2000) *Poverty, Inequality and Health: An International Perspective*, Oxford: Oxford University Press.

Maestas, N., Mullen, K. J. & Powell, D. (2006) The Effect of Population Aging on Economic Growth, the Labour force and Productivity. Working Paper 22452http://www.nber.org/papers/w22452 National Bureau of Economic Research 1050 Massachusetts Avenue Cambridge, MA 02138July 2016.

Nnabugwu, C. (2014). The 'black gold: one of many options? 100 years of Nationhood, Nigeria in retrospect. *The Thinker magazine, Scientia Estpotential*, *22*, 49-51.

Nwanosike, D. U., Kalu, I. U., Ogbuabor, J. E., Uzoechina, B. & Ebenyi, O. G. (2016) Economic Development Dynamics in Nigeria: Evidence from 1914- 2014. *Saudi Journal of Business and Management Studies*. 1 (4)(Nov-Dec, 2016):154-161.

OECD. (2009). *Learning for Jobs: OECD Policy Review of Vocational Education and Training* (Paris).

---. (2010). *Reviews of Vocational Education and Training - Learning for Job: Summary and Policy Messages,* Organisation for Economic Cooperation and Development, Paris. Retrieved on 07.10.11 from http://www.oecd.org/dataoecd/19/46/46972427.pdf.

Rodman, P. W. (1968) Development Administration: Obstacles, Theories and Implications for Planning. ΠΕΡ Occasional Papers No. 2.Unesco : International Institute for Educational Planning.

Samans, R., Blanke, J., Hanouz, M.D.,& Corrigan, G. (2017)*The Inclusive Growth and Development Report 2017*. World Economic Forum.

Seers, D. (1969). *The Meaning of Development*. IDS Communication 44, Brighton: IDS

Sen, A. (1981). *Poverty and Famines: an essay on entitlement and deprivation.* Oxford University Press.

Sen, A. (1999). *Freedom as Development*. Oxford University Press.

Soludo, C.C. (2006). Can Nigeria Be the China of Africa*?* A paper presented at the 2006 Founders Day, University of Benin**.**

Spengler, J. J. (1958). Population as a Factor in Economic Development, in Philip M . Hauser (Ed.), *Population and World Politics* (Glencoe, 111.:*F i2c* Press, 1958), p. 174.

Szreter, S. (2017) IPART II PAPER 20: World population, development and environment since 1750: comparative history and policy. *https://www.hist.cam.ac.uk/undergraduate/...papers.../paper-20-reading-list.pdf*

UNDG Programme Group, *Enhancing the UN's Contribution to National Capacity Development – A UNDG Position Statement*. United Nations. New York. December 2006.

United Nations Development Group, 'UNDG Capacity Assessment Methodology: User guide for national capacity development', February 2008, p.3

United Nations Development Programme, 'Measuring Capacity', July 2010, p.2

Venner. M., (2014)'Capacity Development: old wine in new bottles?', Paper presented to the Sixth Oceanic Conference on International Studies, University of Melbourne, 9-11 July 2014.

Wallace, W. (2017) *Sociological Theory*. New York, Routledge Publishers.

World Economic Forum (2017) The Africa Competitiveness Report 2017 Addressing Africa's Demographic Dividend. The Africa Competitiveness Report 2017 is a special project within the framework of the World Economic Forum's Global Competitiveness and Risks Team. It is the result of collaboration between the World Economic Forum, the International Bank for Reconstruction and Development/the World Bank, and the African Development Bank. World Economic Forum, Geneva.