Occupational Challenges of Internally Displaced Persons in Abuja, Nigeria

1Adebayo, David Obafemi, 2Mohd Tajudin Ninggal, 3Fajonyomi, Mary Grace & 4Omotosho, Joshua Adebisi.

1Department of Counsellor Education, Faculty of Education, University of Ilorin, Nigeria. Email: yomieva@gmail.com
2Department of Educational Foundations, School of Education, Universiti Teknologi Malaysia. Email:tajma28@utm.my
3Department of Counsellor Education, Faculty of Education, University of Ilorin, Nigeria. Email:mfajonyomi@gmail.com
4Department of Guidance and Counselling Faculty of Education, University of Cape Coast, Ghana. Email:joshtosha@gmail.com

Abstract

Occupational loss is a major challenge confronting internally displaced persons (IDPs). The study examines the occupational challenges of IDPs in Abuja, Nigeria. This study investigates occupational challenges of IDPs in Abuja, Nigeria. A quantitative study, survey design was adopted. 400 IDPs were purposively sampled from IDP camps in Yimitu area. Questionnaire was used for data collection. One research question with four null hypotheses was raised and tested at 0.05 alpha level of significance. Descriptive and inferential statistical tools were used for data analysis. Findings revealed that the occupational challenges of IDPs include loss of employment, vocational discrimination, marginalization by employers of labour, isolation and lack of occupational freedom. Occupational challenges of IDPs on the basis of gender, religion and years of working experience showed statistically significant differences, but there was no significant difference on the basis of highest educational qualification. It was therefore recommended that career counsellors should be fully engaged in the programmes outlined for IDPs for proper occupational assessment, appraisal and ultimately, appropriate placements.

Keywords: occupational challenges, displacement, internally displaced persons, Abuja, Nigeria.

Introduction

One of the major global challenges in recent times is the increasing number of internally displaced persons (IDPs), particularly in sub-Saharan Africa nations. Individuals are displaced when they are forced to move from their shelters, ancestral homes or occupational engagements. Internal displacement is a form of social change informed by a number of factors, the most common being armed conflicts, natural disasters, famine, development and economic changes.

Individuals in this class are people who have been forced to flee their homes, jobs or geographical settlements and communities, perhaps for the very same reasons as refugees. Reasons for internal
displacement range from war, civil conflicts, political strife, to gross human rights abuse (as it is experienced in troubled regions in Nigeria today), though these people move about in their country of birth, where such displacement occurs, without stepping into another nation’s territory (UNESCO, 2014). Hence, they do not qualify to be addressed as refugees and as such, are not accorded the protection under the same international system as refugees. Furthermore, there is yet to be any known body given the duty of providing aids, succor or assistance to the teeming IDPs, except their home countries, as well as aid workers from the red cross or other humanitarian bodies that are privately established. In Nigeria, it is the National Emergency Management Agency (NEMA) which often comes to the aid of such displaced persons, establishes camp settlements temporarily for their welfare, and provides them with relief materials to meet their basic immediate/primary needs.

The continent of Africa is described as the region with the largest number of internally displaced persons (IDPs), with over 11.8 million of them in about 21 countries, including Nigeria (IDMC, 2012). Also, corroborating this statistical position, a United Nations (2009) report, tagged “Guiding principles on Internal Displacement”, proposed that for the internally displaced persons, there is no globally acceptable definition as is for a refugee, but it adopts the definition that distinguishes IDPs from refugees with a distinct feature of border crossing.

Internally displaced persons are persons or groups of persons who forcefully left their homes or places of residence due to the effects of armed conflicts, experiences of generalized violence, violations of human rights or natural disasters, and who have not crossed over to another country’s border, unlike refugees. This definition of the United Nations report satisfies the researcher’s definition of internal displacement, particularly with respect to cases of insecurity in the North-Eastern parts of Nigeria and most recently, some North-central regions which have caused many to abandon their occupational activities, jobs, means of livelihood in exchange for safety in less troubled states across the Federation (The Punch, February 17 & 20 & March 4, 2014).

