

Ethnic Diversity and Socio-Economic Development in Southwest, Nigeria

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ABSTRACT

Diversity management shares an important link with Socio-economic development. The study investigated the effect of ethnic diversity on the socio-economic development of southwest, Nigeria. Multiple regression analytical method was used to measure the effect of ethnic diversity which is the independent variable on the dependent variable (socio-economic development) which was measured with indicators like foreign and local investments, employment opportunities, quality education, good social amenities, higher life expectancy and personal safety using SPSS version 20. The reliability coefficient of research instrument was obtained using Cronbach-alpha. Cross-sectional/descriptive research design was adopted. The primary data was collected from five (5) MDAs of 1,571 population using a structured questionnaire from which a sample size of 400 was determined using Taro Yamane 1967. Result shows that ethnic diversity has a significantly positive effect on the socio-economic development of southwest Nigeria.

The study recommended the introduction of activities that could foster unity amongst Nigerians e.g. sports, bridging the social gap between the rich and the poor which has been identified as the major cause of crime, the study also recommends the total overhauling of the northern education system and strict adherence to the federal character rule.

Keywords: Diversity, Diversity Management, Ethnic Diversity, Socio-economic development.

BACKGROUND

Diversity is said to be the process of acknowledging, understanding, accepting, and valuing differences that exist among people living together or working together with respect to ethnicity, culture, religion and social status. The act of working out these differences to the advantage of an organization, community or group of people is referred to as Managing Diversity. (Button, 1989)

Nigeria has six geo-political zones namely Southeast, Southwest, Southsouth, Northeast, Northwest and North central. The Southwest region consist of six states namely Ekiti, Lagos, Ogun, Ondo, Osun and Oyo State with Yoruba as the major tribe and other ethnic groups such as Hausa, Fulani, Igbo, Ebira and Egede to mention a few co-exist with the Yorubas in the aforementioned states. With the difference in ethnicity of the indigene of southwest people and other ethnic groups that have come to reside among them, there has been a lot of conflicts arising from this ethnic diversity. This Ethnic diversity in the Southwest, Nigeria has led to rising wave of banditry, murder and ritual killing among others. This has impeded the socio-economic development of southwest, Nigeria because it prevents farmers from going to their farms and people are no longer free to conduct their businesses due to fear of attacks.

However, human resources development and capacity building has been left to chance, so many graduate

littering the streets without job, leading to poverty, crime, illiteracy, poor health condition, discrimination and many more. Socio-economic development involves bringing about improvement in the system of education, employment opportunities, lifestyles, incomes, skills development, good health facility and investment (including foreign and local) to boost individual's economy and the community at large. Newman (2006) posited that the major cause of insecurity and crisis within a community is poverty and socio-economic deprivation. Graduates in their large numbers are all over without jobs, some of them have decided to get themselves busy and provide for themselves and their families by going into farming. Scholars have found a strong link among poverty, and adverse economic conditions and terrorism (Abadie, 2006). The farms are taken over by cattle and farm products destroyed and eaten up, some have even lost their lives on the way to the farm. Many of these young school leavers and others that are poverty stricken embraces any option offered them to make money or earn a living even if it is going into crime (Akhmat, Zaman, & Shukui, 2014; Gunaratna, 2004; Pedahzur, Perliger, & Weinberg, 2003). In view of the above, this study intends to investigate the effect of ethnic diversity on the socio-economic development of southwest, Nigeria.

1.1 Statement of the Problem

Efficient management of geopolitical differences occasioned by multi-ethnic posture of Nigeria has been a major concern for HR practitioners and the academia. Studies carried out by Aghogho and Ugo (2020); Amara and Kanayo (2015); Haldun and Opeyemi (2016); and Ilesanmi (2014); have established that the Nigerian nation is being ravaged by differences in ethnic, religion, cultural, social diversities causing high level of insecurity, poverty, and injustice through nepotism and other deprivations resulting in a politically-unstable State and threatening its existence. According to Amara and Kanayo (2015), the level of ethnic unrest in Nigeria is so intense that the seemingly efforts toward tackling socio-economic and political challenges in Nigeria appear illusive. A lot of ethnic divides have bedevilled Nigeria and to a considerable extent shake its bounds of unity and development. However, it is glaringly clear that most of the conflicts in Nigeria have ethnic undertone. At different levels, people have experienced ethnic discrimination; people complain of past and present ethnic marginalization, people demand for ethnic rights in their states. Worst of all, states use ethnicity in political discourse and action". Little wonder therefore, that Nigeria has not been able to produce right leaders who operate above ethnic sentiments and interests. Previous elections have been characterized by where the candidates came from rather than the impeccability and credibility of the candidates. Umezina (2012) explains why the National Assembly is replete with many people who are there neither in the interest of the nation but for their own ethnic groups, merit had been sacrificed on the altar of ethnicity. According to Loliya (2016), there has been strong loyalties for ethnic tribe, which has impacted negatively on the growth and development of the society. This has led to conflicts when ethnicity has been used in political allocations and these allocations do not favour a particular ethnic group. This feeling of ill treatment has made some groups to feel cheated and has taken it upon themselves to bridge this social gap by kidnapping in other to earn a living. This kidnapping has further broken down the economy of the country. In that, it has scared away local and foreign investors, depleted the agricultural sector for the fear of been attached along farm ways, farm produce, farm lands and investments are been eaten up by cattle. The Government, in other to combat these menace of insecurity and terrorism had used money that ought to be used for developmental purposes like building of schools, health facilities, portable water, electricity, establishment of industries that will provide employment opportunities for citizens which will eventually translate into a better life and improved social status for citizens has been used for buying ammunitions, arms and weapons, setting up of more security apparatus in other to face the insecurity threat been experienced in the southwest and by extension Nigeria.

1.2 Objective of the Study

The objective of the study is to examine the effect of ethnic diversity on socio-economic development of

southwest, Nigeria.

1.3 Hypothesis of the study

H_{01} : Ethnic Diversity has no significant effect on socio-economic development of southwest, Nigeria.

1.4 Significance of the Study

The outcome of this research will provide information to the citizens of Nigeria on how to value and respect our differences. Also, the study will provide information to the Government and citizens of Nigeria on the importance of ethnic diversity management on the socio-economic development of southwest, Nigeria and by extension Nigeria. It will point out areas we have been using our personal interest to jeopardize the socio-economic development of our nation. And on the long run will translate into a better life, better life expectancy, personal safety and higher gross domestic product with its positive impact on the social status and wellbeing of the citizen.

1.5 Operational Definition of Terms

Diversity: Diversity refers to the unique qualities that make a person, community or society different from another which may include religion, culture and language, etc.

Ethnic Diversity: This is a group of people that share same geographical boundary, same fate, culture, language, and origin that differentiates them from other groups.

Gross Domestic Product: This is the monetary value/worth of a Country's economy over a period of time. The gross domestic product of a country is one of the yardsticks used to measure the economic development of a country.

Managing Diversity: This is making use of differences in religion, culture, language, social class etc. to achieve a positive outcome, controlling these differences to achieve growth and development.

Management: This is a coordinating process intentionally put in place in other to achieve a set goal or target.

Socio-economic Development: This is having a better social life and better economic situation within a country. Citizens enjoying good health facility, good road, good education and improvement in the Gross Domestic Product of the country. A country is said to enjoy economic growth when a better percentage of her citizens are living above poverty level, which is their ability to meet their basic needs.

