



Compounding as a  
Morphological  
Process on TikTok

Institutionalization  
of Police Road  
Blocks and  
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Highways

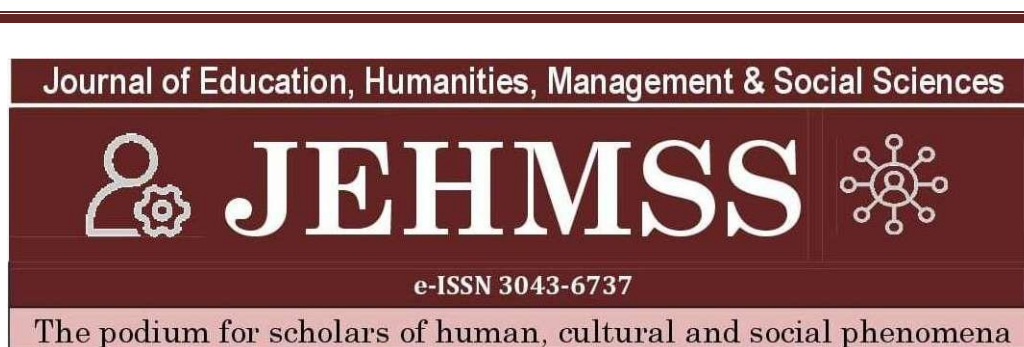
Cross Border  
Migration and  
Human Security in  
Nigeria

Revenue Generation,  
Utilization and Good  
Governance in  
Nigeria's LGAs

Lexico-Semantic  
Features of  
Cybercrime Slangs  
in Nigerian Hip-Hop  
Songs

Talents Management  
and Leadership  
Succession in  
Selected Companies  
in Lagos State





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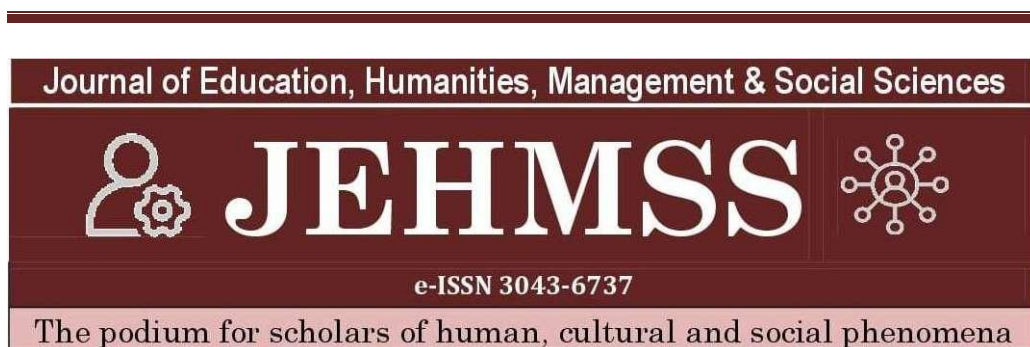
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## Compounding as a Morphological Process on *TikTok*

Oke Marvis Urhi & Richard Oiseyenum Maledo

### Abstract

This essay examines compounding as a morphological process in online platforms, focusing on *TikTok*, a social media site where users express their opinions about events and happenings in their community. Social media users have been found to coin new terms with connotations exclusive to online usage, which may seem odd to people who are not on social media. Thus, by looking at the morphological compositions and descriptions as well as the semantic implications of such compound words, this work takes a descriptive approach to studying the morphological process of compounds. Ten compound terms were chosen for a thorough in-depth analysis out of the thousands that were gathered for the study through user observation and extraction from posts, comments, captions, and hashtags. The results show that the compound words' semantic connotations are limited to online usage and effectively capture the language of social media in general and *TikTok* in particular.

*Keywords:* compounding, TikTok, morphology, social media, internet, online

### 1.0 Introduction

The TikTok platform was released worldwide in 2017; it consists of mobile short-form videos that users perform to showcase to their various communities their singing, lip syncing, dancing, acting, comedy and other creative skills. There are currently over one billion users in 150 countries (Eghtesadi & Florea, 2020). Being one of the fastest-growing apps in China, TikTok is the most successful video gathering for music (PR Newswire, 2017). It is especially common in China with Internet users younger than 30. In the first half of 2020, TikTok accumulated more than 315 million downloads worldwide in the App Store and Google Play over the quarter than any other app (Briskman, 2020).

TikTok is a free phone app for both Android and iOS users (Schwedel,

2018). According to Sehl (2020), it is a tool that gives “creators” the ability to create 3-60 seconds videos set to audio or pre-recorded footage with creative effects, including “GIFs,” “Filters,” “Screen split screens,” and “Green screens”, all at the disposal of the user. The making of TikTok videos is done using a mobile-friendly method such as filming desired footage and then applying audio and visual effects to the features within the application. After the video has been made, it is posted to a TikTok account, and the videos with text and hashtags can be distributed to the user's followers. They will be informed that a new video has been created for everyone.

Additional capabilities include the ability to record videos with lip-syncing audio, upload video clips with their audio, or even create videos using audio clips, sound bites, and visual footage. According to Hayes (2020), TikTok App enables people to use their creativity, but also brings people together in an interactive way, social-emotional environment in videos featuring “Duet” or “Stitch” and “providing both the ability to share their creativity and collaboration with others” (users film themselves reacting to videos). “Live Videos” functionality allows users to record themselves, and have their feedback/comments and likes to appear on the screen at the same time, helping users to connect with and communicate with one another. People who use this service also have the opportunity to like other videos and make comments on them. One of the major benefits of using TikTok is that content can be easily shared on various sites such as Facebook, Instagram, and Twitter. The advantage of this sharing feature is that it provides greater access to creators to an even larger audience and allows those who have no TikTok account to view their videos.

### **1.1 The English Language and *TikTok***

The use of the English language on TikTok as a means of communication on social media has resulted in instances of linguistic deviation. Linguistic deviation is a conscious change from the existing norm. According to Norgaard *et al.* (2010, p. 95), “Deviation refers to moves away from a norm on all linguistic levels”. It is associated with an infraction or a violation of a linguistic norm either for aesthetic purposes or to achieve a foregrounding effect. The ideology that surrounds a piece of discourse or writing most time informs and dictates the writer’s choice of style.

As TikTok users communicate using English, many new words have emerged that bear resemblance to their original English forms. This increasing use of social media platforms has led to the formation of new words with distinct meanings. Additionally, some new words and unusual collocations have also emerged from such usages which emanate from the



need to express concepts specific to the social and cultural context of the social media users in economic and fast lexical expressions. In recent times, these formed words have become parts and parcels of everyday speech, as speakers use them liberally in informal conversations. These formed words are slowly finding their way into the English lexicon. A study of how these words are formed morphologically will help to explore the novelty, processes, and linguistic aesthetics inherent in this word formation and their unique social media meaning.

In our daily use of language, we are often not aware of word-formation processes, which create, produce, or form new words in a language. Most of the time, we have no problems with understanding these new words. Furthermore, we immediately know the various forms of that new word and include them all in our vocabulary. Sometimes we even may build them ourselves. This ability to adopt, understand, and use such a new word results from the fact that these word-formation processes are based on certain rules and regulations. Our remarkable ability to comprehend and incorporate new words into our vocabulary stems from the systematic word-formation processes governed by language rules. When encountering unfamiliar words, our brain analyzes their structure and context, making it easier to grasp their meanings and related forms. Whether through prefixes, suffixes, or other morphological patterns, we instinctively recognize various word forms, such as nouns, verbs, adjectives, and adverbs. This seamless adoption and understanding of new words showcase the efficiency of language in conveying meaning. Moreover, we can even create new words ourselves by applying these established rules. Overall, language's inherent structure and our brain's language processing capabilities enable us to swiftly embrace and utilize novel vocabulary in our daily communication.