Birkeland (2009) concluded that those who suffer internal displacement experience loss of means of surviving, and this could deny them access to essentials for comfortable living which range from food, to portable water supply, a place to lay their heads, cloths to cover their nakedness, adequate health care system, as well as a clean environment devoid of diseases. The right of IDPs to these basic needs of life is tied to the international human rights and humanitarian laws that have been recommended by the United Nations which should be respected at all times, not only during emergency situations, such as communal conflicts or wars leading to internal displacements (Birkeland, 2009).

**Problem Statement**

The ethno-religious-political crises which have become commonplace in some parts of Nigeria in recent times are largely responsible for the displacement of well over 1.2 million persons as at 2010 ac-
According to IDMC (2012). In March, 2014 alone, more than half a million Nigerians residing and making a living in the city of Maiduguri were displaced (This Day newspaper, Saturday March 15, 2014). Equally, flooding (a natural disaster), bomb explosion (as is presently experienced in North-East Nigeria) and forced eviction have caused further monumental population movements in different parts of the country, especially, the North-Eastern States of the country.

Ajiboye (2013) carried out a study on problems, counselling needs and sources of support for internally displaced persons in Nigeria and found that displacement severely affects the physical, socio-economic and legal safety of IDPs irrespective of their ages and status. Also, Dada (2006) carried out a study on the problems, counselling needs and coping strategies of institutionalized African refugees in Nigeria and found that health need was a major problem among refugees as well as feeding and shelter. According to the author, refugees required continuous counselling in order to overcome the psychological and mental impact of having to leave their countries of birth in search of refuge in safer countries. Socio-economic problem also constituted hitches for refugees. Hence, the need for this study to investigate the occupational challenges of IDPs in Abuja, Nigeria.

Also, the Public Relations Nigeria (2012) reported that an estimated 2.1 million persons were internally displaced by flood between July and October 2012. There are other events (such as fire accident, eviction resulting from development projects, like it happened during the Abuja mega city case as well as Lagos, where peoples’ houses, banks and other business organizations were demolished by the government for road extension, and in most cases, with little or no compensation paid), which have resulted to the displacement of a number of persons across the country. NEMA equally reported that more than 743,062 Nigerians have been displaced by natural-disaster-induced displacement as well as conflicts (The Punch, October 24, 2014). The drastic increase in the list of problems and challenges, especially as it relates to means of survival or livelihood (occupation) of internally displaced persons has therefore put Nigeria at par with the most affected country in Africa (i.e. Somalia) with reference to geometric rate at which cases of internal displacements are recorded with little provision to satisfy their basic/immediate needs, as well as occupational placement (IDMC, 2012). Therefore, this study is specifically being aimed at determining the occupational challenges of internally displaced persons in Abuja, the Nigerian capital city.

Objective of the Study
The study was designed to determine the occupational challenges of internally displaced persons in Abuja, Nigeria’s federal capital territory.

Research Question
This research question was raised to guide the conduct of the study:

What are the major occupational challenges of internally displaced persons in Abuja, Nigeria?
Research Hypotheses

In line with the statement of the problem, the following null hypotheses were formulated and tested in the study:

1. There is no significant difference in the occupational challenges of male and female internally displaced persons (IDPs) in Abuja, Nigeria.
2. There is no significant difference in the occupational challenges of IDPs in Abuja, Nigeria based on religion.
3. There is no significant difference in the occupational challenges of IDPs in Abuja, Nigeria based on years of working experience.
4. There is no significant difference in the occupational challenges of IDPs in Abuja, Nigeria based on highest educational qualification.

Methodology

The study adopted quantitative approach for gathering the required information. An inventory titled “Questionnaire on Occupational Challenges of Internally Displaced Persons (QOCIDPs) was used. The inventory had two sections, A and B. Section A sought the demographic information, while section B had 20 items on occupational challenges of IDPs in Abuja, Nigeria. The instrument had a reliability co-efficient of 0.73 which was established through a test-re-test reliability. Purposive sampling technique was used to select 400 internally displaced persons that participated in the study; the respondents were IDPs only. The researchers directly administered the inventory on the respondents. Descriptive statistics, t-test and Analysis of variance (ANOVA) statistical tools were used to analyze the data collected. All hypotheses were tested at 0.05 alpha levels of significance.