CONCEPTUAL CLARIFICATION

2.1 Diversity Management

Diversity is a term used to describe a trait of a group or organization. It reveals the extent to which individuals within the group differ from one another either objectively or subjectively (Knippenberg, Homan, Van Kleef & Schippers, 2007). Diversity is conceptualized in terms of group characteristics rather than personal traits, focusing on how group members' differences influence group performance rather than how being unique has an impact on an individual's functioning (Chattopadhyay, George, & Lawrence, 2004). Castania (2003) proposed the definition of diversity as including distinctions in age, class, ethnicity, gender, physical and mental capabilities, race, sexual orientation, spiritual practice, and other aspects of human nature that makes them unique or differ from others. Diversity, according to the Office of Equity and Inclusion Oregon Health Authority (2020), is the recognition of individual differences, including those

related to race, ethnicity, gender, sexual orientation, socioeconomic status, age, physical abilities, religious beliefs, political beliefs, and other ideologies. This implies that diversity has the capacity to make or mar the socio-economic development of a group of people. Thus, the diverse ethnic groups' cohabiting in southwest, Nigeria need to be properly managed and harnessed in order to enhance the socio-economic development of the area.

Consequent upon the foregoing definitions, diversity management can therefore be defined as the recognition and consideration of individual differences when formulating policies, enacting structures and designing work processes in a way that encourages or promotes equity, justice and fairness amongst all. In other words, it can be seen as the structures put in place to ensure people of different ages, sexual orientation, religion, culture, etc. feel equally, fairly and justly treated so as to improve the performance of an organisation or society. Managing diversity is an intentional action and measure put in place in order to achieve a positive outcome from the differences identified in people be it in religion, social status, ethnicity or culture.

2.2 Ethnic Diversity

According to Edewo, Aluko, and Folarin (2014), ethnic diversity refers to many groups that claim membership based on claims or myths of shared history, genealogy, language, race, religion, culture, and territory. Despite that not all of these factors must be present in order for a group to be established, it is crucial that such a group be categorized as having a unique identity that sets it apart from others. The designation of the ethnic group by authoritative institutions like the state, religious organizations, and the intelligentsia, such as local ethnic historians, is what typically triggers processes of self-identification, affirmation, and acceptance by others (Ukiwo, 2005). According to (Green, 2006), ethnic diversity is seen as an immediate contiguity and kin connection and also being born into a particular community, language and sharing the same social practice. This perhaps provides an explanation for the prevalence of ethnic aggressiveness in contemporary Nigeria. The concept of ethnic origin is an attempt to classify people, not according to their current nationality, but according to commonalities in their social background (Yao, Meissel, Bullen, Atatoa Cair, Clark & Morton 2021). Each ethnic cycle supports and protects the interest of one another which makes them to be favourably disposed to one another at the expense of other ethnic groups.

Furthermore, Thomson (2000) opined an Ethnic group as "a community of people with the conviction that they have a common identity and common fate based on issues of origin, kinship ties, traditions, cultural uniqueness, a shared history and possibly a shared language. Ayatse and Akuva (2013) observed ethnicity as the deliberate and conscious linking of one's identity to a particular ethnic group and living with such feeling to determine the way one relates with people and things, ethnicity thus create the brackets of 'we' 'they' 'ours', 'theirs' which is a segregation feeling. Ethnical segregation makes it very difficult for different ethnic groups to agree on anything. The inability of every ethnic group to have access to socio-political goods has continued to impact negatively on the forces of national integration. The southwest, Nigeria is not an exception, each ethnic group desire all available resources to come to them, and available public offices to be given to them, not minding what the lot of other ethnic groups is. This is the major generator of conflict and tension amongst various ethnic groups in the country till date.

Notwithstanding, these conceptualization gives an insight into some important variables of the ethnic group, having a shared culture/language and the recognition as belonging to the same socio-political group. Thus ethnic group can also assert and maintain its socio-political and economic identity. Therefore, an ethnic group consists of those groups that share a common language and ancestry and are equally regarded as so by other ethnic group. Each ethnic group has its own constituted features which do not change and are consistently distributed within this group. From the above, ethnicity can be viewed as a social organization which has both a political and organizational aspect and is always closely associated with political, religious

and other social views (Kings 2002). The geography of Yorùbá land has been conducive to human habitation. The possibility of the cultivation of a variety of crops and the wealth of excellent fishing provided by the rivers made the region attractive to many ambitious immigrants. The rugged northern topography and the marshy southern section provided adequate places of refuge for those fleeing from enemies, insurgency and hunger. A major factor that led to the foundation of most settlements in the southwest region, as borne out in the oral traditions, was the desire for safety. It is no surprise therefore that the region is inhabited by more than one ethnic group. The major cause of bitterness and conflict among the diverse groups that has led to killing, maiming, loss of properties and resources and have eventually resulted into socio-economic downturn.

Ethnic Diversity in Southwest, Nigeria

The following is a list of ethnic groups in southwest, Nigeria:

S/N	STATE	ETHNIC GROUP
1	Ondo State	The Yoruba sub-group which comprises (Akure, Idanre, Akoko, Ondo, Owo) Arogbo ijaw, Ijaw Apoi, Ikale, Ilaje, Akoko, Ondo
2	Ekiti State	Ekiti is the Central Yoruba groups that has only one ethnic group called Ekiti.
3	Osun State	Ife, Ijesha, Oyo, Igbomina, Ibolo.
4	Lagos State	Awori, Ijebu (All other 250 ethnic groups in Nigeria have migrants in Lagos State.
5	Ogun State	Egba, Ijebu, Egbado, Awori, Remo, Egun, Anago, Yewa, Ilaje, Ikale.
6	Oyo State	Oyo, Oke-Ogun, Ibadan, Ibarapa, Ogbomoso.
7	Migrants	All the states in the southwest, Nigeria have other Migrants living with them, especially Lagos state that host virtually all other ethnic groups in Nigeria. Ebirá, Fulani, Hausa, Igbo, Igala, etc

Source: Researcher’s Computation (2021)

2.2.1. Federal Character Breach and Socio-economic development of Southwest, Nigeria.

Since the Nigerian Constitution was adopted in 1979, the “Federal Character” principle has worked to guarantee that appointments to public sector institutions fairly reflect the linguistic, ethnic, religious, and geographic variety of the nation (Adamolekun, Erero, & Oshionebo 1991). According to Ammani (2014), Federal Character is the distinct desire of the Nigerian people to advance national unity, foster national loyalty, and give every citizen of Nigeria a sense of belonging to the country despite any possible differences in ethnic origin, culture, language, or religion. They want to nurture and use these differences for the benefit of the Federal Republic of Nigeria. The 1999 Federal Republic Constitution (as amended) under the Federal Character Principle which placed a strong focus on representation and power sharing, constitutional protection. The fear of dominance or exclusion was a key factor in Nigerian politics,

according to the constitution's drafters, and it was crucial to include provisions that would prevent people from coming from a small number of states, ethnic groups, or other sectional groups from predominating in the composition of the government and its agencies (Report of the CDC Vol. I, 1977, p. ix). The composition of the Government of the Federation or any of its agencies and the conduct of its affairs shall be carried out in such a manner as to reflect the federal character of Nigeria and the need to promote national unity, as well as to compel national loyalty, preventing a predominance of people from a small number of States or from a small number of ethnic or other sectoral groups in that government or in any of its agencies (Section 14 (3), 1999 Constitution as amended).