According to McCarthy and O'Dell (2007), when we listen to or read English, it is sometimes possible to guess the meaning of a word that we do not know before we look up or ask its meaning. We need to decide first what part of speech the word is and then look for clues in its context or form which leads to morphological processes.

## **2.0 The Concept of Morphology**

Traditionally, morphology can be defined as a study of the internal structure of words (Katamba, 1993). The word “morphology” is derived from the Greek word *morphe* meaning “form” and *logos* meaning “science” (Carstairs and McCarthy, 2002). Morphology belongs to the area of grammar involving the internal structure of words. Essentially, it deals with processes of word formation in a language. The word formation

process in English can be classified into two: Major and Minor word formation process. The majors are Affixation, Conversion, and Compounding while the minors are Clipping, Blending, Acronym, Sound imitation (or onomatopoeia), Back-formation, and Reduplication. The focus of this study belongs to the one major word formation process, which is compounding.

## **2.1 Compounding**

Compounding is a morphological process of combining two or more words to form a new word (Maledo, 2021). In linguistics, a compound is a word that consists of more than one stem. Compounding is the process of word formation that creates compound words. That is, in familiar terms, compounding occurs when two or more words are joined to make a single word. The meaning of the compound may be similar to or different from the meaning of its components in isolation. The component stems of a compound may be of the same part of speech. It may consist of a head, i.e. the categorical part that contains the basic meaning of the whole compound, and modifiers, which restrict this meaning. Odebunmi (2001) observes that in forming compounds, two or more words are combined, with or without hyphenation (for example, schoolboys, blackbird, call-girl, and playboy), closed (offshore) or hyphenated (shore-boat). It is important to note that compounds are constantly generated by good users of English to do their specific bidding in informal situations. In most of these instances, the structure of compounds may go beyond the two-word level: for example: “a not-too-brilliant idea”, “chop-I-chop party” and “a-do-or-die affair”.

In morphology, compounds are classified into three main categories: endocentric, exocentric, and synthetic compounds. Endocentric compounds are described by Fromkin et al. (2013) as those in which a clear head or dominant element determines the basic meaning or grammatical category of the compound. This head typically exists at the right-hand side of the compound, following what is known as the Right-Hand Head rule (Williams, 1981). Non-head elements provide additional information or modify the head. For instance, "blackbird" is an endocentric compound where the head "bird" is modified by "black". In contrast, exocentric compounds do not have a clear head that determines the overall meaning or category of the compound (O'Grady, Archibald, Aronoff, & Rees-Miller, 2015). These compounds form a meaning that cannot be directly attributed to any specific element. For example, "turnkey" is exocentric because the head member is a verb while the compound belongs to the category of nouns. Another good example here is “pickpocket”. Synthetic compounds, on the other hand, combine the

meanings of their constituents in a non-predictable way (Bauer, 2001). This type of compound includes words like "blackbird" and "whitewash", where the compound as a whole has a unique meaning that is more than just the combination of its parts. In morphology, synthetic compounds are a specific type of compound that resembles verbal constructions. They are formed by combining a head derived from a verb with another element functioning as an object. Synthetic compounding involves a combination of compounding and derivation.

The discussion around compound classification is not without its complexities and exceptions. For instance, Selkirk (1982) devotes significant attention to exocentric compounds, which are seen as an exception in the English language. Moreover, some compounds may exhibit both endocentric and exocentric features. Despite these challenges, the classification of compounds provides valuable insights into the structure and semantics of language, enriching our understanding of how meanings are formed and conveyed.

### **3.0 Literature Review**

The social media platforms have attracted an array of studies. Faradisa (2019) is a study carried out to identify the different types of word formation processes used in Instagram. It concludes that knowing the word formation processes used in such a platform will help to account for the semantic implications of such lexical items. In a similar vein, Crisnova (2020) is a morphological study devoted to Sherena's Instagram account with the objectives of identifying the word classes and word formation processes inherent in Sherena's Instagram account. Nweze (2013) combines a meta-pragmatic and a transformational approach to study the morpho-syntactic elements that underlie the linguistic personalities of SMS creators using data from students of the University of Nigeria, Nsukka.

Furthermore, Tabe (2018) analyses 230 informal emails and charts to explore how Anglophone Cameroonians form words in a social media context, focusing on the morphological processes in platforms such as email, Facebook, and Yahoo Messenger. Kadiri et al. (2018) examines the effect of social media language characterized by linguistic features like acronyms, abbreviations, and word contractions on the academic writings of university undergraduates. Jeresano and Carretero (2022) is a descriptive study that explores the digital culture and social media slang of Generation Z (Gen Z) and its effect on their language use and writing skills. Posca (2014) is a study of the use of blending as a morphological process on Instagram. The findings of the study reveal that two types of

blends are prominent in Instagram usage: blending with front clipping and blending with back clipping. Maledo and Edhobor (2023) investigate the morphological processes and the semantic implications of internet-based slang. Lutfiah and Sudarwati (2021) examine the jargon used on TikTok to determine the types and the specific significance of jargon as used on TikTok. The study also identifies the forms and contexts of jargon on TikTok, which involves evaluating all data collected from the application and analyzing it systematically.

What is obvious from the above review is that there is a plethora of studies on the morphology of language use on social media platforms. However, to the best of our knowledge, it appears as if much has not been done in the area of compounding on the use of language on social media platforms

#### **4.0 Methodology**

This research makes use of both primary and secondary sources of data. The data consists of compound words sourced from internet-based platforms through observation and extraction of the compound words from users' posts, comments, captions, and hashtags. Among the morphologically created words sourced for this study, ten that manifest the morphological process of compounding and which are used in social media communication were selected for analysis. They were analyzed by identifying their social media meaning, morpho-syntactic description, semantic composition, and their usage on TikTok. For ease of analysis and identification, the data is numbered from the Roman numeral datum i to datum x.

#### **5. Data Presentation and Analysis**

The analysis focuses mainly on compounding as a word-formation process on TikTok, an internet-based platform.

##### **Datum i. *Multi-Guest***

##### **Social Media-Based Meaning**

On TikTok, a *multi-guest* is a feature that allows creators to host guests during their live video. Viewers can send guest requests or creators can invite a limited number of guests to connect in audio or video mode. Other viewers can then send gifts to the creators and guests during the live video. Multi-guest exemplifies the morphological process of compounding, where two words are combined to create a new term with a distinct meaning. In the context of TikTok, it specifically denotes a feature that enhances the social and interactive aspects of the platform by allowing multiple participants to engage in shared digital experiences.

### **Morpho-syntactic Description**

*Multi-Guest* on TikTok is a hyphenated exocentric compound. In this case, multi- (indicating multiple) and guest (referring to an invited person) are joined to form a compound word, multi-guest. Components of the word have a meaning that is not related to the meaning of the individual parts which is why it is classified as an exocentric compound. The syntactic word class of multi-guest is a noun, made up of "Multi (adjective)" and "guest (Noun)".

### **Semantic Composition**

On TikTok, *multi-guest* refers to an entity or concept involving multiple guests. It is commonly used in the context of digital platforms like TikTok to describe a feature or setting that allows multiple users to participate simultaneously in an event, live stream, or collaborative content creation. The *multi-guest* feature on TikTok enables creators to engage with their audience in realtime.

### **Usage on TikTok**

It is used for live streaming. Creators on TikTok can use the multi-guest feature during live streams, allowing them to interact with and include multiple participants in their content. It is also used for collaborative content interactions. The term is often associated with collaborative and interactive content creation, where several users can contribute to a shared experience.

### **Datum ii. Double Tap**

#### **Social Media-Based Meaning**

*Double tap* is a term used on social media, particularly TikTok. It refers to the action of tapping on a photo or video twice to like it. Double tapping is a quick way to show your appreciation for a post without having to comment or write a lengthy review.

### **Morpho-syntactic Description**

The term *double tap* on TikTok exhibits an open endocentric compound. In an endocentric compound, one component (usually the first one) serves as the head, and it carries the primary meaning, while the other component provides additional information or specification. In this case:

- Head (Primary Meaning): Tap
- Modifier (Provides Additional Information): Double.

