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THE IMPACT OF THE INFORMAL SECTOR ON NATIONAL DEVELOPMENT: STUDY OF THE HUMAN RESOURCE DEVELOPMENT (HRD) ISSUES AND THE CONTRIBUTIONS OF THE ROAD SIDE MECHANICS, ARTISANS/TECHNICIANS ETC. TO THE ECONOMY IN OSUN STATE, NIGERIA

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IKEJI

ABSTRACT

The informal sector which, to a large extent, is an important arm of the economy of most developing countries is considered as a major key to self-employment and sustainable economic development. What has come to be known as the informal sector is not new in both socio-economic literature and practice. The study observes the presence of two sectors which are interdependent, interrelated and functional as extension of one another, but distinct, in organization, orientation, capacity and technological base. The informal sector consists of petty traders hawkers, tailors, carpenters, taxi-drivers, small-scale workers machine repairers, mechanics, bricklayers, shoe-makers, carpentry, smithing and watch-repairers, etc. The study sees the informal sector as an important sphere of production not only of its contribution to employment but also because it aids in skills formation and ultimately the formation of human capital, which needs to be constantly trained and re-trained. The study examines the extent of the sectors contributions to National development and Human Resource Training Development issues. The research design adopted is survey and documentary analysis. The survey involves the collection of data from existing records and findings of the opinion on the subjects through the use of structured questionnaire. Stratified sampling technique was used to select the respondents for the study. The instrument was validated and pilot-tested to ascertain the internal consistency using Cronbach Alpha. Data obtained were analyzed, using mean one-way analysis of variance, percentages and frequency count. Majority of the respondents are of the view that the informal sector plays enormous role in national and family socio-economic growth and development. The study is of the view that if Human Resource Development is to be perceived as an essential foundation for economic and industrial development, deliberate and conscious efforts and planning need to be done to be able to match the pace of economic and industrial progress with quantitative and qualitative human capital development in the informal sector. Based on the findings some recommendations are made which we believe will improve the current level of training efforts.

KEYWORDS

informal sector, economic development, human resource development: apprenticeship training, formal sector, economic growth.

1.0 INTRODUCTION

1.1 BACKGROUND TO THE STUDY

The concept "the Informal Sector" came into focus in Nigeria only in the last fifty years while the sector has existed in many countries in one form or the other. Prior to this, the identification and subsequent recognition of its roles were forced upon researchers and policy makers, as a result of the unprecedented growth of population and labour force in urban areas, the ability of this sector to absorb such rapidly growing labour force, and the parallel production of goods from a different combination of capital and labour which this sector has openly demonstrated (Odetola, 1993)

The ILO for example in a mission to Kenya in 1972 drew emphatic attention to the activities of this sector. It became recognized that the work and products of large numbers of people, are not acknowledged and have gone unrecorded in government statistics and accounts. Researchers however discovered that the workers in this sector were not acquiring their skills in the formal educational system. Therefore, the concepts "non-formal" and "informal" were introduced by researchers and educational planners.

There has been some increasing recognition being given to this sector due to several factors which according to Odetola (1993) include the following

- The decline of government and private sector activities in employment due to structural adjustment problems;
- The deliberate targeting of this sector by the international development community who now believe that far more needs to be done to channel development aids to the groups for which they were directly intended;
- The continued expansion and dynamism of this sector in spite of policy neglect and the wish and hope that it would disappear.

Due to these development researchers, development practitioners and policy makers have been seeking to know more about the structures, roles, functions, employment generating capacities, conditions of work, training and developing entry requirements, wages, incomes as well as intervention possibilities for the informal sector further development and growth.

It also became increasingly clear to government, as well as to industry and commerce, that the growth and economic advancement of the country required in addition, the services of trained workers and professionals who possessed technological skills and executive capacity to provide specialized services of all sorts, both for the formal sector and the informal sector of the economy. Up till now, two major systems of manpower development, provide the bulk of trained manpower for the nation's economy. These are the formal institution-based training system and the industry-based training system. It is the recognition of the important role of industry-based training that had led to the establishment of the Industrial Training Fund (ITF) by Decree 47 of October 1971. The importance of skills training and re-training was aptly recognized by Harbison (1982). The late professor Harbison epitomized this very clearly in his book when he wrote.