Other provisions that reaffirmed the Federal Character Principles were Section 157 and Section 135, which required the president to give due consideration to Nigeria's federal character when appointing individuals to positions such as secretary to the federal government, ambassadors, permanent secretaries of federal ministries, and the president's personal staff. Section 135 required the president to appoint at least one minister from among the natives of each state. Section 199 called for the establishment of a body to ensure that the composition of the armed forces does comply with the federal character principle, while Section 197 (2) required that the officer corps and other ranks of the armed forces reflect the federal character of Nigeria. The program was eventually viewed by many southern civil workers as a means of removing them from their positions. The policy was also criticised for unfulfilled career ambitions, and applicants from the South perceived it as a barrier that was biased against them. The esprit de corps of the civil service was severely harmed as a result (Gboyega, 1989; Suberu, 2001).

The goal of this is to appease the various ethnic communities. It is done to ensure stronger national solidarity. However, the underlying politics that gave rise to this principle encourages inept government administration. The 1989 Constitution's Constituent Assembly members aimed to give the current federal character arrangement merit. Some members wished to amend the constitution's federal character clause to read: "Nothing in this sub-section shall preclude the employment of merit and excellence, and federal character means, to the maximum extent possible, representation of all the states of the federation. "The ethnic populations who fell behind in education campaigned against it which has led to the breach of federal character principle till date. Breach in Federal Character principle is basically going against the enshrined law by not been fair in filling public positions and offices, not giving a sense of belonging to some ethnic groups, religion and geographical group. In a number of empirical studies on the Nigerian public sector, Okeke-Uzodike & Subon (2015), Fajana et al. (2011), Gberevbie (2011), Gerevbie & Ibietan (2013), and Briggs (2007) discovered that, despite the existence of laws and regulations stipulated in the hiring policy in order to guide the recruitment processes, filling vacancies in government offices, promotions, and many other things, implementation and adherence to these rules is a persistent challenge facing Nigerian Political consideration, nepotism, and ethnicity impact recruitment procedures in the federal government ministries and departments in Nigeria, which impedes professional competence and developmental objectives. This is due to the social structure and political nature of the Nigerian system. Enumah (2020) enumerated how the southern leaders sued the President of the Federal Republic of Nigeria over alleged federal character breach, in most public offices presently, where positions are to be fixed and favour granted, a particular religious group tends to have the upper hand even when the ethnic group stated above is not qualified or part of the group been considered. All kinds of persons have been appointed to hold public jobs and offices for which they lacked the training, experience, and expertise since merit has been discarded as a qualification for serving the country. How then can the country advance if those who power its economy are unqualified to do so? The scenario is awful. There are presently many inept employees working for the Ministries, Parastatals, and Governmental organizations all in the name of ethnicity and religion (Amah 2017). And since their entry into these offices was not based on merit, they do not make any positive impact in their various ministries. This breach in federal character has been the major cause of ethnic, social and religious conflict in the country, which has ended in destruction of lives and property probably

Dwindling the socio-economic development of southwest, Nigeria.

2.2.2 Herding Migrant

Herding is a major culture of the norther Nigeria people usually nomadic, they move from one location to another in search of resources which include green vegetation and water for their cattle. Due to change in weather, these nomadic tends to move down south during dry seasons in search of greener pastures for their cattle. Usual paths used by these nomadic for feeding their cattle has been bought and developed into buildings, industries and even farm lands. The available unused land will be struggled for which was referred to by Karl Marx in his social conflict theory as struggling for limited resources, reason for herders and farmers incessant conflict. As it was recorded by Anderson-review.ucla.edu that societies with herding without ranches are prone to current day violence. Nigeria's security and stability are seriously threatened by the confrontations between herders and farmers, especially given how fiercely local farmers are competing for land as a result of the herders' southern movement for resources (International Crisis Group, 2017).

2.2.3 Threat to socio-economic development in southwest, Nigeria

The south west Nigeria has been identified with good and arable land suitable for Agriculture, the reason why some farmers who had been displaced in the Benue state crisis have migrated to resettle in these areas. Also, some indigenes are great farmers and some young adult, graduates has resulted into farming because of lack of employment. In this same vein, the Fulani herd's men has seen the south-west as a good settlement for themselves because of their cattle (Aderemi, 2017). As earlier stated, the south-west land are good with fresh green leaves and water, some Fulani nomadic have migrated from the north so as to benefit from this natural resources, but to the detriment of the people of south-west Nigeria farmers (Okoro, 2018). So many communities in Nigeria has experienced cattle herders badging into their farms to destroy the farm products. Cattles are brought into farmer's land to eat them up, and when they try to stop them or defend themselves, the farm owners are killed, maimed and some women even raped right in their own farms (Cotula, Toulmin & Hesse, 2004). South-west Nigeria has experienced an increase in insecurity as a result of recent herdsmen movements and consequent conflicts with farmers and host communities. Competition over available resources, particularly grazing area, is what fuels the confrontations. The grazing reserve system established by the Northern region government in 1965 appears to have been abandoned by the Nigerian government. Then, in the north, the government established over 417 grazing reserves. In exchange for the herdsmen's tax payments, the government gave the animals with pasture reserves, water, and immunizations. However, Nigeria became an oil economy, especially in the 1970s and 1980s, as a result of the discovery of oil and subsequent exploration and export. The grazing reserve system was then dropped as a result of the agricultural industry's disregard due to the country's economic backbone, which is the agriculture sector, being neglected.

Consequently, it was impossible to maintain the grazing reserves that were part of a neglected agricultural sector. Successive governments paid it little to no attention. Herdsmen started turning back to their customary seasonal grazing patterns as a fall back after these routes had been disrupted or impeded with by industrialization, urbanization, demography, and other natural forces. Conflicts between farmers and the host communities subsequently resulted from this. Conflicts like these have grown more frequent in recent years and are now one of the biggest dangers to Nigeria's national security (Okoro, 2018). So many farmers have met with untimely death due to this crisis, while some were abducted from their own farms. In Ogun State, an experience was relayed by residence how the Fulani gunmen invaded the farm of one of them with sophisticated weapons, they grabbed the farm owner and his brother hostage after shooting erratically for more than ten minutes. Later, they were freed in Emuren, Ogun State.

Premium Times online dated 18th April, 2021 as reported by Mojeed Alabi stated how Sanya Elesho a 40-year old man was brutally murdered by the Fulani Herders and another friend. Mr Sanya Elesho which occurred on February 14, the two young guys riding commercial motorcycles, one of them was an Eggua native from Yewa North Local Government Area of Ogun State, were ambushed and killed. The third victim, known only as Olawale, was from the community of Agbon but operated a motorbike parts store in Eggua. Five local government districts in Ogun State—Yewa South, Yewa North, Imeko Afon, Ipokia, and some of Ado-Odo Ota—are included in the Ketu-Yewa land. On a trade route connecting Nigeria with Benin Republic, Togo, and other West African nations, the region is referred to be a potential food basket for Ogun State. Yewa is home to an estimated two million inhabitants, the most of whom are farmers, and it has borders with Lagos, Oyo, and Benin Republic. Additionally, it has linguistic and cultural ties to a number of communities in the Republic of Benin. The wide grazing land and close proximity to border posts have made Eggua in the Yewa North Local Government Area a popular camping spot for herders, who have established a sizable town there. Nomadic herders, largely from northern Nigeria, reportedly arrive in the community every year between September and October and stay until March or April, when the rainy season starts, according to Mr. Adegbenro, the palace chief. Earlier in 2016, cattle completely devoured the 27 hectares of a farmer's farm in Imeko. However, after five herds of dead cattle were discovered on the farm, soldiers attacked the neighbourhood and brutally thrashed the defenceless farmers. In addition, Yakubu Tiamiyu, a 40-year-old Imeko vigilante and generator repairman, was stabbed to death on February 4th, 2021, apparently by herders while resolving a quarrel on a farm in the community. Elizabeth Pascal, a young woman, was assassinated on her way to the stream, allegedly by herders at CAC Olorunda Moriwi village in Imeko Afon Local Government Area, to name a few (Alabi, 2021).