The primary meaning of the compound, *double tap*, is derived from the head, *tap*, while the modifier, *double*, adds specificity by indicating the repetition of the action. It is a compound where the second component functions as a modifier or specifier, enhancing the meaning of the head. In this case, the words *double* and *tap* are compounded to form a single term. It can function as a noun phrase or verb phrase as the examples below indicate:

As a Verb Phrase: In this context, the *double tap* is used as a verb phrase, indicating the action of tapping the screen or button twice.

- a. Make sure you *double tap* that post.
- b. I always *double-tap* her videos.

As a Noun Phrase: In this context, the *double tap* is used as a noun phrase, referring to the action of tapping the screen or button twice and indicating approval or liking.

- a. Give this post a *double tap* if you enjoyed it.
- b. The video received many *double taps*.

The word class of *double tap* depends on how it is used in a sentence—either as a verb phrase or a noun phrase.

### **Usage on TikTok**

Liking Content: On TikTok, users can express appreciation or liking for a video by double-tapping the screen, and the term *double tap* is often used in captions or comments to encourage viewers to like the content. Double tap exemplifies the morphological feature of compounding, where two words are combined to create a new term representing a specific action related to user interaction on social media platforms like TikTok.

### **Datum iii. Capcut**

#### **Social Media-Based Meaning**

*Capcut* on social media, especially on platforms like TikTok, refers to a video editing application used to create and edit content for sharing. Users often mention *Capcut* when discussing or recommending video editing tools within the context of social media content creation.

#### **Morpho-syntactic Description**

Capcut is an exocentric closed compound formed through combining the free morphemes *Cap* and *cut* to create a new term with a specific meaning

related to video editing capabilities on TikTok. *Capcut* is a proper noun, representing the name of a specific brand or product. The term semantically combines the elements of *Cap* and *cut* to convey the main function of the app, which is video editing as exemplified below.

- a. I edited my *TikTok* video using *Capcut* and the result is fantastic.
- b. *Capcut* has some great features for enhancing your video content.

### **Usage on *TikTok***

*Capcut* is commonly used and mentioned on TikTok, where users create and share short video content. Creators may discuss their editing process or recommend *Capcut* to their audience. *Capcut* is a compound proper noun representing a video editing application, commonly used and discussed within the context of social media, particularly on platforms like TikTok. Its usage reflects pragmatic considerations related to content creation and enhancement. The meaning expressed is distinct from the individual constituents that make up the compound word. Often relying on contextual or cultural association, the meaning of *Capcut* is inferred from the use of the TikTok app.

### **Datum iv. *Data Saver***

#### **Social Media-Based Meaning**

*Data Saver* is a feature on WhatsApp that can be used to reduce the amount of data that the app uses. When this setting is enabled, WhatsApp will not automatically download images, videos, or other files. Instead, the user will need to manually download each file.

#### **Morpho-syntactic Description**

*Data Saver* is a synthetic open compound formed by combining the morphemes *Data* and *Saver*. The meaning of the word is inferred from both constituents but not in a predictable way. It is formed by compounding and derivation. *Data Saver* belongs to the noun as a word class referring to a tool or feature related to the conservation of data.

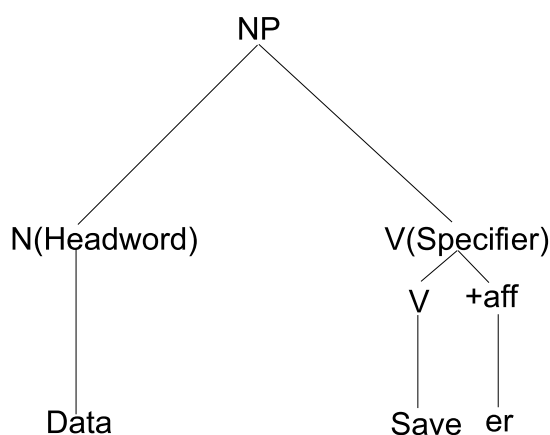
#### **Semantic Composition**

Semantically, the compound conveys the idea of preserving or conserving data. *Data* specifies the kind of content being preserved, and *Saver* indicates the tool or feature responsible for the action.

#### **Semantic Field**

*Data saver* is a term that falls within the semantic field of internet technology. It refers to a setting or feature on a mobile device that is designed to conserve data usage. It typically does this by restricting background data usage, reducing background data usage, reducing image quality, and disabling the auto-play function. You will find *Data savers* around words like smartphones, data, and tablets among others.

The figure below shows the morphological analysis of *Data Saver* with a clear head-dependent relationship. Semantically, it conveys the efficient preservation of data, and pragmatically, it aligns with user empowerment and control over data consumption in the technological landscape of social media.



### **Datum v. *Shadowban***

### **Social Media-Based Meaning**

*Shadowban* is a term used on social media platforms to describe a form of censorship. When someone is *shadow-banned*, their content is hidden from other users on the platform, so they cannot see or interact with it. This can happen for several reasons, such as violating the platform’s community guidelines or engaging in spammy or harmful behavior. This is a social media word and it has become part of the online lexicon.

### **Morphological Description**

*Shadowban* is an exocentric compound which can be a closed or an open compound. It is formed by two free morphemes which are *Shadow* and *ban*. The meaning of the word cannot be known except if you are a social media user. There is no clear head in this compound word because it is an exocentric compound that does not possess a clear head. Depending on the context, *shadow-ban* can be a noun or a verb. In the expression “My account is on shadow ban” it is a noun where it functions as a compliment to a preposition while in “Your account will be shadow banned” it is a



verb in the past tense form.

### **Semantic Composition**

Semantically, the word *shadow* refers to something that is hidden or in the dark, and *ban* refers to something that is forbidden or not allowed. So, in total shadow ban means something that restricts a user's content without their knowledge by not showing any of their content on other's feeds. The user does not know that other users cannot see their content.

### **Semantic Field**

Shadow ban is found in the field of online communication and censorship. It is a term that refers to the practice of blocking or restricting user's online content without their knowledge. Words like algorithms, censorship, visibility, access, and online speech are associated with *shadow-ban*.

### **Datum vi. Hashtag**

#### **Social Media-Based Meaning**

On social media, the *hashtag* is commonly used to categorize content and make it easier to find. A *hashtag* is a word preceded by the hash symbol (#) and used to identify messages on social media platforms. It is mostly used on platforms like Twitter, Instagram, and Facebook. The use of *hashtags* allows users to search for specific topics and join conversations about them. *Hashtags* can also be used to promote brands, events, or causes. It can be used to track the popularity of a topic or to express opinion.

#### **Morphological Description**

*Hashtag* is an endocentric compound, it is a closed compound formed by two free morphemes. There is a clear head in this compound word because it is an endocentric compound. It can function as a noun or as a verb. As a noun, it refers to the actual *hashtag* symbol, and as a verb, it means to add a hashtag to a post: *hash* (Noun) and *tag* (Verb).

#### **Semantic Composition**

Semantically, the word *hashtag* is a word that has the symbol “#” which is of the Dutch origin *hash* “haschen” which means to chop. *Tag* is a word which means to fasten. The word, *Hashtag*, means to add a label to a post on social media. The meaning of *hashtag* is derived from the use of social media platforms.

### **Semantic Field**

A *hashtag* is used to identify and categorize content on social media platforms. Words like trending, topics, curate, and filter are related to hashtags.

### **Datum vii. Voice Note**

#### **Social Media-Based Meaning**

A *voice note* is a recorded audio message that can be sent via a messaging app or other digital platform. It allows the sender to record and send their voice instead of typing out a message. *Voice notes* are becoming increasingly popular as it is faster and more convenient than typing, and they can also be more personal and expressive. Some popular social media platforms that use Voice Note are WhatsApp, Instagram, and Facebook.

