



**POSSIBLE WAYS OF CURBING INSECURITY AND ENHANCING
WORKERS PERFORMANCE IN NIGERIA: AN APPRAISAL**

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Abstract

Insecurity have been defined by scholars from various perspective and angles. For our purpose here we take it as a situation where there is no security of lives and property. That is to say that the government whose primary responsibility it is to secure and protect the people is found wanting in this responsibility, leaving the people with no option than protecting themselves. The fact remains that a worker's environment go a long way in affecting his performance positively or negatively. What we are trying to say is the fact that a worker will definitely find it difficult to give in or perform optimally when his environment is not secured or conducive. Therefore, it must be said that the work environment in Nigeria is nothing to write home about. Lives are lost with reckless abandon. Most times, workers refuse to report to their work places because of high level insecurity because no one will like to work in an atmosphere characterized of insecurity as people die while serving their father land with little or no compensation. This form the reason or basis for this study. Series of data collection techniques were used in gathering data for analysis and this included oral interviews, questionnaire, periodicals, and the internet. The structural-functional theory was adopted for this study, thereafter, conclusion was drawn.

Keywords: Possible, Curbing, Insecurity, Enhancing, workers, Performance, Nigeria

Definition of Concepts

Some concepts embedded in the above question may likely be difficult especially for a lay man to understand, therefore the explanation of those words is considered of utmost expedience. Such words includes but not limited to:

Possible

This means, able to be done. Within the power or capacity of someone or something.

Curbing

Controlling something that is not wanted.

Insecurity

Uncertainty or anxiety about oneself, lack of confidence

Enhancing

Intensity, increase or further improve the quality value or extent of.

Worker

A person who does a specified type of work or who works in a specified way.

Performance

An act of presenting a play, concert or other forms of entertainment

Nigeria

A country in West Africa with 200 million populations.

Introduction

In recent times in Nigeria, crisis, killings, insurgence and insecurity have characterized the whole place, the work place, inclusive. There is an adage that says it is only a fool that chase rats when his roof is on fire. You can tell a blind man that there is no in a meal but not salt. Workers in Nigeria are sensitive of their work environment. The environment per play a key role

in their productivity in the work circle. How do we expect the workers to be in their best or deliver when the environment in which they work is devoid of peace? Peace is a key word when it comes to work and service delivery in Nigeria. The problem we have is that the devastating nature of crisis in insecurity in Nigeria deepens every now and then. Both the government and individuals have not had it fair at all. The problem has increased at the break of every new day. What must be said is the fact insecurity seem to have come to stay and all efforts at bringing it to the barest minimum seem to have proved abortive. Another fact has been that the base have seemed to be increasing from time to time. This development has dwindled the productivity of workers and the dwarfed the development pace and growth of the nation. What more needs to be said? The country has come crashing and virtually every aspect of the country is negatively affected. The problem has seemed persistent that if nothing serious is done about it, the country will someday be ground to halt.

Factors Responsible For Insecurity In Nigeria

Insecurity in Nigeria is a significant reason why the growth and development of the country are affected. Even though the country is blessed, getting a lasting solution to this problem is still a major concern to the government and its citizens. Listed below are the major causes of insecurity in Nigeria and the solutions to them. The country is blessed with lots of precious natural resources. Nigeria also has some of the best brains in the world. The unfortunate thing is that even though Nigeria is referred to as the giant of Africa, the country does not live up to its identity. What are the causes of insecurity? A lot of things have been found as the cause of insecurity in Nigeria. Some of the problems in Nigeria and solutions are discussed below:

1. Unemployment. The overwhelming unemployment rate in the country is capable of causing panic. The issue is especially obvious when it comes in Nigerian youths. According to the statistics, every tenth young citizen of the country is officially unemployed. Another statistic provided by the NBS as of 2019 showed that the unemployment rate in the country has risen to 23.1%. Considering unemployment in Nigeria: causes, effects and solutions, it is evident that rapid population growth is a significant

cause of this menace. Also, the recent decline in the country's economy is another cause. Unfortunately, many people have been laid off, while new jobs are not created.