Results

Table 1
Distribution of respondents by gender, religion, years of working experience and highest educational qualification

<table>
<thead>
<tr>
<th>Variable</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
</table>


Gender
Male 171 42.8
Female 229 57.2

Religion
ATR 4 1.0
Christianity 165 41.2
Islam 231 57.8

Years of Working Experience
5 years and below 75 18.8
6-15 years 174 43.5
16-25 years 125 31.2
26 years and above 26 6.5

Highest Educational Qualification
ND/NCE/HND 348 87.0
Bachelors’ Degree 49 12.2
Masters’ Degree or Higher 3 0.8

The results in Table 1 revealed that more female IDPs participated in the study than male IDPs. Adherents of Islam were more than those practicing Christianity and African Traditional Religion, while IDPs who had worked between 6 and 15 years prior to the displacement outnumbered their counterparts who had worked for 26 years and above, 16 to 25 years as well as below 5 years of working experience; while those with ordinary diploma (ND), NCE and HND were more in number than IDPs who had both B.Sc/B.Ed or B.A and masters or other higher degrees.

Research Question: What are the major Occupational Challenges of Internally Displaced Persons in Abuja, Nigeria?

Table 2
Rank Order of Items on Occupational Challenges of Internally Displaced Persons in Abuja, Nigeria

<table>
<thead>
<tr>
<th>Item No</th>
<th>As an IDP, I:</th>
<th>Mean</th>
<th>Rank</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>suffer loss of employment</td>
<td>3.73</td>
<td>1st</td>
</tr>
<tr>
<td>2</td>
<td>suffer vocational discrimination</td>
<td>3.41</td>
<td>2nd</td>
</tr>
<tr>
<td>3</td>
<td>suffer marginalization by employers of labour</td>
<td>3.18</td>
<td>3rd</td>
</tr>
<tr>
<td>4</td>
<td>get isolated due to my being jobless</td>
<td>3.09</td>
<td>4th</td>
</tr>
<tr>
<td>5</td>
<td>perform below non-IDPs at work</td>
<td>3.08</td>
<td>5th</td>
</tr>
<tr>
<td>6</td>
<td>am not occupationally engaged</td>
<td>3.07</td>
<td>6th</td>
</tr>
<tr>
<td>19</td>
<td>find it difficult to compete with my contemporaries at work</td>
<td>3.06</td>
<td>7th</td>
</tr>
<tr>
<td>7</td>
<td>am confined to rehabilitation camps</td>
<td>3.04</td>
<td>8th</td>
</tr>
<tr>
<td>9</td>
<td>do not have positive self-concept about myself</td>
<td>3.03</td>
<td>9th</td>
</tr>
<tr>
<td>11</td>
<td>am not easily welcomed by co-workers when engaged in any occupation</td>
<td>3.01</td>
<td>10th</td>
</tr>
<tr>
<td>14</td>
<td>have challenges of lack of working tools/skills</td>
<td>3.00</td>
<td>11th</td>
</tr>
</tbody>
</table>
Table 2 showed that item 1 (“As an IDP, I suffer loss of employment”) ranked 1st with a mean score of 3.73. This was followed by item 2 (“As an IDP, I suffer vocational discrimination”) with a mean score of 3.41. Ranked 3rd was item 3 (“As an IDP, I suffer marginalization by employers of labour) with a mean score of 3.18. Ranked 18th was item 12 and it stated that IDPs do not obtain their desired jobs. Ranked 19th and 20th were items 17 (“As an IDP, I find it difficult to engage in business transactions”) and 18 (“As an IDP, I do not have occupational freedom”) with mean scores of 2.93 and 2.90 respectively. They stated that IDPs found it difficult to engage in business transactions and do not have occupational freedom.

**Hypothesis 1:** There is no significant difference in the occupational challenges of male and female internally displaced persons in Abuja, Nigeria.