In Ondo State, farmers continue to claim that they have been driven from their farms by armed herders and bandits, a food shortage is allegedly imminent in the Sunshine State, which is known to be one of the major breadbaskets of the South-west region. The herdsmen even demonstrated that they had to feed themselves because they helped themselves to the plantains and yams of the farmers, harvesting, boiling, and roasting the yams right there on the farms. In addition to crops and other things being eaten up by cattle, even yam seeds that were supposed to be planted were eaten by cattle. There have been murders, kidnappings, and rapes. People are wary of going to their own farm lands which they have invested so much on. Imported Farm sidling has been eaten up, farmers that borrowed money to farm had been thrown into huge losses and debt. (Gbadamosi, 2021)

To Oyo State, the seven towns in Ibarapa land, Oyo state, are Igangan, Eruwa, Aiyete, Tapa, Idere, Igbo-Ora, and Lanlate. These seven towns, which have a combined population of more than 700,000, have roughly 120 villages with a Yoruba majority and a mixed population of people from other ethnic groups. Ibarapa land has a reputation for being fruitful, making it the place in Nigeria with the highest number of twin births. The natives have always enjoyed the productivity of their huge land. Agriculture is practiced there, and a variety of food and cash crops are grown there and exported to neighbouring south-western states. When the attacks on these communities continued, and as a matter of fact more deadly, Adeyemo Sunday a youth leader, popularly known as Sunday Igboho stepped in to save his people. Another is Mr Akintola Olusola, a farmer who got beaten up by herders in his farm, he lost his harvest for that year and almost lost his hand. Olusola who was an eye witness claimed that, the herders fractured his arm and beat him with clubs. During his seven-month absence from work to recover from his injuries. Another farmer was beheaded right in his farm for fighting for his right, farmers can no longer leave their harvest in the barn at the farm for the fear of cattle feeding on them, some herds men will even go as far as setting fire on a farmer's harvest just to get back at them (Atoyebi, 2021).

A popular herbal medicine practitioner, Fatai Yusuff, popularly known as Oko Oloyun was shot dead on Iseyin-Igbo Ora-Abeokuta highway in Ibarapa land in January 2020. Subsequently, Dr Fatai Aborode, a

business man who for the love for his community came down from the U.K to see how he can better the life of his people by investing in the community was on Friday December 11, 2020 murdered by unknown Fulani Herders (Orodare, 2021).

Herd's men and farmers attack in Ekiti State as reported by Josaih Oluwole a PremiumTimes reporter that two farmers were killed in Isaba Ekiti, in Ikole Local Government Area of Ekiti State on Friday 5th March, 2021 by suspected herders. After a run-in with herders at the farm on March 5th evening, the Ekiti victims were killed by armed individuals. According to information obtained, one of the victims was a man known in the community as Jisoro, while the other person worked as a security guard at a construction firm. After killing the victims, the suspects are claimed to have left the scene of the crime. Joe Komolafe, the Amotekun Corps commander in Ekiti State, added that the victims were reported missing on March 5, 2021, after leaving for the farm but unable to return. He claims that the development fuelled rumours that they must have suffered a dreadful fate. The event was reported to the police and Amotekun, according to Mr. Akomolafe, a retired brigadier general. Amotekun gathered their agents and travelled to the victims' farm, where the bodies were discovered. After further investigation, it was discovered that the victims had a physical altercation with the Bororo herders two days prior to the horrific incident because they had come to their farms to extract bees' honey. (Oluwole, 2021)

In Osun State, the Osun State Government said that it has arbitrated in about over 6000 cases between Fulani herdsmen and farmers in the state between 2014 and 2018. The Bororos graze at night, making farmers to cry the following morning. (Oluwole, 2018). Upon all the above incidences, it is assured that investment by both foreign and domestic investors which can bring about socio-economic growth will be impaired. The fear of the farmers losing their lives has also brought about farmers staying away from their farms, which has made food prices to skyrocket in the country presently, which is not an advantage to the economy of the country, An emphasis on agriculture is also thought to be essential for any country's effort to develop sustainably. (Barbu and Capusneanu, 2012; Meijerink and Roza, 2007; Vaarst, 2010)

The herders which are known to be of a specific ethnic group in the country has disrupted activities of farmers, and young school leavers that joined farming for personal economic benefits which will by extension rub on the socio-economic development of the nation has been discouraged for fear of their life been wasted and resources wasted. According to Data from SB Morgen Intelligence, 2016 (SBM Intelligence is a provider of due diligence, primary data collection, analysis, market intelligence and research), more Nigerians have died from Herder's crisis than other security challenges faced by the country. So many has been displaced from their homes due to reprisal attacks, so many are now unemployed and the threat of food insecurity. All of these had watered down the socio-economic development of the southwest, Nigeria.

2.3 Socio-Economic Development

Development, according to Fritz (2002), is a planned and complete economic, social, cultural, and political process that is founded on rights and attempts to continuously improve the wellbeing of the entire community and all of its members in a given geographical area. Development in the socioeconomic sense refers to the enhancement of people's standards of living through increased access to jobs, money, education, and other resources. Based on cultural and environmental elements, it is the process of economic and social transformation. (Contemporary India: Issues and goals). Social development is a process that changes social structures in a way that makes society more capable of achieving its goals. According to Kapur (2018), economic development is the process of enhancing a country or region's economic resources and riches for the benefit of its citizens. How well and how long a person lives can be greatly influenced by social and economic factors, such as money, education, work, neighbourhood safety, and social supports. These elements have an impact on our capacity to make healthy decisions, pay for housing and healthcare, control stress, and other things.

The social and economic opportunities available in a particular economy, such as good schools, stable jobs, and strong social networks are foundational to achieving long and healthy lives. For example, employment provides income that shapes choices about housing, education, child care, food, medical care, and more. Socio-economic deprivations, particularly poverty, can fuel insecurity, a major example is the Nigerian context (Newman, 2006). Several scholars have, however, identified key factors in measuring poverty and these include social inequality, low levels of education, literacy and low GDP, population outburst, unemployment and inflation among others (Akhat, Zaman, & Shukui, 2014; Gunaratna, 2004; Pedahzur, Perliger & Weinberg, 2003) All these factors have in all wise contributed to the threat experienced in the southwest presently, and by extension Nigeria, the Political Class getting richer, wealth kept revolving within the same cycle, even as the poor keeps getting poorer, making them vulnerable to be introduced to anything that can fetch them money. Socio-Economic development can be measured with the following parameters and indicators: Gross Domestic Product (GDP) which is the major indicator of socio-economic development, life expectancy, personal safety, good social amenities which include quality education, good schools, and good health facilities, and lastly availability of employment opportunities.