"Human resources not capital, not income, not material/ resources constitutes the ultimate basis for the wealth of nation- capital and natural resources are passive factors of production, human being are the active agents who accumulate wealth, exploit material resources, build social economic and political organizations and carry forward national development. Clearly a country which is unable to develop skills and knowledge of its people, and to utilize them effectively in the national economy will be unable to develop anything else..."

From the above, one can assert that on the agenda for economic development of any nation, human resources training, development, and utilization must always be taken as important critical items. Furthermore, it can be stated that the economic development of nations is ultimately the result of the human effort. It takes an appreciable number of talented and skilled people to search for, discover and tap a nation's natural resources, mobilize capital and develop requisite and relevant technology for industrial production. Where a country lacks high quality technical and engineering manpower, it cannot build anything else, whether it be a modern political system, sense of national unity or a prosperous economy. The informal sector of the Nigeria economy has shown great resilience and continued dynamism. This is inspite of neglect by decision makers and a constraining policy environment. It has been estimated that this sector in Sub-Saharan African accounted for over sixty percent of the urban labour force (ILO 1988, 1986). The same study estimates that the sector contributes about 20 percent of the Gross Domestic Product (GDP). Similarly, about 40 percent of businesses which exist in this sector in 10 Sub-Saharan African Countries pay fiscal registration or other fees.

According to Fapohunda (1999) the informal sector contributes an estimated 20 percent to total GDP in Africa. The proportion of the contribution is 35 percent within the sector. Trade contributes 50 percent, which is the highest to the GDP. This is followed by industry at 32 percent and the services coming third at 14 percent.

This sector has been absorbing the rapidly growing urban labour force. Indeed, employment in the informal sector has been growing at the rate of about 6.7 per annum in the first half of the 1990's. Between 1995 and 2000, employment in this sector reached about 22 million which is about 60 percent of the urban labour force (Fluitman, 2000). It has been argued that in theory there is no limit to the number of people who can be absorbed by the informal sector. Because of the ease of entry and exit, the informal sector continuously attracts new entrants, since it offers a large scope for entrepreneurship development, and the building of technology capacity through production.

Most of the labour is provided by the proprietors, unpaid family members and apprentices. The family networks and grassroots institutions, which are easily accessible, provide most training.

It is realized, therefore that training (HRD) for self-employment is a viable key to sustained economic development. To promote self-employment is to encourage initiative and innovation, to promote savings and investments as well as guarantee more equitable distribution of income. In this regard the promotion of small enterprises development is the key to self employment. Small enterprise promotion adds flexibility to economic activity by responding more readily to economic changes than larger ones (Castro, 1990)

In general, the informal sector far outstrips the modern sector in employment generation in the developing countries. Since, as it is now recognized, this trend is virtually irreversible, training efforts, geared towards the development of this sector must not be considered makeshift interim or transitory. The approach to and the organization of training and development must be well thought out. This is what has motivated this study.

The study takes a preliminary look at some possible approaches. It is important that the initial step to be taken for human resources development in the informal sector is to undertake a needs assessment survey for training in this sector.

SCOPE OF THE STUDY

The study is designed to examine the impact of informal sector of the economy on National Development, the contribution of the roadside mechanics, artisans, crafts-men, technicians, traders etc the study of Human Resource issues in Osun State of Nigeria.

The choice of Osun State was informed by the large concentration of Road Side Mechanics, Craft Men. Artisans, Crafts Men, Technicians, Traders etc, in Oshogbo, Ilesa and Ile-Ife, areas of Osun State.

SUMMARY OF LITERATURE REVIEW

The literature reviewed for this work indicates that the studies on the informal sector had initially concentrated on collecting data at the micro-level focusing on small production units and enterprises. This initial intention was to gather basic information on the structure of the informal sector as well as on the characteristics and behavior of entrepreneurs in the sector and hence, were mainly exploratory in nature. Most of these were carried out as surveys by the International Labour Organization (ILO) between 1973 and 1978 (Sethuraman (1981) these initial studies had assisted in laying the foundation for an understanding of the sector. From available evidences only a few (perhaps less than a handful) studies were conducted on Nigeria (Mabogunje and Filani 1981; Fapohunda, 1981; Mabawonku, 1975; Oyeyeye, 1979, 1980; Sinclair 1977; Nafziger. 1977). While some of those quoted above have addressed the informal sector, a few have focused on the subject only peripherally thereby emphasizing the paucity of literature on this subject.