2. Corruption Lobbying Blackmail Business. Transparency international placed Nigeria in the 146th position out of 180 countries in the Corruption Perception Index, scoring 26 out of 100. Corrupt Nigerian politicians have become a turn-off for international investors. Unfortunately, corruption has already become a part of life in country. Unfortunately, it forms part of the economic problems in Nigeria today.
3. Imbalance. Different parts of the country have different speeds of development. Due to this, the country's oil-rich regions feel disturbed when the federal government use their oil and does not develop their society. People of these regions feel cheated because of that. They want to take justice into their hands. That is why they vandalise oil pipelines.
4. Weak Judicial System. The weak judicial system is one of the biggest causes of insecurities in Nigeria. People feel insecure when criminals and terrorist go free. Many evil-minded people think that money can buy freedom in the country; unfortunately, the corrupt system proves this line of thought. Rich people can buy freedom in the country, which the poor masses do not feel secure about. Therefore, the judicial system in the country should be changed, and there may be only one answer to that transparency.
5. "Open" Borders the country has borders that are poorly guarded. Insurgents from other countries can infiltrate the country with no problem. This situation is especially dangerous in the North East. The federal government cannot provide enough troops to secure the borders. Porous coastal borders are the main cause of terrorism in the country. A high influx of arms smugglers use the porous coastal borders of the country to sell arms. The corruption and weak judicial systems only help smugglers to sell even more guns. They provide pistols, shotguns, assault rifles, grenades and explosives against the people and military forces. The uncontrolled circulation of arms and ammunition poses a danger to peace and the country's long-term social and economic development. It has also led to the displacement of several Nigerians from their communities and ancestral lands.

6. Narcotic Trafficking is one of the causes of insecurity in Nigeria. Criminal groups are involved in smuggling illegal substances to Europe, Asia, South Africa and North America. Nigerian gangs are one of the largest distributors of opium in the world. Citizens should fight this criminal trafficking, which is not affecting just the country but the entire world.
7. Slavery the Walk Free Foundation of Global Slavery reports that about 875,500 citizens in the country are trapped in human trafficking. For instance, women in the country can be tricked into migrating to other regions. Is Nigeria a developing country or is it underdeveloped? They hope to find good jobs but are forced to sell their bodies for money instead of promised jobs. Some of them are even sold to foreign brothels.
8. Criminal situation: For the last few years, citizens have been victims of robberies, which sometimes happen in daylight. Organized criminal gangs take over the streets of the country. People do not feel safe when walking on the roads. Corrupt government officials provide help to Nigerians to fight these criminals.
9. Terrorist Threat: Terrorism in the country is not a new problem. BokoHaram and Niger delta Avengers are two prominent terrorist organizations that cause the most damage to the country. The federal government keeps fighting with terrorists. Nigerian soldiers die for their country.
10. Insecurity in Nigeria threatens life and property, hampers business activity and discourages local and foreign investors, leading to a deficit in the country's social and economic growth and development.

EFFECTS OF INSECURITY ON WORKERS PERFORMANCE

1. FEAR OF DEATH

One thing that must be mentioned is that it is only a fool that will see death and still put his head, pressing hard even to die. How on earth will one see death and persist to be sure if death will take his/her life. Many Nigerian workers work in fear, this is because they do not know what will happen in the next minute or hour, this make them to work under pressure and fear of the unknown. The fear results from who will take care of their loved ones should anything happen to them while working. This leaves the service to suffer.

2. FEAR OF SUSTAINING GRIEVOUS INJURIES

One thing that must be said is that most Nigerian workers to underperform when they should have been doing their best on job is as a result of fear of sustaining serious injuries. What must be harped upon as things stand in Nigeria is the fact that the work environment in the country has become so unsafe that workers lose their lives while trying to discharge their duties with reckless abandon and nothing serious is done nor any form of compensation given to them or their families.

3. DOING UNSATISFACTORY JOBS

One other thing that insecurity do in the lies of Nigeria workers is that it makes them to do or discharge their duties or jobs unsatisfactorily. What that implies is the fact they discharge he duties assigned them with little or no satisfaction. There is no doubt that someone who feels insecure in what he or she does can hardly do that with serious sense of satisfaction.

4. LOSS OF INTEREST TO WORK

It is no longer news that many workers that we know in Nigeria have lost appetite or passion to serve their father land. In a sense, they are working in order to fend for their families and their personal needs. It is a known fact that before nor, many people feel it is an honour to work for their father land. Never the less, this is owing to insecurity in the land.