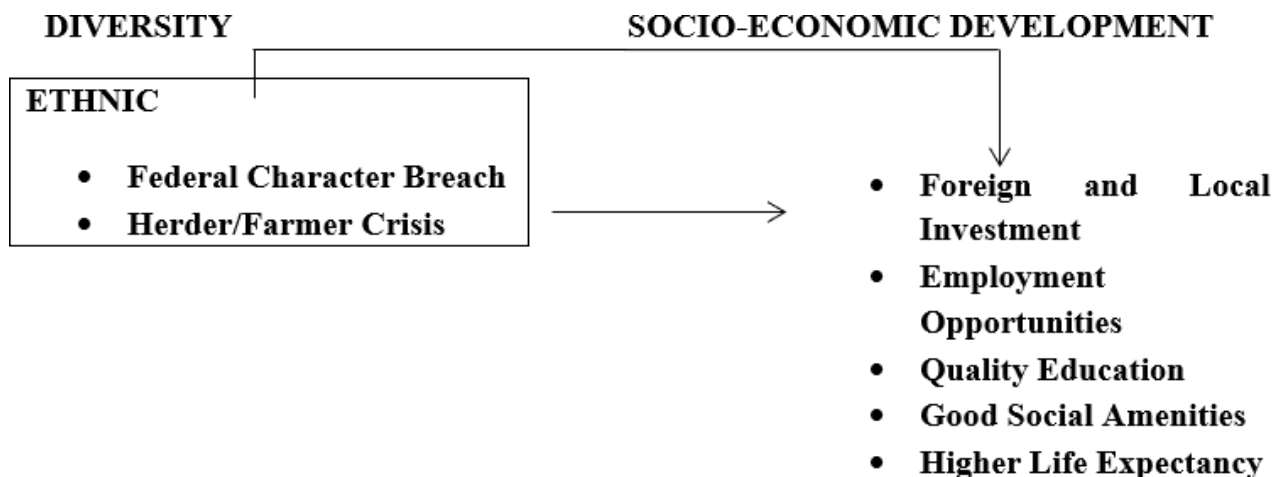
2.4 Theoretical Underpinning

Of all the several theories that relates to Diversity Management and Socio-economic development, the Frustration Aggression Theory is the most suitable theory for this study.

Frustration-aggression theory explains the Fulani Herdsmen. The violent activities of the Fulani Herdsmen occur because of the accumulation of residual instigatory effects of frustration. The terrorist activities of the herdsmen are traceable to the desertification that has caused depletion in grazing opportunities or scarcity of feed for their animals which in the long-run affects their economic wellbeing. If a herdsmen losses his flock to drought and water scarcity, he may be frustrated because of the loss of livelihood. From this reality, he may be aggressive and since, he cannot channel it to the natural causes, he may in the long-run channel it to any person or group that obstructs his migration to a safe area. On the side of farmers and host communities in Nigeria frustration also occur whenever animals of the herdsmen trample on their farmlands to eat up their crops. And because they are frustrated too, they become aggressive and channel their aggression to the herdsmen and their cows.

2.5 Conceptual Framework

The conceptual framework for this study showing the relationship between the independent and dependent variables.



2.6 Empirical Review

Efendic and Pugh (2018) an empirical analysis employing survey data from a post-conflict environment was conducted in Bosnia and Herzegovina in Yugoslavia to assess the impact of ethnic diversity on income. This empirical study examined the relationship between diversity and economic advancement using data from a nationally representative cross-sectional survey that was conducted in Bosnia and Herzegovina to look into the impact of ethnic diversity on individual and family incomes (family economy). The data analysis approach employed was regression analysis, and the results suggest that this genuine variety is economically advantageous for its people and families. According to the study's findings, ethnic diversity's consequences seem to vary depending on the level of economic analysis.

Fokam and Kamga (2022) evaluated institutional quality and the relationship between racial diversity and poverty. The impact of institutional quality on the relationship between racial diversity and poverty was examined in the study. 96 nations were represented in the sample of the empirical analysis. The Ordinary Least Square and Two-Stage Least Square techniques were used in the methodology. The results of the study demonstrated that ethnic variety reduces poverty, but the degree to which it reduces poverty relies on the caliber of institutions. Ethnic diversity had a minimal impact on poverty in nations with high institutional quality, but had a considerable impact in nations with low institutional quality. Ethnically varied nations frequently struggle with significant inequality issues brought on by prejudice, social exclusion, and social division when institutions are of inadequate quality. The rise in poverty is one of the key effects of these issues. The main policy implication was that, in order to solve the problem of poverty, officials in ethnically diverse nations should prioritize raising the standard of their institutions.

Kugbega and Aboagye (2021) In Agogo, Ghana, research was done on farmer-herder disputes, tenure instability, and farmer investment choices. The study looked at the effects of farmers' and herders' opposing interests on decisions about where to invest their agricultural investments. In the case study region, the researchers used qualitative methodologies and empirical data provided by primary data from semi-structured interviews and focus group discussions. The findings showed that land owners provide pastoralists access to their land in exchange for money while ignoring the rights of indigenous farmers to use their land. Indigenous farmers express a sense of deprivation from their customary lands as well as instability in their land tenure. Despite worries about tenure insecurity, farmers continue to make the same agricultural investment choices since changing those choices could lower their revenues and jeopardize their way of life. The results presented here defy theoretical predictions and offer fresh viewpoints on the connection between tenure (in)security and investment choices.

Thisted, Schaeffer, and Mannemar (2020) A narrative and meta-analytical review on ethnic diversity and social trust was conducted and published in Denmark. Through a narrative review and a meta-analysis of 1,001 estimates from 87 studies, the paper evaluates the body of research on the connection between racial diversity and social trust. Correlation was utilized to quantify the link between social trust and ethnicity. The findings from all research revealed a statistically significant inverse link between ethnic diversity and social trust. When ethnic diversity is measured more locally and when there is trust between neighbours, the relationship is greater.

Popoola, Brimah and Shittu (2020) analysed the impact of farmer-herder conflict on business practices in southwest Nigeria. With an interest on the experience in South Western Nigeria, this study looked at instances of conflict between farmers and herdsman. The study dived into the investigation of the reasons and the influence of the farmers and herders conflict on the entrepreneurial practice and security standard of the South west, Nigeria, through the application of structural functionalist and conflict theories. 195 responders to a questionnaire provided information. The results were carried out using descriptive analysis while secondary data from Nigerian government publications, books, and pertinent research articles, newspapers, and other media were used. The results attested to the fact that farmers and herdsman conflicts are not sparked by a single reason but rather by a number of causes, most notably limited resources in the

face of greater need, repeat attacks, a lack of pasture lands, and climate change among others. These causes have a significant impact on people’s entrepreneurial behaviour and economic activities. The study also found that disputes between farmers and herdsmen have a disintegrating effect on the Nigerian state. The report proposed integrating peace studies into our educational system and making it a required subject from primary school level up to university level. It also advised that every branch of society work toward restoring the prior symbiotic relationship between farmers and herdsmen in Nigeria.

Adekoya and Abdulrazak (2020) examined how poverty and ethnic diversity affected crime in Nigeria. It examined yearly time series using data from Nigeria from 1970 to 2017. Taking into account the variable’s endogeneity and its literature-based nature. Instrumental variables for the Autoregressive Distributed Lag Model were employed to estimate the model. The findings indicated that the variables were significantly correlated at the 1% level of significance and indicated that ethnic diversity, poverty, and infant mortality were significant contributors to crime. Increases in income and security spending significantly reduce crime. In order to reduce crime, it is advised that policymakers implement programs for the poor that generate revenue and provide appropriate health care. These programs should also provide security personnel with the necessary and most up-to-date training.