However, a few studies that have predated the advent of the concept are particularly useful. These studies have also examined African educational systems from the perspectives of employment generation (Callaway 1964, 1971 and 1973).

According to Odetola (1993) there has never been a systematic study of this sector even in an exploratory manner, until after 1990.

According to him the first policy mention of the informal sector in Nigeria appeared in the rolling plan which was published in 1991; and this was in two or three paragraphs. However, international organizations such as the United Nations Development Programme (UNDP) and ILO which have long realized the critical importance of this sector to the Nigerian economy have sponsored baseline studies, programme support document and project for this sector.

Most of these projects have been channeled through the Nigerian Directorate of Employment (NDE). A deeper involvement and greater participation of other Nigerian development agencies is therefore needed.

The review also indicates that for the past two decades or more, researchers and planners have been grappling with the problems of properly delineating and defining the informal sector. Even now, no universally acceptable definition has been reached. This is not surprising because of the fact that the sector embraces a wide variety of activities which are not reckoned with in statistics "including all sorts of manufacturing activities, construction, trade and commerce, repairs and other services. For example, informal sector workers make beds and pots and pans, they repair watches, cars and radios; they write letters, lend money run restaurants and barbers' shops on the road side; they transport goods and people on their motorbike; they sell fruits and cooling oil and cigarettes by the piece" (Fluitman, 1989).

The informal sector workers are also found in agriculture in training and financial services. A worker in this sector can be a small scale farmer, an off season non-farm worker migrant, retired civil servants and school leavers, and school dropouts. The handicapped, refugees etc. the unending list may be supplemented by the activities of smugglers and others who may, in one way or the other, affect the economy.

The activities of the informal sector, though important, go largely unrecorded in the total national accounting. Most of the workers in this sector are not regulated. The informal sector workers do not have access to modern formal institutions of credit, formal training institutions nor to organized markets. The enterprises usually operate outside the national legal framework although in Nigeria, they are often harassed by public environmental agents, custom and tax officials, local government officials, etc. They are not subject to labour laws. They are often small in scale of operation and number employed. Apart from the production and distribution of goods and services, the operators are often self-employed. The self-employment characteristics is a distinguishing feature of the informal sector because it emphasizes self-independence. Most training activities have been confined to the formal sector while training for people in the informal sector were considered to be mainly preparatory for work in the formal sector.

Bowland (1989) had earlier suggested that appropriate training approaches in the informal sector are scarce and not often well adjusted to this target group. The informal sector because of the growing demands for employment, has special human resources development problems which must be addressed.

The review has been of tremendous importance in the construction of the instruments used for the study.

However, the review showed a dearth of literature on clear areas where training could pay off or make impacts which are worthwhile for the informal sector of the economy. The situation presents a wider gap when one cannot hold on to any current and specific study attempting to examine the extent and impact of decisive human resource development effort of the informal sector.

Bearing in mind however the fact that the findings from the various studies relate to other areas of informal sector contributions cannot serve the unique purpose of this study. It therefore becomes pertinent that an investigation into our unique situation be carried out.

In realization of the aforementioned, and bearing in mind the onerous task of improving HRD issues of the sector, there is urgent need to investigate the impact of the sector to the economy and examine the human resource development issue.

RESEARCH METHODOLOGY

The study is designed to examine the impact of the informal sector of the economy on National Development, the study of Human Resource development issue and the contributions of the roadside mechanics artisans, crafts-men, technicians. etc. in Osun State, of Nigeria.

The research design adopted for this study is survey and documentary analysis. The survey research involves collection of data from existing records and findings of the opinion on the subjects through the use of structured questionnaire. Stratified sampling technique was used to select the respondents for the study. The

instrument was validated and pilot-tested to ascertain the internal consistency using Cronbach Alpha. Data obtained were analyzed using mean one-way analysis of variance, percentages and frequency count. The reliability coefficient of the questionnaire was 0.71.

The instrument used was personally developed and administered by the researcher. The instrument was validated by three experts from the field of Human Resource Development, Management, Training and Education.

Two sets of questionnaire were designed: to be completed as follows: (1) the interview question, i.e. the self-completion questionnaire and the main the questionnaire. All were personally administered by the researcher, together with some tutors and students of the Department of Entrepreneurship Studies of the University.