#### **Morphological Description**

Voice Note is an endocentric compound, it is an open compound. It is formed by two free morphemes which are *Voice* and *note*. There is a clear head in this compound word because it is an endocentric compound. As a compound word, a *voice note* is a noun.

#### **Semantic Composition**

Semantically, the word *voice note* can be broken down into two components: *Voice* and *Note*, the word *voice* carries the meaning of speech, sound, or vocal expression while *note* carries the meaning of a written or recorded message. Together, they create the compound noun *voice note* which refers to an audio message that is sent via a digital platform.

### **Semantic Field**

*Voice note* is within the field of digital communication, specifically, it refers to a type of audio message that is sent using a mobile device or online platform. The term may also be associated with specific apps or services that allow users to send voice messages, such as WhatsApp or Facebook. Audio messages and text messages are also in that field.

### **Datum viii. Last Seen**

#### **Social Media-Based Meaning**

*Last seen* refers to the last time the contact used WhatsApp. Through our privacy settings, you have the option to control who can see your last seen

and online. You may not be able to see someone's last seen or online unless they have you saved as a contact or have previously messaged you (WhatsApp Inc., 2023).

### **Morphological Description**

Last seen is an open endocentric compound formed through combining the free morphemes *last* and *seen* to create a new term with a specific meaning related to the visibility of a WhatsApp user's activity. *Last seen* functions as a noun phrase. It comprises the head noun *seen* pre-modified by the adjective *last*.

### **Semantic Composition**

Combination of temporal and visual information: The term semantically combines temporal information (*last*) with visual or perceptual information (*seen*) to convey when the user was last visually active or visible on the platform.

WhatsApp Feature: *Last seen* is prominently featured on WhatsApp, where users can view the last timestamp indicating when their contacts were last active or online.

### **Semantic Field**

Online Presence: Last seen falls within the semantic field of online presence, providing information about a user's recent activity on a messaging platform.

### **Pragmatic Considerations**

Social Etiquette: Users often consider last seen as a social cue for appropriate timing to send messages. For instance, if someone's *last seen* is a long time ago, they might not be currently available for a chat. *Last seen* is a compound term with a specific social media-based meaning related to online presence and activity visibility. Its usage extends beyond mere functionality, influencing social interactions and etiquette within these platforms.

### **Datum vix. Auto Cut**

### **Social Media-Based Meaning**

*Auto cut* in a social media context, particularly on platforms like TikTok, refers to an automated editing feature or process. This involves automatic segmentation or trimming of videos, where the software detects and removes unnecessary parts such as silence or pauses, creating a smoother

and more engaging viewing experience.

### **Morphological Description**

*Auto Cut* is an endocentric open compound. *Auto* is a prefix derived from the Greek word “autos”, meaning "self" or "automatic". *Cut* is a verb that means to divide, remove, or separate. Together, *auto-cut* forms a compound noun phrase, indicating a process of automatic division or segmentation. The headword is cut while the modifier is auto. *Auto Cut* functions as a noun phrase.

*Auto* is a prefix meaning self or automatic. *Cut* is a verb indicating division or separation, or as a noun, it refers to the act of cutting or a defined incision or division. Thus, *Auto cut* is a compound word referring to automatic division or segmentation.

### **Semantic Composition**

The combination of *auto* and *cut* implies a process of automatic cutting or segmentation, particularly in the context of video editing or content creation. It suggests a tool or feature that autonomously trims or segments videos without the need for manual intervention.

### **Usage on TikTok**

On *TikTok*, an *auto cut* could refer to several things as listed below:

- i. It might describe a built-in editing feature that automatically trims videos to a desired length or removes pauses.
- ii. Content creators might use the term to refer to their editing process, indicating that they utilize automatic cutting tools to enhance the quality of their videos.
- iii. Users might also discuss tips or tricks for achieving smoother transitions or edits using automatic cutting techniques.

### **Datum x. *Live Centre***

#### **Social Media-Based Meaning**

*Live Centre* could refer to a feature or section within a social media platform dedicated to live content. This section typically aggregates and showcases ongoing live streams from various users or creators. Users can access the *Live Centre* to discover and engage with live content in realtime.

## Morphological Description

*Live* is an adjective indicating something happening or occurring in real-time while *Centre* is a noun referring to a central location or focal point. Together, *Live Centre* forms a compound noun denoting a central hub or focal point for live content.

## Morphological Analysis

*Live Centre* is an endocentric open compound, the headword is *center* while the specifier is *live* which tells more about the type of centre. *Live* is an adjective indicating real-time activity. *Centre* is a noun referring to a central location or focal point. Therefore, *Live Centre* is a compound noun denoting a central hub for live content.

## Semantic

The compound word *Live Centre* conveys the idea of a central location or hub specifically dedicated to live content. It suggests a place where users can find and engage with live streams, events, or broadcasts happening in realtime on the social media platform.

## Composition

## Usage on TikTok

- i. While TikTok primarily focuses on short-form video content, it has introduced live-streaming capabilities for users and creators.
- ii. *Live Centre* could refer to a section or feature within TikTok where users can discover and access ongoing live streams.
- iii. Users might navigate to the "Live Centre" on TikTok to explore live content from their favorite creators, participate in live Q&A sessions, or engage with live events happening within the platform.

## 6. Conclusion

The study has shown the utilitarian value of compounding as a morphological process on TikTok and other social media platforms. Its usage in social media discourse is not just based on the creative ingenuity of social media users but also as a relevant part of social media language which goes a long way to characterize the language of social media. The study has shown that understanding the semantic implications of the studied compound words is a necessary prerequisite in social media communication and in understanding social media language. For instance, a user who does not understand the semantic implications of *auto cut* or *live center* may not be able to apply these terms or understand them when

they are used. This paper is not foreclosing studies on morphological processes on social media; it is, therefore, recommended that specific studies be conducted on other aspects of the morphological structure of social media language.

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## **Institutionalization of Police Road Blocks and Extortion on Nigeria's Highways**

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Kolawole Olu

### **Abstract**

Security is of critical importance in ensuring the well being and development of any society. No society can achieve and sustain stable development without efficient security network and apparatuses. Preservation of lives and property is guaranteed when security agencies discharge their duties efficiently and with integrity. The opposite is mostly the case in Nigeria where the security personnel, especially those of the Nigerian Police Force, mount road blocks on the highways and routinely extort money from road users and engage in other unethical and unprofessional acts. The paper adopted descriptive research design and utilized mixed methods approach. Primary data were sourced through semi-structured interview involving one hundred and fifty (150) respondents purposively selected and interviewed; they were mostly bus, lorry, and truck drivers and other road stakeholders from the South West, South East and South South geopolitical zones of Nigeria. Secondary data, sourced through journals, newspapers and internet-based materials, were analyzed in terms of their thematic relevance to the topic; capture theory served as the paper's theoretical framework. The paper concluded that the extortionist acts of Nigerian police officers on Nigerian roads contravenes the Nigerian Police Force Code of Conduct Act and recommends an upward review of salaries of Nigerian police officers even as punitive mechanisms are put in place to discourage and hinder the police and other security agents from molesting and exploiting lawful road users.

*Keywords:* Nigerian police, road blocks, security, extortion, commuters

### **Introduction**

Peace and security are the primary goals of any civilized order or system; they are prerequisites for the development and progress of any society. Security must first be in place before social structures – families, towns and nations, and the entire infrastructure needed to run them – can be

established, stabilized and sustained. Security and the well being of citizens is the major reason security agencies, such as the police force, the army, navy, and immigration, are set up all over the world. Their core duty is to ensure that lives and property and the territorial integrity of communities, states or nation-states are preserved. The police force is usually the primary agency charged with the responsibility of watching over the society and maintaining law and order. A situation where this primary watchdog turns around to bark at, bite, and oppress the very people it was supposed to protect is dangerous and should be treated as a matter of grave concern. Such is the current situation in Nigeria where the Nigerian Police Force has institutionalized the practice of setting up unnecessary road blocks across the country's highways and using them daily to waylay and extort money from road users. This paper enquires into the various aspects of this dangerous habit indulged in by the police and other security agencies in constant breach of the security and wellbeing of millions of Nigerians who daily pass through the country's roads to go about their lawful businesses.