Jake (2018) looked at socioeconomic development and instability in Nigeria. The relationship between socioeconomic development and insecurity in Nigeria was examined in this study, with a focus on the relationship between a faltering economy marked by high unemployment rates, low wages and income, corruption, and injustice, and the spread of conflict, particularly in the north-east. With the help of content analysis, trends, charts, and correlation analysis, secondary sources of data employed in this study revealed a connection between insecurity issues in the northeast and poverty and unemployment rates in the region. The findings demonstrated that between 2009 and 2017, attacks and related casualties rose despite more government spending. In conclusion, it was argued that in order for suggested long-term solutions to the insecurity situation in Nigeria to be successful, they must be based on the rule of law, protective of individual freedoms and political equality, accountable and transparent, and most importantly, in the interest of the general welfare.

METHODOLOGY

The study made use of explanatory/descriptive research design in the southwest. Descriptive research design was considered for this study because of the need to identify characteristics, frequency and trends of events in the southwest Nigeria, and that survey gives an opportunity for large volume of data.

This study made use of a population of 1571 employees of federal ministries, departments and agencies (MDAs) in Ekiti, Ogun, and Osun States, in the south-western part of Nigeria. The federal ministries, departments and agencies are considered because people from diverse ethnic groups are employed in federal MDAs. Therefore, the various or diverse differences available in these MDAs make them a suitable population for this study. Federal Character Commission (FCC), Public Complaints Commission (PCC), Independent National Electoral Commission (INEC), and Joint Admissions and Matriculation Board (JAMB). These MDAs were selected because the researcher had easy access to the information of the total population of staff employed in these MDAs in the selected states and also the fact that some of the heads of these establishments are being selected on Federal Character basis.

Table 3.1: Presentation of the Study Population in Tabular Form

	Source	Ekiti	Ogun	Osun	Total
FCC	HR Directorate (2022)	14	20	15	49
PCC	HR Directorate (2022)	62	67	58	187

INEC	HR Directorate (2022)	333	378	510	1221
JAMB	HR Directorate (2022)	31	43	40	114
Total		440	508	623	1571

Source: Author’s Computation (2022)

Proportionate Sampling

MDAs	States	Population	Sample Size ($n_i N_i / N$)
FCC	Ekiti	14	4
	Ogun	20	5
	Osun	15	4
PCC	Ekiti	62	16
	Ogun	67	17
	Osun	58	15
INEC	Ekiti	333	85
	Ogun	378	96
	Osun	510	129
JAMB	Ekiti	31	8
	Ogun	43	11
	Osun	40	10
Total		1571	400

Source: Author’s Computation (2022)

Research Instruments

For a comprehensive and reliable information, strictly structured questionnaire was administered to employees of federal MDAs in Ekiti, Ogun, and Osun States in south-western, Nigeria.

Tabular Representation of the Research Instrument’s Reliability

S/No.	Scale	Cronbach’s Alpha	No. of Items
1	Ethnic Diversity	0.801	5
2	Socio-Economic Development	0.791	7

Source: Researcher’s computation (2022)

Data Analysis Techniques.

Both descriptive and inferential statistics was used for quantitative data and narrative analysis was used for qualitative data. In making use of descriptive statistics, frequencies and percentages was used to analysedata related to the socio-demographic characteristics of respondents. With regards to achieving theobjectives of the study, multiple regression analytical method was used to measure the effect of theparameters on the independent variable.

$$SED = f(ED), SED = f(DV), SED = \alpha + \beta_1ED + \varepsilon$$

Where SED = Socio-economic Development, DV = Diversity, ED = Ethnic Diversity

α = constant, β = beta coefficients, ε = error term

DATA ANALYSIS AND DISCUSSION

Questionnaire was distributed to 400 respondents. Out of the 400 respondents, only 360 was returned, which indicated that the study had a response rate of 90%. In analysing collected data, both descriptive and inferential statistics were used. By using descriptive statistics, frequencies, percentages, mean, and standard deviation were used to describe the data. On the other hand, for inferential statistics, multiple regression was used to achieve the objective of the study.

Socio-Demographic Characteristics of Respondents

Demographic Characteristics	Frequency	Percentage
Sex		
Male	230	63.9
Female	130	36.1
Age in Years		
Below 18 years	0	0.0
18-25	13	3.6
26-32	36	10.0
33-40	155	43.1
41 and above	156	43.3
Marital Status		
Single	58	16.1
Married	294	81.7
Divorced	1	.3
Widow	7	1.9
Widower	0	0.0
Educational Qualification		
'O' Level	4	1.1
NCE/OND	2	.6
B.Sc./ HND	189	52.5
M.Sc./MBA	155	43.1
PhD	10	2.8

Religion		
Christianity	290	80.6
Islam	65	18.1
Tradition	5	1.4
Ethnicity		
Yoruba	311	86.4
Igbo	15	4.2
Hausa	12	3.3
Others	22	6.1
For how long have you stayed in Southwest?		
1-3	15	4.2
4-6	14	3.9
7-9	20	5.6
10 years	6	1.7
Above 10 years	305	84.7

Source: Researcher’s Field work, 2022

The above table, Table 4.1 provides a tabular representation of the socio-demographic characteristics of the respondents who participated in this study. As seen in the table above, 63.9% of the respondents were male while 36.1% were female. This shows that most of the respondents who participated in the study were males. With regards to the age of the respondents, none was below 18 years of age, 3.6% were within the age range of 18-25 years, 10% were within the age range of 26-32 years, 43.1% were within the age range of 33-40 years, while 43.3% were either 41 years or above. This analysis shows that a majority of the respondents were either 41 years or above. As regards the marital status of the respondents, 16.1% were single, 81.7% were married 0.3% were divorced, 1.9% were widow while none was a widower. It can also be seen that most of the respondents who took part in the study were married.

With respect to the distribution of respondents according to educational qualification, about 1.1% of respondents had O’ level, 0.6% had NCE/OND, 52.5% had either a B.Sc./HND, 43.1% had either an M.Sc./MBA while just 2.8% had a PhD. From this analysis, it is seen that most of the respondents who participated in the study had either a B.Sc./HND. Concerning the religion of respondents, 80.6% of the respondent belong to Christianity, 18.1% belong Islam while 1.4% belong to Tradition. This report shows that most of the participants of the study belong to Christianity, and also reveals the extent of religion tolerance among the staffs of the selected Ministries, Departments and Agencies of the government.

Pertaining to ethnicity, 86.4% of the respondents are Yorubas, 4.2% are Igbos, 3.3% are Hausas while 6.1% belong to other ethnicities. This shows that most of the respondents who took part in the study are Yorubas, and also reveals a good measure of ethnic tolerance or inclusion considered for the study. In other words, it shows that people of diverse ethnicities are absorbed in the different government parastatals considered by the study.

Finally, with respect to the length of stay in southwest, Nigeria, about 4.2% of the respondents indicated their length of stay for the period of 1-3 years, 3.9% showed that they have spent between 4-6 years in the region, 5.6% reported that they have remained in the region for a period of 7-9 years, 1.7% indicated that they have spent about 10 years while 84.7% revealed that they have spent above 10 years in the region. This implied that substantial numbers of the respondents had been in Southwest region for above 10 years.