SUMMARY AND ANALYSIS OF FINDINGS

ANALYSIS OF THE IMPACT OF THE INFORMAL SECTOR ON NATIONAL DEVELOPMENT

TABLE 1: RESPONDENTS MEAN SCORES ON THE IMPACT OF INFORMAL SECTOR ON THE NATIONAL ECONOMIC/DEVELOPMENT

a. Contributes substantially, to economic development, through	Tech N=138		Art N=133		SU N=135			
	Mean Tech	SD	Mean art	SD	Mean SU	SD	Combined Mean	Re- marks
(i) Low cost supply of Goods	4.10	1.26	4.10	1.27	4.10	1.27	4.10	A
(ii) Reliance on indigenous resources & skills	4.43	0.97	4.45	0.93	4.47	0.83	4.45	A
(iii) Source of gainful employment	4.26	1.21	4.46	1.22	4.225	1.26	4.26	A
(iv) Positive income contribution	4.24	1.25	4.25	1.25	4.24	1.25	4.24	A
(v) Quality and services produced compare favourably with what obtains in the formal sector	4.24	1.25	4.39	1.09	4.40	1.07	4.34	A
(vi) Cheaper quality products, services and labour and comparable low over-heads.	4.67	0.88	4.65	0.95	4.66	0.94	4.67	SA
b. Enhances the quality and standard of living	4.69	0.88	4.69	0.87	4.20	1.61	4.52	SA
c. Serves as a price control device on the formal sector	4.69	0.88	4.65	0.95	4.67	0.93	4.67	SA
d. provides out let for the disadvantaged, the poor women and the minorities.	4.45	1.20	4.59	1.35	4.61	0.80	4.55	SA
e. Offers a large scope of entrepreneurship development.	4.70	0.86	4.66	0.93	4.67	0.93	4.67	SA
f. Building of technological capacity through production.	4.59	0.85	4.59	0.86	4.61	0.80	4.60	SA
g. Serves as a training ground for those who later move to formal sector.	4.38	1.11	4.39	1.09	4.39	1.08	4.39	A
h. Represents the market which integrates a vast training system through which critical development and economic needs are met.	4.40	0.83	4.59	0.86	4.40	1.07	4.46	A
i. Makes use of domestic labour and raw material more efficiently and more intensively than most of the formal sector.	4.20	1.10	4.39	1.09	4.41	1.05	4.33	A
J. Contributes high percentage of gross domestic product (GDP)	4.59	0.85	4.39	1.09	4.91	0.80	4.53	SA
k. Serves as source of employment generation and expansion in the country	4.69	0.88	4.59	0.83	4.56	0.94	4.65	SA

Tech = Technicians Art = Artisans SU = Supervisors SD Standard Deviation, SA = Strongly Agreed, A= Agree

Data in table 1 indicate the combined mean scores of the Technicians, Artisans and Supervisors on the impact of the informal sector of the economy on National / development. Data show that the participants considered and agreed that the informal sector contributes substantially to economic development through low cost supply of goods =4.10, reliance on indigenous resources X = 4.45, sources of gainful employment X = 4.26 positive income contribution X = 4.24, quality of services produced compare favourably with what obtains in the formal sector X = 4.34 and strongly agreed that cheaper quality products, services and labour and comparable low over heads. X = 4.67. participants also strongly agreed that informal sector activities enhance the quality and standard of living X = 4.69

TABLE 2: SUMMARY OF THE ANALYSIS OF VARIANCES OF THE RESPONDENTS ON THE IMPACT OF THE INFORMAL SECTOR ON NATIONAL DEVELOPMENT

Sources of variance	SS	df	ms	F	Level of Significance	Remarks
Between groups	0.003	2	0.0015	0.052	0.05	NS
Within groups	2.991	105	0.0284			
Total	2.994	107				

Data in table 2 show the result of the analysis of variance ANOVA summary on data regarding the impact of the informal sector on the National Economic Development. The data showed that there is no significant difference between the test score on the contributions of the sector to the National economy with an f. ratio of 0.05. Since the calculated F- ratio is less than the table value of 3.09 the null hypothesis is retained.