Table 3
Results of t-test Comparing IDPs’ Occupational Challenges by Gender

<table>
<thead>
<tr>
<th>Gender</th>
<th>N</th>
<th>Mean</th>
<th>SD</th>
<th>df</th>
<th>Cal. t-value</th>
<th>Crit. t-value</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>171</td>
<td>62.99</td>
<td>5.62</td>
<td>398</td>
<td>5.06*</td>
<td>1.96</td>
<td>0.00</td>
</tr>
<tr>
<td>Female</td>
<td>229</td>
<td>59.90</td>
<td>6.33</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

* Significant, p<0.05

Table 3 showed that the calculated t-value of 5.06 was greater than the critical t-value of 1.96 and a p-value of 0.00 less than 0.05. Hence, the null hypothesis was rejected. t (df=398) = 5.06, p<0.05. This implied that there was a significant difference in the occupational challenges of male and female internally displaced persons in Abuja, Nigeria.

**Hypothesis 2:** There is no significant difference in the occupational challenges of internally displaced persons in Nigeria on the basis of religion.

Table 4
Analysis of Variance (ANOVA) Results Showing IDPs’ Occupational Challenges Based on Religion

<table>
<thead>
<tr>
<th>Source</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Squares</th>
<th>Cal. F-ratio</th>
<th>Crit. F-ratio</th>
<th>Sig.</th>
</tr>
</thead>
</table>
The results in Table 4 indicated that the calculated F-ratio was 8.90 while the critical f-ratio was 3.00; and p-value less than .05. Since the calculated F-ratio was greater than the critical F-ratio, the hypothesis which stated that there is no significant difference in the occupational challenges of IDPs on the basis of religion was rejected; F(df=2, 397) = 8.90, p < 0.05. In order to discover the source of the significant difference observed in Table 4, Duncan Multiple Range Test (DMRT) was done as a post hoc test (Table 5).

### Table 5

Duncan Multiple Range Test (DMRT) Comparing Occupational Challenges Means of Religion

<table>
<thead>
<tr>
<th>Duncan’s Grouping</th>
<th>Mean</th>
<th>N</th>
<th>Group</th>
<th>Religion</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>60.13</td>
<td>231</td>
<td>1</td>
<td>Islam</td>
</tr>
<tr>
<td>A</td>
<td>61.00</td>
<td>4</td>
<td>2</td>
<td>ATR</td>
</tr>
<tr>
<td>B</td>
<td>62.75</td>
<td>165</td>
<td>3</td>
<td>Christianity</td>
</tr>
</tbody>
</table>

The Duncan Multiple Range Test (DMRT) results in Table 5 determined which of the means of religion led to the significant difference noted in the ANOVA results of Table 4. The DMRT results indicate that the means of group 1 (60.13) and group 2, (61.00) were close to each other. However, the mean of group 3 (62.75) was much higher. Hence, the significant difference noted in the ANOVA results of Table 12 was due to the fact that the mean of group 3 differed significantly from the means of groups 1 and 2.

**Hypothesis 3:** There is no significant difference in the occupational challenges of IDPs in Nigeria based on years of working experience.

### Table 6

Analysis of Variance (ANOVA) Results Showing IDPs’ Occupational Challenges Based on Years of Working Experience

<table>
<thead>
<tr>
<th>Source</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Squares</th>
<th>Cal. f-ratio</th>
<th>Crit. f-ratio</th>
<th>Sig.</th>
</tr>
</thead>
</table>
The results in Table 6 indicated that the calculated F-ratio was 8.38 while the critical F-ratio was 2.60 and \( p < .05 \). Hence, the null hypothesis which stated that there is no significant difference in the occupational challenges of IDPs in Nigeria with respect to years of working experience was rejected, \( F(\text{df}=3, 396) = 8.38, p < 0.05 \). In order to discover the source of the significant difference observed in the ANOVA results of Table 6, further examination of years of working experience difference was carried out using Duncan Multiple Range Test (DMRT) as post hoc test (Table 7).

Table 7
Duncan Multiple Range Test (DMRT) Comparing Occupational Challenges Means of Years of Working Experience

<table>
<thead>
<tr>
<th>Duncan’s Grouping</th>
<th>Mean</th>
<th>N</th>
<th>Group</th>
<th>Years of Working Experience</th>
</tr>
</thead>
<tbody>
<tr>
<td>A</td>
<td>60.01</td>
<td>174</td>
<td>2</td>
<td>6-15 Years</td>
</tr>
<tr>
<td>B</td>
<td>61.47</td>
<td>125</td>
<td>3</td>
<td>16-25 Years</td>
</tr>
<tr>
<td>B</td>
<td>61.91</td>
<td>75</td>
<td>1</td>
<td>5 Years &amp; Below</td>
</tr>
<tr>
<td>C</td>
<td>66.12</td>
<td>26</td>
<td>4</td>
<td>26 Years &amp; Above</td>
</tr>
</tbody>
</table>