Mean and Standard Deviation Computed for the variable of Ethnic Diversity

S/No	Variable	Code	Minimum	Maximum	N	Mean	STD	Remark
1.	As far as I know, appointments are based on ethnic bias.	EDFCB1	1.00	6.00	360	3.01	1.59	Inexistent
2.	Even in corporate organizations, individuals in power tend to favour people who are of same ethnic group.	EDFCB2	1.00	6.00	360	2.54	1.41	Inexistent
3.	The current political administration refuses to tackle the destruction of farms by herdsmen because of ethnic bias	EDHFC1	1.00	6.00	360	2.09	1.38	Inexistent
4.	The present governmental administration treats criminals of same ethnic group with special consideration spite of the havoc they wreck on social order.	EDHFC2	1.00	6.00	360	2.24	1.49	Inexistent
5.	Farmers who are usually victims of herdsmen invasion are usually not compensated because they belong to other ethnic groups.	EDHFC3	1.00	6.00	360	2.68	1.56	Inexistent

Source: Field Survey (2022)

** Acceptable Mean = 3.50 on a 6 point likert scale

** STD = Standard Deviation

** EDFCB = Ethnic Diversity Federal Character Breach

** EDHFC = Ethnic Diversity Herdsmen/Farmers' Crisis

** A test item was said to be inexistent if mean calculated < 3.50 or otherwise existed

The above table representation of respondents' views on ethnic diversity. In the table above, regarding the first questionnaire item, "as far as I know, appointments are based on ethnic bias", the mean value generated for this item was seen to be 3.01 with a standard deviation of 1.59. Due to the mean value of 3.01 lower than the acceptable mean value of 3.50, it can therefore be implied that the respondents disagreed with the statement that appointments are based on ethnic bias.

Also, concerning the second item of this scale which states that individuals in power tend to favour people who are of same ethnic group, even in corporate organisations, it was revealed that the mean value generated for the item is 2.54 with a standard deviation of 1.41. Due to this mean value being lesser than the acceptable mean value of 3.50, it can be implied that such statement is inexistent. This therefore means that individuals in power does not tend to favour people who are of same ethnic group in corporate organisations.

Moreover, with regards to the third test item of this scale, the mean value generated for this item was observed to be 2.09 with a standard deviation of 1.38. Due to the mean value being lesser than the

acceptable mean of 3.50, it is therefore implied that the notion of the current political administration refusing to tackle the destruction of farms by herdsmen is inexistent. Furthermore, with regards to the present governmental administration treating criminals of same ethnic group with special consideration in spite of the havoc they wreck on social order, the mean value generated was seen to be 2.24 with the standard deviation being 1.49. Due to the mean value being lesser than the acceptable mean value of 3.50, it can therefore be implied that such notion is inexistent. This therefore means that the present governmental administration does not treat criminals of same ethnic group with special consideration.

Finally for this scale, with regards to the item of farmers who are usually victims of herdsmen invasion not being compensated because of their association with other ethnic groups, it is shown that the mean value for the item is 2.68 while the standard deviation is 1.56. With the mean value being lesser than the acceptable mean value of 3.50, it is therefore implied that such notion is inexistent. This means that farmers are usually victims of herdsmen invasion are usually compensated despite their belonging to other ethnic groups.

Mean and Standard Deviation Computed for the variable of Socio-Economic Development

S/No	Variable	Code	Minimum	Maximum	N	Mean	STD	Remark
1.	There had been increase in foreign and local investments in my state despite security challenge.	SEDFLI	1.00	6.00	360	4.48	1.51	Inexistent
2.	I have access to good education from the government.	SEDQE	1.00	6.00	360	4.54	1.52	Inexistent
3.	There is an increased availability of employment opportunities.	SEDEO	1.00	6.00	360	5.07	1.36	Inexistent
4.	We have access to good roads in my state and community.	SEDGSA1	1.00	6.00	360	4.83	1.34	Inexistent
5.	We have access to regular power supply in my state and community.	SEDGSA2	1.00	6.00	360	4.93	1.43	Inexistent
6.	We have access to good medical facilities.	SEDGSA3	1.00	6.00	360	4.74	1.40	Inexistent
7.	Our environment is very conducive for business and farming irrespective of the security situation.	SEDPS	1.00	6.00	360	4.75	1.45	Inexistent

Source: Field Survey (2022)

** Acceptable Mean = 3.50 on a 6 point likert scale

** STD = Standard Deviation

** SEDFLI = Socio-Economic Development Foreign and Local Investment

** SEDQE = Socio-Economic Development Quality Education

** SEDEO = Socio-Economic Development Employment Opportunities

** SEDGSA = Socio-Economic Development Good Social Amenities

** SEDPS = Socio-Economic Development Personal Security

** A test item was said to be inexistent if mean calculated < 3.50 or otherwise existed

The above tabular representation of the mean and standard deviation computed for the variable, socio-economic development. In the table above, with regards to the first test item in the socio-economic development scale, it was observed that a sufficient number of respondents disagreed that there had been increase in foreign and local investments in their states despite security challenge. This inference was made based upon the fact that mean value being 4.48 of the test item was higher than the acceptable mean value of 3.50, with the standard deviation being 1.51. One of the major determinants of socio-economic economic development is the number of domestic and foreign investments a region could attract. With adequate domestic and foreign investment, the capacity of South-West region to be able to provide meaningful employment opportunity for the youth indigene and non-indigene might be enhanced. More so, the inflow of these investments might result in infrastructural development which will bring about a better life for the people of that locality, because according to federal character rule, any organization recruiting both Government and Private must recruit the lower level cadre from the locality as a way of giving back to the community. Also, there is a percentage of their profit that is given to corporate social responsibility. With regards to the second item on the scale which states 'I have access to good education from the government', a large number of respondents disagreed with the statement. This was based on the fact the mean value of the test item which is 4.54, having a standard deviation of 1.52, is greater than the acceptable mean value of 3.50. The reason behind these responses cannot be overemphasized. This is because most parents now send their wards to private schools both at secondary and tertiary level, because most government owned institutions lack resources for learning, even when they can't afford it. An example is the case of the Academic Staff of Nigeria Universities (ASUU) strike that lingered for over nine (9) months. Only a month into resumption, the student were made to write examinations. How possible will work load of three months be covered within a month, and we expect quality. During the strike some students had turned into nuisance in the society, remember an idle hand is an instrument for evil and crime. Many of these students due to their engagement in social vices had been imprisoned for one offence or the other while some had been exposed to characters they will not be able to escape from for the rest of their lives.

Also, as regards to 'there have being an increased availability of employment opportunities', the mean value for the test item is seen to be 5.07 with a standard deviation of 1.36. From this observation, it can be implied that sufficient number of the respondents disagreed with the statement. This implied that employment opportunities had been difficult to come by in South-West region. A lot of graduates in the region are still underemployed and not having tangible means of livelihood to depend upon. Many had graduated for years and still searching for employment. Those that decided to take the bull by the horns and venture into farming has met with disappointment when their sweat and resources are eaten up by cattle and some had even lost their lives in the process during attacks by herdsmen. Some daily risk their lives on the high sea of Pacific Ocean just to get out of the country through illegal mean for greener pasture abroad. The Federal Government's effort towards the creation of employment through the National Directorate of Employment, N-Power, Trader Money and Small Medium Scale Enterprises Development Funds and other schemes had not yielded meaningful result due to the fact that the programmes had been hijacked by politicians and cronies of the government to satisfy their loved ones and party faithful.