FINDINGS IN RESPECT OF IMPACT OF THE INFORMAL SECTOR ON THE NATIONAL ECONOMIC DEVELOPMENT

A large proportion about 82% of the respondent are of the opinion that the informal sector of the economy is contributing substantially to the nation's economy in terms of low cost supply of goods, reliance on indigenous resources and skills and as a source of gainful employment. This is referred to as the "Positive income contribution theory" of the informal sector. The quality and services produced by the informal enterprises in many cases, compare favourably with what obtains in the formal sector according to this school of thought (respondents). To these groups, the goods and services are often cheaper in the informal sector largely because of cheap labour and comparably low overheads. Therefore, the informal sector enhances the quality and standard of living, and in many ways serve as a price control device on the formal sector.

On the other hand, about 18% of the respondents see the operators of the informal sector as a horde of hawkers, petty traders and unskilled workers in obsolete occupations, whose employment is casual and intermittent, with a fair leavening of illegal activities who make little and negligible, insignificant contribution to the national economy.

DISCUSSIONS AND INTERPRETATIONS OF RESULTS

The issue of national or economic development is widely and richly discussed by many scholars in literature as well as in public lectures and conferences. It has been argued that in theory, there is no limit to the number of people who can be absorbed by the informal sector. Because of the ease of entry and exit, the informal sector is perhaps the only outlet for the disadvantaged, the poor, women and the minorities. The informal sector continuously attracts new entrants, since it offers a large scope for entrepreneurship development, and the building of technological capacity through production.

The informal sector attracts a wide variety of entrants from the labour force because of low start-up costs. Many entrepreneurs obtain much of the initial capital from relatives, friends and personal savings. Most of the labour is provided by the proprietors, unpaid family members and apprentices. The family networks and grassroots institutions which are easily accessible provide most training. With the opportunities offered by the entry conditions, the informal sector sometimes offers greater income than the formal sector. It also often serves as a training ground for those who later move into the formal sector wage earning system. According to Odetola (1999) the informal sector represents the market which integrates a vast training system through which critical development and economic needs are met. The informal sector makes use of domestic labour and raw materials more efficiently and more intensively than most of the formal sector. Entrepreneurs often produce on a made-to-order basis thereby responding to shifts in demand.

According to ILO study of (1986) this sector in sub-Saharan African, accounted for about sixty percent of the urban labour force.

Odetola (1993) estimated that the sector contributes about 20 percent of the Gross Domestic product (GDP) in African. The proportion of this contributes is 35 percent within the sector. Trade contributes 50% percent, which is the highest to the GDP; this is followed by industry at 32 percent while services are coming third at 14% percent.

By inference there seems to be a settled consensus that it is related to the process of growth in total and of course per capital incomes of development nations, accompanied by fundamental changes in the structure of their economies. In this study, we construe national development to mean the totality of all those activities within an economy whose main objective is to raise the living standard and general wellbeing of the people in the economy. This study reveals two major school of thought which were earlier identified by Fapohunda (1993) the "illegal Activities theory" which sees the operators of the informal sector as a horde of hawkers, petty traders and unskilled workers etc. The other school of thought via the "Positive Income Contribution Theory" holds a converse opinion that in spite of the petty casual and parasitic nature of the activities of the informal sector, it still contributes substantially to a developing nation's economy in so many ways. i.e. in terms of low cost supply of goods, reliance on indigenous resources and skills, and as a source of gainful employment.

According to Diyo and Iliya (1999) a government that subscribes to the former sees the informal sector as a nuisance and would want it eliminated. A government that subscribed to the latter theory would offer every possible assistance and would incorporate the informal sector in the national development equation. Considering all the above, it is the view of this study that the informal sector enterprises, if properly managed organized and assisted will in the future be the main source of employment generation and expansion in the country.

FINDING IN RESPECT OF THE CURRENT LEVEL OF HRD PRACTICES IN THE INFORMAL SECTOR

The study reveals that a large proportion of respondents have in existence, although not written, HRD practice policies. It is also evident as well that large number of the respondents are aware of the importance of human Resource Development, training and retraining as instruments of operational efficiency, organization development and improvement of manpower performance, only very few within those surveyed were offering training based on the needs of the workers. Other on-the-job training and apprenticeship training are haphazard and remains very much the antiquated method of "Sitting next to Nellie" or a brand of apprenticeship method in traditional occupation. There are however some (fairly organized) brands among those practicing some sort of training whose on-the-job-training are not even documented. In this category of the apprenticeship scheme which is very common in the sector, makes the sector a training ground for many workers and a source of gainful employment opportunities. In a few workshops of some of those surveyed, practical skills (which we observed in most cases are indigenous in nature) and entrepreneurial latent are developed at low cost.