### **Policing in Pre-colonial Societies of Nigeria**

In ancient or pre-colonial societies that now make up what is known as Nigeria, the primacy of security was never downplayed. The social order of that era was built upon an arrangement that ensured that lives and property were adequately protected. At that time, "Policing was part of the general culture and traditions of the people and not an external body outside the people" (Alemika, 1993, in Arisukwu, 2012). There were age groups, masquerade groups (Aniche, 2016), and gallant hunters, members of whom were all able-bodied males upon whom the responsibility of protecting the traditional society fell. These male groups served as the vanguard of the traditional society, in peace time, and as the warriors, in times of war. The male groups were stratified according to age, family background, war or hunting experience and this determined the socio-economic or political functions they performed to enhance the cohesion and security of their different societies. In times of perceived or real threats, they served as vigilantes or roving communal policemen.

These groups performed in line with prescribed norms and customs, respected and were accountable to the traditional leadership hierarchy. There was a great deal of spiritual sensitivity as no one wanted to attract the wrath of the gods or the judgement of the priests overseeing their shrines. Indeed, ethical misconduct or egregious violations by any individual or armed group could attract instant ostracism, banishment (Olusegun, 2021), mysterious disease or death and a great odium upon the offenders' families. Because of these consequences and the associated

stigma, communal male groups tried to live above board while functioning as security gatekeepers or traditional policemen of their societies.

An important incentive for these male groups was the respect and honour the society accorded them for their sacrificial acts, for serving as its foot soldiers, whenever the need arose, and for regularly maintaining its peace, order and development. Any member of these male groups wounded or killed in war was hailed and mourned as a hero. Moreover, the traditional society valued the services of these male groups because, apart from maintaining law and order, they also played a corrective role by helping to reconcile repentant offenders with the community (Tamuno, 1970, in Arisukwu, 2012).

With the emergence of colonial administration, some of these vanguard groups were retained and served as the law enforcement officers of the administration at the local levels. During the colonial era, they operated under different appellations in different societies and some of them were recruited and trained to serve at official government functions. This use of traditional security arrangements by colonial officers was common in many British West African colonies; in Nigeria, they contributed to the concept of Native Authority police instituted by the colonial masters (Killingray, 1993).

This was why, after independence, the Nigerian state retained the British police force system bequeathed to it, and why, over the years, a number of efforts have been made to make the police more efficient in the performance of their duties.

### **Definition of Key Terms**

#### **Extortion**

The word extortion means to obtain gratification or derive benefit through the use of one's position or office to make unfair decisions, carry out unfair acts, do injustice, or aid an illegal conduct or action. Extortion is a common law offence committed by a public officer who uses his position to take money or any other benefit that is not due to him. Different scholars see extortion as obtaining something beneficial to one's self from another through the wrongful use of actual or threatened force, violence or fear. It is essentially obtaining money from a person by force or intimidation; it is undue or unlawful use of authority or power. In Nigerian parlance, and in the context of this paper, extortion is what someone is induced to offer at police check-points in response to the security agent's question, "Anything for the boys?"

Whatever method is used to exact it, extortion is grossly illegal; it is not only restricted to a given clime or system but is, unfortunately pervasive and found everywhere. In the Nigerian context, area boys or community youth may extort money from road users within their localities because “The boys are hungry.” This social misbehavior is common in developing countries, and is gradually becoming a norm in Nigeria. During the Covid-19 pandemic lockdown in Nigeria, when inter-state movement was temporarily banned, police extortion on Nigerian roads assumed a new height (Aborishade, 2022; Shodunke, 2022) as motorists were charged three thousand naira on the inter-state borders; many of them dutifully paid, as complaints to the appropriate authorities yielded no result.

### **Road Block**

Road blocks are obstructions placed on roads as barricades to hinder easy flow of traffic in order to enable the appropriate law enforcement agencies conduct searches, prevent illegal transportation of arms and other dangerous items, facilitate the recovery of stolen vehicles and other items, rescue abducted persons, enforce traffic safety standards and exigencies or prevent the advance of an enemy.

According to Collins dictionary, road block is a police or army strategy to track a fugitive or criminal or a barrier set up across a road by the police or the military in order to stop a fugitive or inspect traffic. The essential reason for barricades on public roads is to track down a questionable person or thing, a function the Nigerian police seldom perform as their emphasis is usually on the illegal collection of money from road users. In doing this, the Nigerian police are violating the right of Nigerians to freely move from place to place as enshrined in section 41(1) of the 1999 Constitution, as amended. That section says, inter alia, that “Every citizen of Nigeria is entitled to move freely throughout Nigeria and to reside in any part thereof”. A person’s movement can only be legally hindered if he has committed a crime and is found guilty by a competent law court.

### **Theoretical Framework**

The paper adopted capture theory as its theoretical framework. The capture theory was propounded by Michael Mark Wolfson in 1964 as a scientific theory that put forward the idea that the Solar System developed from the Sun’s interface with a low-density protostar. Over time, the import and relevance of the theory was extended to other fields of study, especially disciplines in the social sciences. The concept, as it applies to the field of political science, reckons that how public service is run or should be run is captured in relevant government regulations which should not be deviated

from. This paper explores how the Nigerian police and other law enforcement agencies, such as the Army, Customs, and Immigration deviate from established rules and use their operations at the several road blocks they set up across Nigerian highways to exploit, brutalize, and extort money from Nigerian road users (NRUs).

### **Police and Road Block Extortion in Nigeria**

The routine stop-and-search operations of the Nigerian police, effected through setting up road blocks on Nigerian highways, was instituted in early 1980s to check the menace of armed robbery and kidnapping on the highways. Before then, there were security check points where the driver's identity and vehicle particulars were verified. Since the mid 1980s, Nigerian police road blocks have been used as extortive outposts where money is daily exacted from intimidated commuters.

To perpetuate this heinous act the police officers posted to a particular highway would set up four or more road blocks and assign two or three armed police to man each blockade, where all they do is stop mostly commercial vehicles and extort from the drivers about ₦200-₦500, and then allow them to pass without the passengers and goods being searched. All drivers who readily offer two hundred naira or five hundred naira to the officers on duty are allowed to go unchecked, even when they might be threats to the society or might be conveying arms to robbers, kidnappers or terrorist gangs. Although police officers are the most frequent and most visible culprits, members of other security agencies, such as federal road safety corps, immigration, custom, navy and the army are also culpable, and often even more ruthless.

The various roles of the police, including the power to conduct searches and make arrests, are enshrined in the Nigerian Constitution. Regrettably, instead of performing their policing duties with diligence and integrity, gun-wielding members of the Nigerian police force have capitalized on their constitutional role to molest and exploit road users by using what should have been security-enhancing road blocks as self-serving opportunities for illegal collection of money from intimidated motorists. Across the country, the Nigerian police have, on many busy roads, turned their road blocks to illegal "toll gates" where drivers, mostly commercial drivers, are compelled to drop, at each road blockade, two hundred to one thousand naira. Those who rebuff them are usually made to pack their vehicles for detailed "investigation" which could last for more than one hour and which often ends with trumped-up issues raised about some aspect of the drivers' particulars – matters mostly ended when the frustrated drivers grease the palms of the police in order to be freed to

continue on their journey.

The fact that the police wield powerful weapons, such as AK47 and AK49, on the highways easily enables them to intimidate road users. Nobody challenges the Nigerian police on the highways and go scot free; some people have been shot for doing that while others have been arrested and taken to court, charged with criminal offences they did not commit; usually, victims paid the authorities a lot of money before such trumped-up charges are dropped.