Moreover, concerning having access to good roads in the state and community, the mean value of the item was observed to be 4.83 while its standard deviation was seen to be 1.37. This therefore means that access to good roads in the state and community of the respondents is actually inexistent due to the mean value of the test item being greater than the acceptable mean value of 3.50. Good road and access link roads is one of the facility required by farmers to move their goods and harvests to the market where people can access them.

But when this is not available, the cost of transporting these goods to the market will be more, which will have a ripple effect on the amount the goods will be sold, this will also have an effect on the final consumer whose income has been stagnant and food prices had been skyrocketing. This has a major effect on the economy of any nation.

With regards to having access to regular power supply in the state and community, it was observed that a large number of respondents disagreed with the statement. This inference was made due to the fact that the mean value of the test item being 4.93 was seen to be greater than the acceptable mean value of 3.5 and with a standard deviation of 1.43. Substantial numbers of the manufacturing companies which are located in Lagos and Ogun states and other upcoming entrepreneurs in other southwest states run their business on generators, which has increased their operational cost and will eventually affect their bottom-line which is their profit at the end of production or at the end of the financial year because of unavailability of power supply.

Furthermore, pertaining to having access to good medical facilities, it was observed that sufficient number of respondents disagreed with the statement. This inference was made based on the fact that the mean value of the item being 4.74 is seen to be greater than the acceptable mean value of 3.50. The health sector is another keg of gunpowder we are sitting on in Nigeria. Due to lack of equipment and machine and not recruiting enough health personnel, even the recruited ones are not well paid given enough welfare, Doctors, Nurses and other health workers are exiting the country in their thousands. So many ailments also cannot be treated in Nigerian hospitals because our experts are fleeing to other countries where they are valued every day, except for hospitals like Afe Babalola Multi System Hospital that has equipment that are not owned in any hospital in Nigeria and also experts and professionals. This is not a plus to the country when it comes to manpower, resources and economic value. Taking our resources and mastery to another country has a negative effect on our socio-economic development as a nation.

Finally, concerning the statement of the environment being very conducive for business and farming irrespective of the security situation, it was also observed that a large number of respondents disagreed with the statement. This inference was based on the fact that the mean value of the item or statement being 4.75 with a standard deviation of 1.45 is seen to be greater than the acceptable mean value of 3.50. This therefore showed that the item is inexistent. In a society or community where peace is not enjoyed, everyone goes about their businesses with fear of not knowing what is going to happen in the next minute, fear of who is to be kidnapped next, fear of been killed or robbed, people cannot put in their best into whatever they do, no one will be willing to go an extra mile to achieve even when you have the traits and capability of doing such. This will not bring a positive turn to the socio-economic development of such society or community.

Normality Test

Table: Descriptive Statistics									
	N	Minimum	Maximum	Mean	Std. Deviation	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
Ethnic Diversity	360	5.00	30.00	12.5722	5.68782	.869	.129	.486	.256
SED	360	7.00	42.00	33.3444	7.85263	-1.387	.129	1.737	.256
Valid N (listwise)	360								

Source: Researcher’s computation

Table 4.7.2: Tests of Normality

	Kolmogorov-Smirnov			Shapiro-Wilk		
	Statistic	df	Sig.	Statistic	df	Sig.
Ethnic Diversity	.092	360	.000	.933	360	.000
SED	.186	360	.000	.863	360	.000

a. Lilliefors Significance Correction

This hypothesis states that ethnic diversity has no significant effect on socio-economic development of southwest, Nigeria. That is,

H_{01} : Ethnic Diversity has no significant effect on socio-economic development of southwest, Nigeria.

Objective: Evaluate the effect of ethnic diversity on socio-economic development of southwest, Nigeria.

Table: Hypothesis

Multiple linear Regression (Ordinary Least Square)

Variable	Coefficient	Std. Error	t-Statistic	Prob.
C	38.318	0.964	39.732	0.000
ED	-0.396	0.070	-5.659	0.000
R-square	0.082			
Adjusted R-squared	0.080			
F-statistic	32.029			
Prob (F-statistic)	0.000			

Source: Field Survey (2022)

1. Dependent Variable: SED
2. Predictors: (Constant), ED

*** ED = Ethnic Diversity

*** SED = Socio-Economic Development

Above Table is a tabular summary for the third research hypothesis, and it showed that the R square has a value of 0.082. This implies that 8.2% of the variation in socio-economic development can be predicted by ethnic diversity. In the same table, the model was revealed to be significant in explaining the causal relationship between ethnic diversity and socio-economic development. This inference was made because the p-value (0.000) is lesser than the significance level of 0.05. The model can therefore be given as $F(1, 359) = 32.029, p = 0.000$. Also, the ethnic diversity coefficient was seen to be -0.396 and having a p-value of 0.000 ($\beta = -0.396, p < 0.05$). This means that a 1% increase in ethnic diversity will result in 39.6% decrease in socio-economic development. As a result of the p-value being lesser than the significance level

of 0.05, the null hypothesis would therefore be rejected while the alternative hypothesis would be accepted. This therefore shows that ethnic diversity has a significant effect on the socio-economic development.

Adopting the model of $SED = \alpha + \beta_1 ED + \varepsilon$

DISCUSSION OF FINDINGS

It was also found out from the study that ethnic diversity had a statistically significant negative effect on the socio-economic development of southwestern states in Nigeria. This means that an increase in ethnic diversity will trigger a decrease in the socio-economic development of the region. The social identity theory is very evident in this case where there is a perception of people from a particular ethnic group seeing others as a kind of enemies in the “fight” for the scarce resources available in the region. The central assumption of the social identity theory is that members of an in-group will always seek to find negative areas of members of an out-group.

With various ethnic groups dwelling in the southwestern region, there is a larger possibility of this theory playing out thereby instigating events or circumstances that are detrimental to the socio-economic development of the region. The assertion of Umezina (2012) corroborated this finding when he likened ethnicity to an albatross, a cog in the wheel of progress. This therefore implies that ethnic diversity has the ability to slow down or reduce the rate of socio-economic development in the region. Farmers in a settlement called Ido in Ekiti state have experienced high level of fulani herds men attack to the point of evacuating their belongings from the farm settlement. Since the dwellers of the settlement has relocated, the farm land and water ways there have been left and polling unit located in this settlement has zero turn out during the last Ekiti Governorship election. People already registered there were deprived of their franchise and land that could have added to their economic conditions. He said, the farmers no longer have a means of livelihood, some have lost their arms, some their limbs and some their lives.

CONCLUSIONS

The result obtained for the study had indicated that effective diversity management was needed to enhance socio-economic development in South-west, Nigeria. On the basis of the finding of the study, Ethnic diversity impedes the socio-economic development of southwest, Nigeria.

RECOMMENDATION

Nigerians should understand the fact that they are first Nigerians before being an ethnic or religious being. The mentality or ideology of being from a particular origin, culture, ethnicity or region mind set should be eliminated. To experience the desired development, everyone should be made to jettison there ethical or religious inclinations and identify themselves as a Nigerian first. Once this is achieved, there will be oneness, and the best leaders will be selected, federal character rule will be adhered to, there will be oneness and the strength of each group will be harnessed to the socio-economic development of Nigeria.

The government can use all available means (the media, social networks) to promote the unity of the ethnic regions and should do all possible to curb the excesses of the Fulani ethnic group in the country.

Suggestion for Further Study

The study suggest that further studies should be carried out on the six Geo-political zones represented in the country, the result/ findings might not be the same as that of the southwest Nigeria.

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