The Duncan Multiple Range Test (DMRT) results in Table 7 determined which of the years of working experience mean led to the significant difference noted in the ANOVA results of Table 6. The DMRT results indicated that the mean of group 2 (60.01) differed from the means of group 3 (61.47) and group 1 (61.91), which together differed much from the mean of group 4 (66.12). Hence, the significant difference observed in the ANOVA results of Table 6 was due to the fact that means of group 2 differed from those of groups 1 and 3, which in turn differed from that of group 4.

**Hypothesis 4:** There is no significant difference in the occupational challenges of IDPs in Nigeria based on highest educational qualification.

Table 8
Analysis of Variance (ANOVA) Results Showing IDPs’ Occupational Challenges Based on Highest Educational Qualification

<table>
<thead>
<tr>
<th>Source</th>
<th>Sum of Squares</th>
<th>df</th>
<th>Mean Squares</th>
<th>Cal. F-ratio</th>
<th>Crit. F-ratio</th>
<th>Sig.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Between Groups</td>
<td>110.230</td>
<td>2</td>
<td>55.115</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Within Groups</td>
<td>15347.848</td>
<td>397</td>
<td>38.660</td>
<td>1.42</td>
<td>3.00</td>
<td>0.24</td>
</tr>
<tr>
<td>Total</td>
<td>15458.078</td>
<td>399</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
The results in Table 8 indicated that the calculated F-ratio was 1.42 while the critical F-ratio was 3.00, and a p-value of 0.24, greater than 0.005. Since the calculated F-ratio was less than the critical F-ratio and the p-value was greater than 0.05, the null hypothesis which stated that there is no significant difference in the occupational challenges of IDPs with respect to highest educational qualification was accepted.

**Discussion and Conclusion**

Analysis of the 20 items in section B of the questionnaire revealed that internally displaced persons have high occupational challenges as indicated by the mean scores. This is consistent with the assertion that the occupational struggle of internally displaced persons is not an easy task as a result of the miserable economic conditions in shelter-cities (*Palestine-Israel Journal, 2012*). The reason for this could be the increasing rate of IDPs’ figure in recent times, which are largely due to incessant attacks by insurgents, particularly in the north-east region of Nigeria, and which has forced many to abandon their homes, occupations and other properties in search of safe havens. It could also be the result of the economic crunch bedeviling Nigerians, where even those without experience of internal displacement and highly qualified persons are not occupationally engaged, much less those who have suffered internal displacement.

Item 1 stated that “internally displaced persons suffered loss of employment” and was ranked 1st with a mean score of 3.73. This implied that a major occupational challenge confronted by IDPs was the loss of employment which provided them a living prior to the displacement suffered, which ultimately made them become occupationally disengaged. Item 2 was ranked 2nd with a mean score of 3.41 and it stated that internally displaced persons suffer vocational discrimination. This result is not surprising since most employers of labour and even typical employees display negative attitudes toward IDPs who indicate interest in working in their organizations. This largely informed why some IDPs preferred being self-employed by enrolling for skill acquisition training to struggling for placement in business organizations. Item 3 ranked 3rd with a mean score of 3.18 and it stated that IDPs suffer marginalization by employers of labour. Item 4 ranked 4th with a mean score of 3.09 and it stated that IDPs get isolated due to their being jobless. Due to refusal of employers of labour to accommodate them in their business organizations, IDPs tend to isolate themselves from other members of the society and this informs why some would prefer continuous stay in shelter camps to returning to their various lands of settlement, as well occupations they engaged in before being victims of internal displacement.
Hypothesis one stated that there is no significant difference in the occupational challenges of male and female internally displaced persons. The calculated t-value was greater than the critical t-value, and the p-value was less than .05; hence, the hypothesis was rejected. Therefore, there was significant difference in IDPs’ occupational challenges on the basis of gender. Male IDPs were found to have more occupational challenges than their female counterparts. This contradicted the Palestine-Israel Journal’s (2012) assertion that the occupational struggles of internally displaced persons irrespective of gender, is not an easy task. On the other hand, Dada’s (2006) research report indicated that females were more vulnerable to violence and abuse of all kinds in situations of internal displacement. The vulnerability has to do with the preference they are accorded by security personnel in exchange for sexual gratifications, for which they in turn, receive food as well as clothing and other relief materials. This is an aspect that puts male IDPs at a disadvantage. This largely corroborated the findings of this study in hypothesis one.