Some police officers on road-block duties do not wear police uniform, making it very difficult to distinguish them from robbers on the highways (Yuguda, 2017). There were cases where police vehicles parked beside road blocks manned by police in mufti have been attacked because road users mistook them for robbers. Such incidents prompted Nigerian Police Force headquarters to issue a directive that all Nigerian police officers on the highway must be fully kitted to enable road users distinguish police officers from men of the underworld; this directive has often been flouted by some irresponsible police officers. Matters are sometimes complicated when some robbers operate wearing police uniforms.

The irony of police road blocks on Nigerian highways is that these road blocks are mounted during the day, not at night when robbers mostly operate. The proliferation of small and light weapons has enabled some robbers to acquire dangerous weapons that now embolden them to overpower the police and carry out daytime robberies.

Police acts of extortion on Nigerian highways take place in violation of the 2020 Police Act. The Act enjoins the police to work towards making members of the public to build a lasting trust in the police, and to protect and uphold the rights of persons, to be impartial and respectful in the performance of police duties. In their various operations, the Nigerian police are known to have violated several sections of the Act, especially Sec. 32(2) which prohibits the Police from arresting anyone based on a civil wrong or breach of contract, and have frequently failed in their duties, particularly those of “prevention and detection of crime”, as listed in Section 4 of the Nigerian Police Act.

The Police Code of Conduct, concerning integrity, emphasizes that police officers shall not engage in acts of corruption or bribery, nor shall any officer condone such acts by other officers and that officers shall refuse to accept any gifts, presents, subscriptions, favours, gratuities or promises that could be interpreted as seeking to cause the officer to refrain from performing official responsibilities honestly and lawfully. In spite of these

set values, the police act as if they are not bound by any rules.

Police road-block extortion is usually a shameless open operation where the police would collect a currency note and provide change to the driver in full glare of passengers and onlookers; such is how this illegal and despicable act has been made to look like an acceptable norm (Iyang & Ubong, 2013). The police perpetuate these shameful acts even when motorcades of government officials are passing by, and the government officials do not usually stop to reprimand the unfaithful police officers.

Table 1

**Number of road blocks and the amount collected by the police from each car, bus, lorry or truck driver in Nigeria’s South East, South South and South West zones**

	<b>Highways or Road Transport Routes investigated by the Researchers</b>	<b>Number of Police Road Blocks*</b>	<b>Minimum Amount collected from each Driver</b>
1	Edo (Benin) - Lagos	26 road blocks	₦200 per road block
2	Ijebu Ode-Imota-Ikorodo	8 road blocks	₦200 per road block
3	Benin-Warri	17 road blocks	₦200 per road block
4	Benin-Asaba	9 road blocks	₦200 per road block
5	Asaba-Onitsha	6 road blocks	₦200 per road block
6	Warri-Patani	10 road blocks	₦200 per road block
7	Mbima -PH	21 road blocks	₦200 per road block
8	Onitsha-Owerri	11 road blocks	₦200 per road block
9	PH-Owerri	12 road blocks	₦200 per road block
10	PH-Aba	10 road blocks	₦200 per road block
11	Aba-Umuahia	10 road blocks	₦200 per road block
12	Umuahia-Enugu	14 road blocks	₦200 per road block
13	Anambra-Enugu	18 road blocks	₦200 per road block
14	Enugu-Nsukka	16 road blocks	₦200 per road block
15	Benin-Ondo	12 road blocks	₦200 per road block
16	Oyo-Osun	10 road blocks	₦200 per road block
17	Ebonyi-Akwa Ibom	13 road blocks	₦200 per road block

\* These figures, which were the number of road blocks counted by the researchers when they passed through the routes, are likely to differ from day to day.

Source: Researchers’ Field Work

Police road blocks have led to terrible disasters in which lives were lost. There were occasions when trucks and lorries ran over stopped vehicles at police road blocks; such incidents were recorded on Okene-Abuja, Abuja-Kaduna, Lokoja-Auchi, Benin-Asaba, Onitsha-Owerri, Delta-Patani and Patani-Bayelsa highways, just to mention a few. Whenever such accidents occurred, police officers responded by quickly dismantling the road block before relocating to another spot. The spots they choose to mount their road blocks are often the bad spots, usually after dangerous bends or where there are many potholes – anywhere where drivers would be forced to slow

down to enable the police to stop them easily and extort money from them.

The extortion by the Nigerian police force has ripple effects: commercial drivers often hike their fare in order to generate extra money for “settling” the police; the passengers, mostly traders, increase the retail price of their wares, thereby transferring the burden of the extortion to the masses. This chain of extortion remains the same even when the road-block oppressors are immigration, customs, navy or army officers. Extortion by the Nigerian police is, however, more noticeable because it is a daily routine on Nigerian roads.

Police road-block extortion has become so entrenched that even when some erring officers are reported, no serious disciplinary action is taken against them; rather, the worst offenders are usually simply reposted to another town to continue their extortion, a practice which supports the widely-held view that some superior police officers receive regular returns from the uniformed extortionists they post to the highways (Etzioni, 2009). Such tolerance of corruption at the highest levels of the force was reflected in the way the EndSARS protests, in spite of proven cases of murder by operatives of Awkuzu SARS, have been swept aside without any government white paper issued on the matter. This is perhaps why, in spite of several strategies mapped out to curb this menace, police road-block extortion remains prevalent in many parts of the country (Stafford & Warr, 1993; Armstrong et al, 2018; Bates & Anderson, 2021; Enoch, 2022).

### **Methodology**

The paper adopted descriptive research design and utilized mixed methods approach. Primary data were sourced through semi-structured interview involving one hundred and fifty (150) respondents purposively selected and interviewed; they were mostly car, bus, lorry, and truck drivers and other road stakeholders. They were interviewed along the major highways in the South West, South East and South South geopolitical zones of Nigeria. These three zones were strategic as they featured many police road blocks, unlike the highways in the North East, North West and North Central zones. Fifty respondents were interviewed in each of the three zones of the South East, South South and South West on the issue of police road blocks and extortion on Nigeria’s highways and the associated pains experienced by commuters. Secondary data, sourced from journals, newspapers and internet-based materials, were analyzed in terms of their thematic relevance to the topic.

### **Discussion and Findings**

As stated earlier, fifty (50) respondents were interviewed in each of the



three zones of the South East, South South and South West, making it a total of 150 respondents, on the issue of police road blocks and extortion on Nigeria's highways. They were mostly car, bus, lorry and truck drivers. One hundred and twenty-eight (128) respondents, representing 76.5% of all the respondents from the three zones, frowned at police road-block operatives and the suffering they unleash on commuters and the drivers who are forced to part with their hard-earned money at each road block. Some respondents even said that police road blocks could be government's way of indirectly reintroducing toll gates dismantled by Obasanjo's administration; they lamented that while the previous tollgate collections were used for road maintenance, police road blocks constitute illegal avenues utilized by the police to enrich themselves.

The study revealed that some police officers were ready to relinquish their monthly salary to the divisional police officers (DPOs) in order to motivate the DPOs to post them to highway road-block duties. The study noted that some police officers were ready to resign from the force if road blocks are discontinued. 23.5% of the respondents blamed the government for the rut in the Nigerian police force, observing that the force is the least paid security agency in Nigeria. One police officer interviewed confidentially said:

If we do not collect this money, what do we use to feed our families? Some of our colleagues who died in active service or retired from the force...their families are yet to be compensated, so our concern here on the road blocks is to make enough money that would be enough to take care of our families since the government does not care about us.

Some respondents observed that the Nigerian police force is a reflection of Nigerian society where those in the corridors of power loot the treasury and, when caught and arraigned in court, use legal loopholes to endlessly adjourn their matter until the judges are compromised to declare them discharged and acquitted.

Few of the respondents held some drivers responsible for the institutionalization of highway extortion by the police. They were referring to impatient drivers who would not allow the police to check their particulars but would rather stick out their hands to offer the police money even before such is demanded. Of course one would not expect the police officer whose salary is nothing to write home about to turn down the offer. Many Nigerian road users are in a hurry and would part with anything to have easy passage.