On the other hand, the group that are not training do not have any defined training responsibilities and the function is one of a number of general responsibilities carried out by other workers/ staff since they do not have any training policy, they do not make adequate provision for training.

DISCUSSIONS AND INTERPRETATIONS OF RESULT

Fapohunda's earlier findings (1999) on the nature and character of informal sector enterprises observe that the level of education of the owners and workers in the informal sector is very low, even though a substantial proportion of them can read and write, they hardly do business with the governments or their agencies (only about 9.5% of the sample did). It could be argued that the above represents the reason for lack of training plan, absence of training or insufficient training in many informal sector enterprises. The informal sector relies almost entirely on indigenous human and material resources and skills. The apprenticeship system of training which is very much in use in the sector makes the sector a training ground for many workers. According to Oparango (1999) there has not been any purposefully directed training and development input by national planners into the teaching-learning process in the informal sector. This has created the inadequate learning processes and poor environment in the workshops and particularly the mechanics workshops. Odetola (1993) had earlier described training in the informal sector as ineffective, inefficient or even impossible. Most training activities have been confined to the formal sector and training of people in the informal sector were considered to be mainly preparatory for work in the formal sector. To this effect appropriate training approaches in the informal sector are scarce and not often well adjusted to the target group. Since the traditional apprenticeship system is the recognized approach to human resource development and training in this sector, it is preferable to seek to improve this system within the constraints under which small firms operate.

FINDING WITH REGARDS TO THE PROBLEMS /CHALLENGES OF THE INFORMAL SECTOR

Virtually all the respondents indicated the following as problems/ challenges facing the sector:

- Lack of articulate policy for the sector in which national development goals and objectives could be clearly specified and the role expected of the informal sector stated.
- Target setting as well as machinery for achieving monitoring and controlling operations of the sector.
- Need for enduring strategies and institutionalized procedure/ policy to address the numerous recurrent problems confronting the sector.
- Limitations in operating capital and lack of access to credit.
- Shortage of skilled managerial and technical manpower.
- Inadequate interaction between the informal and formal sectors.
- Lack of strategies for updating skills and broadening knowledge
- Limited technology and lack of access to credit facilities and others.

DISCUSSIONS

The earlier study by Diyo & Iliya (1993) indicated that despite the importance and potential of the informal sector, the sector did not benefit much from the government huge sums of money that was invested in the economic development of the country. Our study viewed that this was due to the fact that the informal sector "Operates under various disadvantages, limitation in operating capital, limited technology, lack of access to credit facilities etc.

CONSTRAINTS MILITATING AGAINST THE APPLICATION OF HRD PRACTICE

Analyses of the research question on the constraints militating against the application of structured HRD practice for the training of workers in the informal sector in respondents mean scores.

TABLE 3

Constraints Militating against application of structured practice training	Tech N=138		Art N=133		SU N=135			
	Mean Tech	SD	Mean art	SD	Mean SU	SD	Combined Mean	Re- marks
1. Lack of resources	4.075	1.09	3.99	1.22	4.05	1.00	4.02	H
2. Lack of facilities /equipment	4.29	1.00	4.19	1.11	4.28	1.00	4.25	H
3. Lack of Time for HRD	4.31	1.04	4.35	0.91	4.09	2.29	4.24	H
4. lack of trained trainers	4.35	0.94	4.11	1.12	4.2	1.02	4.22	H
5. Negative attitude of collaborators	4.31	0.89	4.25	0.96	4.28	0.97	4.28	H
6. No articulate HRD policy	4.39	0.93	4.50	0.62	4.42	0.77	4.43	H
7. Lack of fund/ capital (no budgetary provision)	4.36	0.94	4.49	0.62	4.47	0.69	4.44	H
8. Lack of qualified trainers	4.07	1.05	3.81	1.33	1.92	1.19	3.27	M
9. Lack of coordinating bodies	2.88	1.51	4.31	0.90	4.33	0.94	3.84	H
10. Absence of knowledge of HRD function	4.35	0.94	4.25	0.96	4.30	0.93	4.29	H
11. Changes in social situation	2.75	1.86	2.48	1.42	2.44	1.45	2.55	M
12. Lack of encouragement from government.	2.17	1.34	1.99	1.17	2.21	1.33	2.12	LC
13. Lack of opportunist is bureaurationisation	2.24	1.33	2.21	1.20	2.25	1.31	2.22	LC
14. changes in economic situation	2.54	1.30	3.42	1.49	3.50	1.43	3.15	M
15. lack of sensitivity	1.95	1.18	2.98	1.17	1.99	1.56	1.97	L
16. Bureaucratization.	3.76	1.39	2.51	1.54	2.50	1.84	2.92	M
17. expected financial benefit of training not known	2.03	1.24	2.67	1.43	2.30	1.51	2.33	LC
18. Technical difficulty of the proposed training	4.15	1.12	4.21	1.01	4.19	1.12	4.18	H