Hypothesis two was rejected because the calculated f-ratio was greater than the critical f-ratio, and the p-value was also less than .05. Thus, the null hypothesis which stated that there is no significant difference in the occupational challenges of IDPs based on religion was rejected. It therefore implies that there was significant difference in the occupational challenges of IDPs on the basis of religious affiliations. This finding corroborated the claims of Muhammed (2006) that religious affiliations play predominant roles in assessing vocational, health and psychological concerns of internally displaced persons. He further posited that Muslims and Christians alike discriminate against one another, particularly in the north-eastern part of Nigeria, and this ultimately informed why many people, IDPs inclusive grapple with occupational problems during situations of internal displacement particularly when it is related to job placement.

Hypothesis three which stated that there is no significant difference in the occupational challenges if IDPs on the basis of years of working experience was rejected. The results indicated that the calculated f-ratio was greater than the critical f-ratio, and the p-value was also less than .05. Therefore, there is significant difference in the occupational challenges of IDPs on the basis of years of working experience. This fairly contradicted Ajiboye’s (2013) assertion that as a result of profound discrimination against internally displaced persons by employers of labour, certain earlier acquired vocational skills and human capital could be completely lost due to psychological problems, largely resulting from mental illnesses and prolonged depression, regardless of the IDPs’ number of years of working experience.

Hypothesis four which stated that there is no significant difference in the occupational challenges of IDPs based on highest educational qualification was accepted. This is because the calculated f-ratio was less than the critical f-ratio. Therefore, IDPs alike do not differ in terms of occupational
challenges experienced considering their individual educational qualifications. This corroborates Adegbite’s (2002) assumption that African refugees experience multifaceted challenges, the uppermost being vocational problems. This is however regardless of IDPs’ level of literacy which is measured by the individual’s highest educational qualifications.

Recommendations

The study recommended the following based on the results obtained:

1. Comprehensive occupational assessment of IDPs should be incorporated into IDPs’ programmes in ways that will make the various programmes ultimately beneficial to them. Such assessments could be done through the use of various tests and non-test devices like vocational interest inventory (VII), motivation for occupational preference scale (MOPS), occupational interest inventory (OII), self-designed questionnaire, structured and unstructured interviews, etc. These will afford counsellors the opportunity of appraising IDPs’ occupational strengths, limitations and weak areas and this goes a long way in assisting the counsellor in appropriately giving suitable job placement to the IDPs.

2. Adequately equipped counselling centres should be built in various IDP camps across the country for occupational and psychological assistance as may be required at any point in time during the period that IDPs take shelter and receive other welfare packages in camps.

3. Qualified counselling practitioners should be employed to take active roles in the implementation of various programme plans for the internally displaced persons. Rehabilitation Counselors should be actively involved in the various rehabilitative and shelter programmes designed for internally displaced persons. This may help IDPs to overcome psychological problems that may confront them at different times as they sojourn in shelter camps.

4. It is also necessary to make the counselling body in Nigeria to take active roles in the return of IDPs to their communities, settlements, as well as occupational engagements.

5. Internally displaced persons should be encouraged to engage in petty trading. This will go a long way in reducing their level of dependence on the government, NGOs, and the larger society which is evidently observed in the street begging culture of some IDPs. Networking with IDPs in other camps or states should equally be encouraged in order to extend the practice to them. This would to a large extent reduce street begging, loitering, as well as touting.

6. Internally displaced persons should be encouraged to actively participate in skill acquisition trainings organized in shelter camps for their benefit. This will greatly assist in reducing IDPs’ over-dependence on Government, NGOs and other employers of labour for job placement.
References


The Punch, Wednesday, April 15, 2014. Rendered jobless as a result of senseless bombing. p. 15.