### **Contribution to Knowledge**

There have been different scholarly articles on the issue of police road blocks and extortion in Nigeria. Prominent among them are the following: “Investigating the Proliferation of Police Roadblocks and Extortion of Motorist in the Southeast of Nigeria” (Nnaeto, J, 2020); “Why Nigeria Want to Remove Police Roadblocks” (Commentary by Amina Yuguda, BBC 2017); and Sahara Reporters’ (July, 27. 2010) report, “How Police Personnel raked in 9.35 Billion Naira from Roadblocks in the Southeast Nigeria in 18 months”. Useful as these studies are, they were focused on the Southeast zone whereas police roadblocks and extortion are not zone specific as they are found in every zone of Nigeria. Their single-zone approach marked the limitation of these studies.

There were other academic papers that enquired into issues of corruption by the Nigerian police (Human Rights Watch, 2010; Inyang, J. D. & Ubong, E. A., 2013; Akpunonu-Ogu, 2014), but no detailed research of the type carried out by this paper across the whole of southern region of Nigeria (where most of the country’s road blocks are located) was previously carried out, to the best of our knowledge. The paper, in conducting an in-depth research into the specific issue of extortion arising from police misuse of their road-block operations in the three zones of southern Nigeria, fills a gap in and enriches existing literature on the subject matter of malpractices by the Nigerian police.

### **Conclusion**

The paper concludes that Nigerian Police force road blocks and extortion on Nigerian highways are impediments to the socio-economic development of the country. They constitute human rights abuses that smear the image of the Nigerian police force, and they lead to increase in cost of transportation and the prices of goods and services bought and sold in Nigerian markets. Instead of allowing the officers of the Nigerian police force to keep on extorting money from the citizens for their personal enrichment, there may be need to restore the tollgates dismantled during Olusegun Obasanjo’s regime, especially now that our roads are in terrible state of disrepair. This paper strongly urges that the Nigerian police force and other security agencies should be paid good wages as that would help to minimize the ugly trend of road blocks and extortion on Nigerian highways.

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## **Cross Border Migration and Human Security in Nigeria**

Blessing Chugo Idigo

### **Abstract**

Cross border migration is the movement of people beyond their country of origin. The main objective of the study was to examine cross border migration and economic security in Nigeria. Specifically, the study examined if cross border migration enhanced or deteriorated poverty alleviation in Nigeria. The study also looked into the question of whether cross border migration contributed to the spread of diseases in Nigeria. The data collated were analyzed using descriptive and content methods. Classical migration theory was the theoretical framework on which this study was anchored. The study revealed that cross border migration did not alleviate poverty in Nigeria; and that cross border migration contributed to the spread of diseases. The study concluded that cross border migration did not enhance economic security, but rather deepened poverty incidence, contributed to the spread of diseases and heightened the incidence of cross border criminality in Nigeria. Among the recommendations is that the government of Nigeria, in collaboration with international governmental agencies, such as European Union and United Nations, should assist in addressing migration issues by reducing the cost of migration, formulating policies regarding the processing of travelling documents, and lowering remittance costs to encourage migrants to remit money back home through normal channels. Governments of Nigeria should regulate migration by formulating policies that will address illegal migration, migrants flow and associated health and human rights issues, reduce migration of the teeming youths by creating conducive environment for learning and business, provide infrastructural facilities, and enthrone good governance, among other measures.

*Keywords:* cross border migration, human security, Nigeria

### **Introduction**

Cross-border migration is the movement of people across national boundaries. It is the most dynamic feature of population distribution since the creation of the universe (Okereke, Abdullahi & Shuaibu, 2023). In the advanced capitalist economies, cross border migration is seen as a normal phenomenon accelerated by globalization, while in Sub-Sahara Africa it is

seen as a common feature which predates colonialism. Free movement of people and trans-border security have been the crucial point of various regional and sub-regional organizations across the world. Recent pieces of evidence had indicated that human movement and security issues in West Africa have been in existence even before colonialism. The factors that have engendered migration include trade, search for pastures, urbanization, agriculture, mining, industrial production, armed conflict, environmental insecurity, land degradation, drought, and rural poverty, among others (Department for International Development, 2004).

According to Adebajo and Kunle (2023), for a very long time, nations have procured weapons to protect their security. However, in recent times, people's perception of insecurity has shifted from concerns about the dangers arising from war to the challenges of daily existence. People's understanding of security has been broadened to include safety from constant threat arising from diseases, crime, hunger, economic recession, poverty, political repression, environmental degradation, drought, etc. Security also incorporates protection from sudden and hurtful disruptions in the pattern of our daily life (United Nations Development Programme, 1994).

During the pre-colonial times in West Africa, cross border migration was involuntary as people were forcefully taken away from their countries due to the slave trade. During this period, many people from West Africa were taken away as slaves to work in advanced countries, particularly in the plantations of Europe and America (Okoye, 2022). In the contemporary world, globalization has made mobility easy and unavoidable (Florence, Francisca, Obiageli & Sandra, 2021). The post-independence era witnessed increased frequency and intensity of economic and political relations among states, with the objective of attaining sustainable peace and security, which is a pre-condition for socioeconomic and political advancement. Over the years, this mindset shaped, guided and promoted the formulation of policies that centre on socio-economic, political and security cooperation and unity of the citizenry of the West African sub-region, particularly those of Nigeria and the Republic of Benin.

The economic boom of the 1970s and 1980s further attracted people to Nigeria from the sub-regions; this later changed with the deteriorating socioeconomic conditions and deepening poverty of the mid-1980s that provoked an extensive movement of people from the country. The introduction of Structural Adjustment Programme (SAP) led to job crises in the labour market, creating sustained pressure for emigrants, hence Nigeria and Benin citizens began to look elsewhere across their borders for better wage differentials, high income, diversification, better job

opportunities, good living standards and access to good Medicare, etc. It is based on these dynamics that this study on cross border migration and human security in West Africa, with specific focus on Nigeria (covering the period, 1999 to 2022) is carried out.

### **Statement of the Problem**

Migration is a highly diverse and complex phenomenon that traverses societies, cultures, and races. It is a phenomenon that has continued to impact and contribute to the transformation of many countries, changing the racial, ethnic, language and socio-cultural composition of their population (Aliome, 2019). It is a phenomenon that cuts across every aspect of people's social existence. Earlier works by United Nations Department for Economic and Social Affairs (2005) and Castles & Miller (2009) have shown that about 97 percent of the world population in the year 2000 were not international migrants, yet their communities, environment, and ways of life were affected by migration. In Sub-Saharan Africa, it is a phenomenon that predates colonialism and took a greater dimension after countries have gained independence (Nwafor, 2019). Cross border mobility plays an essential function across the globe; it is one of the strong factors that drive globalization in recent times. The nature of this flow has become dynamic in terms of its structure, size and impact on the labour market, political situation, and culture of the affected countries.

However, there are series of controversies about the impact of cross border migration on the original countries of the migrants, on their places of destination, as well as on the people who are involved in the movement, especially as it relates to human security. Studies have revealed that host communities think that a high level of cross border migration posed big threat to their economic wellbeing, social order, cultural and religious values, and political stability (Campbell, 2003). Interaction between states is also affected as mobility is likely to create political tensions that can affect the cordial relationship between the two countries. Also, unrestricted movement across the border can mount pressure on the infrastructural facilities in the host communities, through frequent and increased use of health and educational facilities, and government housing.