Tech = Technicians Art = Artisans (133) SU = Supervisors (135) SD Standard Deviation, H = High constraint, M = Moderate, LC = Low constraints, C = combined. HRD = Human Resources Development

TABLE 4: SUMMARY OF THE ANALYSIS OF VARIANCE OF THE RESPONSES OF TECHNICIANS ARTISANS AND SUPERVISORS ON CONSTRAINS

Sources of variance	SS	df	ms	F	Level of Significance	Remarks
Between groups	0.12	2	0.06	0.06	0.05	NS
Within groups	48.36	51	0.95			
Total	48.48	53				

SS = Sum of squares, df = degree of freedom, ms = means square, f = f- ratio, NS No Significance.

FINDING IN RESPECT OF THE CONSTRAINTS MILITATING AGAINST THE APPLICATION OF STRUCTURED HRD PRACTICE IN THE INFORMAL SECTOR

A large proportion of respondents indicated that lack of resources, facilities, equipment and time, lack of trained trainers/ institutions, lack of sensitivity to training and the negative attitudes of collaborators are the major obstacles or constraints militating against the application of structured HRD practice in the informal sector. Others are, lack of capital, exigency of service lack of co-coordinating bodies bureaucratization; lack of encouragement from Government, lack of recognition (ignored) by the Government, lack of training opportunities, lack of articulate training policy; are other constraints militating against the practice of purposeful and structured training approach in the informal sector.

DISCUSSIONS

The research observed that the family network and grass roots institutions which are easily accessible, provide most of the current training practices.

It was also observed that human resources development in the informal sector was done mainly by private individuals and a few organizations. The contribution of government training agencies was indirect, coming from the formal education system.

Since most of the workers had little or no formal education, they usually acquire their skills learning by attaching themselves in form of apprenticeship to a master craftsman for a given period of time which varied depending on the type of skill being learned, the level of entry education of the apprentice, before starting the apprenticeship, the age and the attitude of the apprentice. The apprentice learns by watching the master craftsmen or senior apprentices and by repeating what he has seen the master done. There was no written programme of study in all the workshops visited. What-ever could be learned depended on how skilled the master craftsmen were. This is the same for all the Artisans/ Technicians in the motor mechanic, welding, electrical, building construction, bricklaying, carpentry and joinery workshops.

The study also observed that most of the workers (respondents) were immigrants from rural areas. In terms of Human Resources Development, the workers/ respondents in the study area, had very few years of formal education hence whatever skills they had were acquired through the apprentice system on-the-job.

CONCLUSION

The study considers that the informal sector is a living phenomenon in Nigeria. its sheer size alone should kindle government's attention and its numerous contributions to developments must be gracefully acknowledge

In addition to the multifarious conceptions is the ambiguous nature of the sector. In view of these, delineating and defining the sector boundary is a vigorous task. A complex analysis of interplaying variables is required not only to understand the dynamics of the sector, but more importantly to draw a line between the sector and other sectors of the economy. Hence no universally acceptable definition has been reached. Earlier studies of Culger J. et al 1978, Yunusa 1993) suggest the existence of two sectors which are interrelated and function as extension of one another but remain distinct in organization, orientation capacity and technological base. The informal sector has been described as an intermediate between the traditional farming sector and the formal sector or modern sector consisting of petty traders, and hawkers, tailors, carpenters, bricklayer, small scale workers motor car repairers, mechanics, machine repairers, and small scale industries. Others prefer to call it a substantial "indigenous economy" rather than an informal sector.