Insecurity its Degeneration in Nigeria

Insecurity paranoia is continuing to burnt al inhabitants of Nigeria as it is already fast dawning on them that government cannot effectively guarantee the security of lives and properties. The state security agents who are saddled with responsibility for the security of life and property which include-the police, state security agencies, the military, immigration and prison service have all performed abysmally in the discharge of their duties. The level of insecurity in Nigeria is multifaceted as such one cannot accurately categories the patterns of insecurity. Agomuo (2013) posits regarding the nature of insecurity in Nigeria that at different times in the past, these different groups have held the Nigerian nation to ransom. In

each of these different times, the groups reigned, the nation's security agencies were unable to deal with them or quell their lawless conduct through superior fire power. The government as always reached a form of settlement with these organizations. The trend is that each time the government reached a compromise with these lawless groups, it became weaker and new groups emerged to use violent means to extract a commitment from government. In a typical behaviour of a nation thrives on a rent economy, the government has always sought to buy peace and always with the peace of the graveyard like the current situation in the Niger Delta where former militants have been transformed into either top level government contractors or emergency crude oil refiners in the creeks or kidnap merchants, despite an amnesty programme that still costs the government billions of Naira every year (Agomuo, <http://businessdayonline.2013>).

There are different forms of insecurity in Nigeria. For example in the South-West geo-political zone, armed robbery is prevalent especially in cities like Lagos, Ibadan, Akure and Abeokuta, in the South-South and South-East which is the base of the nation, kidnapping is rampant and the activities cover every part of the zone with victims of all ages and all walks of life, in the North, robbery across the border coupled with Boko Haram insurgence is the security challenge. The menace of the Boko Haram for sometime now has constituted a thorn in the flesh of Nigerian; from the first time they struck in Borno State part of Nigeria in 2009, over 4000 people including Nigeria citizens as well as expatriates has been killed in violent deadly attacks targeting Christian churches, police, a few mosques, military installations, Western-type educational institutions with innocent students and even children (Edukugbo, 2012). They have also carried out a series of deadly and costly bombing campaigns in the country-the Independence anniversary bombing, the bombing of the United Nations office in Abuja, the bombing of the Police Headquarters in Abuja, he bombing of the military base in Kaduna (cited in Egbewole, 2013).

Security Challenges and Governmental Efforts at Fostering Peace

The government has made several efforts at putting an end of this menace of insecurity. One of which is the inauguration of the security outfit known

as the Joint Task Force (JTF) with the singular aim of quenching the activities of robbers, ethnic Militia, kidnappers as well as terrorism. Furthermore, in the Niger-Delta government has granted amnesty to the erstwhile militants as well as setting up rehabilitation programmes for them.

Government has also set up several extra-ministerial bodies such as the Oil Mineral Producing area Development Commission (OMPADEC), Niger Delta Development Commission (NDDC), Technical Committees, Ministry of the Niger Delta and the national Council of Niger Delta (NCND)

Insecurity: Implications for Human Wellbeing and Economic development

Although the cost of the prevalent insecurity in Nigeria is difficult to measure in monetary or real terms, however it is clear to observers that it has cost Nigerians enormous human and material resources. Security plays a major role in the existence and sustenance of human being. In this wise Coupand (2007) observed that insecurity has a far reaching impact on people's lives and well-being and for this singular reason the government has to be alive to its responsibility of guaranteeing security. When people's security are guaranteed, it gives them the freedom, physically and mentally to get on with the business of building their lives without fear of molestation or violent death. Thus, to experience a state of complete physical, mental and social well-being security is essential (Meddings, 2001), without security, there can be no stable society rather here will be prevalent fear and danger from violent death (Hobbes 1651. cited in Coupland, *ibid*)

There are links between human security and health as insecurity leads to the collapse in the health care delivery which has concomitant effect on the people's wellbeing (Mori, Medinga and Bettcher, 2004). There are also the associated effects of insecurity which include fear, coercion, displacement and deprivation of basic daily needs such as drinking-water, food and health care. Human security entails access to food, nutrition, clean drinking water, hygiene and sanitation and housing which could only be got through peace. For instance, displaced populations are subject to a variety of health risks and are prone to a high mortality rate. This is largely because they are

disposed of food, clean water, proper sanitation, and possibilities of providing economic security for themselves. Malnutrition, overcrowding and lack of sanitation frequently combine to facilitate the emergence of epidemics of transmissible disease in such populations. Often, children and the elderly are the population groups most susceptible to death from such causes. Thus, where basic conditions of peace and development are met, good health can be attained as part of human security (Meddings, *ibid*, Ghobarah, Huth and Russett 2004; Mori et al 2004, Bhadelia, 2005).

In addition, insecurity can also inhibit health care system as such facilities are often destroyed leaving no place for people to seek treatment. Furthermore, governments spend more money no fighting the insurgents and so allocate less money in health services hence we see deteriorating health infrastructure (Dodge 1990). In this situation, medical supplies and equipments become scarce and skilled doctors and nurses flee to more stable areas leading to the spread of communicable disease (Mori et al *ibid*). A vivid example is the recent case of health workers who were designated to immunize children against polo who lost their lives in the cause of discharging their duties in different parts of northern Nigeria. The unfortunate resultant effect was that the immunization activity was put on hold as health workers stayed away for their safety. Also, the series of bombings has cost citizens vital organs of their body such as noses, ears and eyes turning them into dependents.