It is apparent that all concepts that have been used to describe the sector connote the sector as covering all economic activities that either lack formal transactions, not measured in official statistics of national gross product (NGP) or escape from taxation although today in Nigeria, some form of taxation is being imposed. Activities often included in this group are hawking, barbing shops, the "mama put" eating houses, dyeing, leatherworks, knitting and even some capital intensive activities like carpentry, automechanic, photography, tailoring and photocopying shops among others.

CONTRIBUTIONS OF THE SECTOR

The study suggests that the sector plays enormous role in national and family socio-economic growth and development. It has remained an avenue for the urban women and youth to realize themselves, accumulate capital, and pursue personal and societal economic interest. Congent contribution of the sector can be noted in the area of employment and income generation, training and capital accumulation and provision of other social services that the state has somehow neglected.

OTHERS INCLUDE

- (i) Employment Generation
- (ii) Income generation
- (iii) Capital formation and training
- (iv) Social services contribution

HUMAN RESOURCE DEVELOPMENT ISSUES

The study suggests that human resource Development activities in the informal sector has been generally considered to be haphazard, unstructured ineffective and inefficient.

Most training activities have been confined to the formal sector and training for people in the informal sector were considered to be mainly preparatory for work in the formal sector. The study also observes that appropriate training approaches in the informal sector are scarce and not often well adjust to this target group. The informal sector, because of the growing demands for employment, has special human resource development problems which must be addressed. It is the informal sector which absorbs retrenched labour due as a result of economic restructuring; it is the sector which also supports the national economy to assimilate new technologies and to cope with mounting demographic pressures.

The study believes that training for self-employment is the key to sustained economic development. To promote self-employment is to encourage initiative and innovation, to promote savings and investments as well as guarantee more equitable distribution of income. In this regard, the promotion of small enterprises development is the key to self-employment. According to Castro, (1990) Small enterprises promotion adds flexibility to economic activity by responding more readily to economic changes than large ones.

In other developing countries the informal sector far outstrips the modern sector in employment generation, since, as it is now recognized, this trend is virtually irreversible, training efforts, geared towards the development of this sector must not be considered makeshift interim or transitory. The approach to and the organization of training must be well thought out.

SUGGESTED POSSIBLE APPROACHES

It is important that the initial steps to be taken for human resources development in the informal sector is to undertake a needs assessment survey for training in this sector. It is believed that Entrepreneurship Universities like Joseph Ayo Babalola University or and the Industrial Training Fund (ITF) can itself initiate such a programme. It must be noted that not all the participants in this sector can most meaningfully, gain from training although substantial success has been recorded in training informal sector workers, through the National Directorate of Employment. (NDE)

Since the traditional apprenticeship system is the recognized approach to training in this sector, it is preferable to seek to improve this system within the constraints under which small firms operate. Some suggestions are offered below:

- (i) A mechanism must be devised to protect the apprentice but without discouraging crafts men from accepting apprentices, through various legislative means. This can be achieved through the setup of sectorial societies and professional unions and associations.
- (ii) Master craftsmen must be induced to become more dedicated trainers. Indeed, it might be a profitable idea to organize special training programmes for craftsmen. It is believed that this is being carried out by the Industrial Training Fund (ITF) presently. If not, it is a programme which needs urgent attention and which will yield highly profitable results.
- (iii) A profitable approach is to combine training with production (in-plant training) since it has concrete advantages. Training cum production is difficult to operate; a first danger is that training focuses essentially on conventional academic matters and leaves production alone. A second danger is that production for the market becomes the sole objective while training is down-graded.

Any effort at venturing into training in the informal sector must also take cognizance of the special needs of the entrepreneurs. These people have very little time, little money, and low level education. Some researchers have devised a primer for informal sector training and from which we can all gain (Castro,1989). This includes that:

- (a) Training has to be very simple
- (b) We should use analogies and example that is familiar to them.
- (c) Compensate their loss of income, otherwise they cannot afford the training
- (d) Repeat many times what was learned
- (e) Move at their pace and capacity if even it looks as if they are five years' old
- (f) They need personalized attention
- (g) Do not try to teach what is not directly relevant to their daily survival
- (h) Inculcate solidarity among members of the group
- (i) Group training is best and must always be geared to increasing solidarity and prepare participants for collective action.
- (j) Training must therefore go beyond skills transmission and include organizing skills (organizing demonstrations and meetings); it must include awareness building and workers education.

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