Some have had their hands or legs amputated, while others have incurred different forms of ailment such as high blood pressure, shock, due to the loss of relatives, breadwinners and valuable properties or means of livelihood.

Besides many people due to security deterioration are living in perpetual fear while some are practically 'living deads' with no hope for the future having lost everything in the pervading insecurity.

ON the impact of insecurity on the economy, the productive aspect of most manufacturing business depends largely on the availability and regular supply of raw materials for production. Insecurity has cut off the supply of such raw materials hence, jeopardizing production activities. Besides this, insecurity affects marketing of finished product as there is a continuous exodus from areas of insecurity. There is also an increase in security

spending as most business organizations operating in Nigeria spend a lot in maintaining private security outfits.

The destruction of their business building, properties and equipment is tantamount to loss of capital which has ruined not a few businesses in Nigeria. Thus, security is critical for the nation's development and its absence of security means that economic growth and development cannot be achieved (Achumba, Ighomereho and Akpor-Robaro, 2013).

Insecurity is a risk factor which business owners and managers dread and avoid by relocating their businesses elsewhere. In the case of Nigeria, there is also evidence of some businessmen and manufacturing companies having to relocate particularly from the North in recent times to other peaceful parts of the country (Nwagboso, 2012). Many of the Igbos and Yorubas from Southern Nigeria who are engaged in various businesses in Northern Nigeria have had to return to their home states to avoid the violence orchestrated by the terrorist group Boko Haram (Suleman, 2012). Thus the Boko Haram insurgency which begun in Maiduguri, Borno state, in 2009, has badly affected the economy of the North as major consumer goods and the companies which produce these consumer goods have withdrawn from the region. A good example are the telecommunication companies which have been forced to close down as their telecommunication apparatuses were repeatedly destroyed, media houses were equally attacked as well as having some of their staff killed; banks too were not spared from the destruction as some branches of the banks were attacked and robbed. Thus the resources which could have been used in strengthening the infrastructural amenities are increasingly being diverted to fund the security system, therefore constituting a drain on the nation resources (Nwagboso 2012).

Oil production per day has also drastically decline a result of kidnappings of oil workers in the region.

Nigeria is therefore estimated to be losing about 600,000 barrels of crude oil daily bass to illegal bunkers which amounts to about N3.7 trillion yearly (The Punch, May 20, 2011, cited in Omoyibo and Akpomera, 2012).

Besides, the wave of kidnapping in some parts of Nigeria has forced investors, businessmen and manufacturing companies to relocate to other peaceful cities in Nigeria or even to leave the county entirely. In Aba for

example, the Nigeria Breweries Limited (NBL), Seven-Up PLC, UNILEVER PLC, Paterson Zochonis (PZ) PLC relocated to Enugu largely due to constant kidnapping of their expatriate staff (Nwagboso, 2012). Thus the decline in foreign investment in Nigeria as a result of insecurity when combined with the effects of global economic showdown has caused the closing down of tens of thousands of factories in Nigeria (Omoyibo and Akpomera, *ibid*).

Conclusion

Security without doubt is *sine qua non* for the sound existence of human beings, a nation, its unity and economic prosperity as well as political stability. Security entails the presence of peace, safety, happiness and the protection of human and physical resources. All threats to human security are also challenges to health and consequently are detrimental to the physical, psychological and overall wellbeing of the individual. Thus, we note that insecurity leads to illnesses, low life expectancy rate, low quality of life and even death.

The production sector of the economy which depends largely on the availability and regular supply of raw material is suffering from the cutting off of the supply of raw materials and also facing untold difficulty in the marketing of finished product. In the area of finance, insecurity has increased security or defense spending as the country and most business organizations now spend a lot in maintaining security outfits. Insecurity has thus become a drain on national resources expended on security could have been otherwise deployed in developing nations infrastructure. Finally and perhaps most importantly to Nigeria, insecurity has significantly affected oil production as a result of kidnappings and the hostage taking of oil workers and this has adversely reduced government revenue.

Therefore, this paper suggests that there should be an open dialogue among Nigerians cutting across all ethnic groups in order to negotiate and proffer ways of living together harmoniously so that Nigeria would be able to overcome its security challenges.

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