Furthermore, the hostility and resentment meted out to the migrants by the natives who believe that they are losing their jobs to immigrants who are desperate and ready to work for low wages in several climes resulted in xenophobic attacks (Aluede, 2017). There are other worrisome situations migrants find themselves in: some experience ugly and dehumanizing incidences of sexual exploitation during transit, at times they even lose their lives in boat mishaps; some are often kept in poor hygienic

environments, making them vulnerable to infectious diseases. Now in Africa, human insecurity has intensified: a whopping 800 million people in the continent live below poverty line, and the figure is still rising; environmental challenges, such as drought, haunt Southern and Central Africa and the Horn of Africa, greatly decreasing the continent's food production output. Msuya (2019) averred that:

Africa has high incidents of conflicts and instability. Currently, Ivory Coast, the Great lakes region, Somalia, Darfur (Sudan), and the Horn remain highly volatile. Africa currently has the largest contingent of UN peacekeepers – 17,000 strong in the Democratic Republic of Congo (DRC). In addition, Africa is ravaged by various diseases, and is currently the global epicenter of the dreaded HIV/AIDS.

In West Africa, Nigeria inclusive, the ECOWAS protocol, while reflecting human security concerns in its free movement provisions in the sub-region, fails in its implementation as it concentrates more on the traditional military threats to state (national security) and pays little attention to the non-military threats, such as poverty, low-income, unemployment, spread of infectious diseases, persistent food crisis, climate change, flood, drought, political repression, etc., that affect individuals.

Meanwhile, a number of research findings posit that there is a correlation between cross border migration and economic security (Osimen, Anegbode, Akande & Oyewole, 2017; Okeke & Richard, 2014; and Idowu, 2014). Despite agreeing that human security in Nigeria responds to cross border migration, these studies vary in terms of their appraisal of the effects. These conflicts make it implausible to employ the available evidence, findings, and recommendations for sound policy formulation and implementation on cross border migration and human security management in Nigeria. For instance, Anegbode, John, Clement and Oyewole (2017) averred that all the cross border migration variables it employed hurt human security in Nigeria in both long and short terms which implies that growing cross border migration will hamper human security in Nigeria; but findings from studies like those of Adeola and Fayomi (2015) and Olakunle and Ake (2015) conclude that cross border migration enhances human security in Nigeria. This disagreement makes imperative a broad-based enquiry into the shades of cross border migration in Nigeria and their resultant effects on human security in the country. In the light of the above, this study seeks to provide answers that would help in clarifying the real connection between cross border migration and human security in Nigeria.



## **Review of Related Literature**

### **Conceptual Review**

#### **Cross Border Migration**

Cross border migration, according to Adebajo and Kunle (2023), is the movement of people beyond their country of origin. People migrate beyond the international border because of prevailing conditions in their home environments. These adverse conditions include political instability, drought, scarcity of land, soil infertility, unfavourable climate, among others. Cross border migration is on the increase. According to United Nations estimation, the number of persons/migrants living outside the country of origin has reached 175 million, more than twice the number a generation ago (United Nations Population Division, 2002). In 2013, there were 232 million migrants in the world representing 3% of the global population (United Nation Population Division, 2013). In Nigeria, available figures indicated that the number of migrants was about 477,135 in 1991. It was projected to have increased to 1.1 million in 2010 (UNDP, 2009).

Cross-border migration is naturally complex. It can affect a nation-state politically, culturally and socio-economically; it can strengthen or weaken it. In other words, cross-border migration can bring progress or decline in socio-economic development of a nation-state. Florence, Francisca, Obiageli and Sandra (2021) argue that West African states, among other countries in the globe, have a trace of migration in their respective histories.

Cross-border migration deals with two (2) states: the host states and the home states. Cross-border migration, which is a characteristic of globalization, plays a positive role in international trade. However, it has been associated with transnational crimes. It was associated with the 9/11 terrorist attacks in the United States of America, an event that raised security consciousness amongst nations in the international system (Kehinde, Gbenga & Afolabi, 2019). Cross-border migration affects countries separately; the way it impacts on the developed world is different from the impact it has on the developing world (Nwagwugwu, 2015). Cross-border migration can trigger transfer of knowledge, innovation, creativity, and technology.

Cross-border migration in its real sense is beneficial to all parties, most especially the host states; however, there are fears connected with the undocumented and irregular entries of most migrants in and out of the state, as this can cause insecurity in the states involved. Migration can

bring about brain gain to a nation as entry of the right migrants into the labour force of a state can bring innovation and creativity into that particular state. Qualified immigrants with the right skills, expertise and creativity have contributed significantly to the productivity and economic growth of their host countries. There is documented evidence, for example, that the United States of America (USA) has largely benefited immensely from cross-border migration. Immigrants in many developed countries are from different nationalities with diverse cultures, beliefs, and customs.

According to Nwafor (2019), the rate of cross-border migration will continue to increase as countries remain interdependent, directly or indirectly, and as individuals identify their various destinations where they are convinced they are destined to be due to attractive “pull” factors in those destinations and various “push” factors in their home countries. Lastly, with the increasing demand for labour by various states, most especially in the developed world, cross-border migration will take new dimensions.

Cross-border migration, as examined in this study, is the movement of nationals of other West African states to Nigeria and Benin Republic (South-South migration) and also the movement of Nigerians and Beninese or people from other African countries to the developed countries (South-North migration). Cross-border migration is seen as a reaction to the “pull” and “push” factors exposed to migrants (emigrants and immigrants) as they are expected to act as human beings first before acting up as migrants. Cross-border migration of individuals can be voluntary or involuntary.

### **Human Security**

Human security is a concept that identifies the security of human lives as the central objective of national and international security policy. It contrasts with and grew out of increasing dissatisfaction with the state-centered concept of security as an adequate conceptual framework for understanding human vulnerabilities in the contemporary world and military interventions as adequate responses to them. As Kaldor (2007) explains in her introduction to her work, *Human Security*, human vulnerability is universal, threatened by ‘new wars’ where actors are no longer safe; ‘new wars’ that do not follow the rules of conduct of ‘old wars’, and that cannot be won by the means of old wars. Moreover, these new wars are entangled with other global threats including disease, natural disasters, poverty, and destitution. However, our security perceptions, drawn from the central understanding of the Second World War, do not diminish insecurity; rather they make it worse (Kaldor, 2007). Similarly,

Haq (1995) proposes human security as a new model of security:

...the world is entering a new era in which the very concept of security will change – and change dramatically. Security will be interpreted as: security of people, not just territory. Security of individuals, not just nations. Security through development, not through arms. Security of all the people everywhere – in their homes, in their jobs, in their streets, in their communities, in their environment.

UNDP report (1994) defines ‘human security as safety from chronic threats such as hunger, diseases, and repression. It means protection from sudden hurtful disruptions in the pattern of daily life whether in homes, in jobs or communities’. In a similar vein, Human Security Report (2005) defines human security as the protection of communities and individuals from internal violence.

The concept of human security has become broadly used since the mid-1990s. While initially used primarily with reference to state policies and the search for new international security and development agendas after the end of the Cold War, it is increasingly being used in policy advocacy by civil society groups on a wider range of contemporary issues, from civil war to migration to climate change (O’Brien & Gasper, 2010). Academic institutions have developed research programs and degree programs inhuman security. Hitherto human security is a contested concept. There are multiple formulations of its definition and divergent efforts to evolve associated global agendas. Efforts to promote human security for the foreign policy of states and institutionalize it at the United Nations (UN) have generated controversies. A large literature has emerged challenging, defending, or explaining the meaning and the added value of the concept. Many practitioners in international affairs, in both security and development fields, remain doubtful of its practical usefulness and political relevance.

### **Empirical Review**

Okereke, Abdullahi and Shuaibu (2023) examined the remarkable ways cross-border human trafficking through Idiroko and Seme borders affect safety of individuals in Seme-Idiroko border communities and border protection in the border posts. The study was built around the deterrence theory by classical scholars in order to clearly understand how severity, certainty and celerity of punishment can deter potential offenders from indulging in the crime of compromising border security. Using the Rakash sample size formula, a sample of 397 was determined from a population of 46,105 respondents drawn from NAPTIP, NCS, and NIS in both Ogun and

Lagos States; ONSA, Abuja and residents of Idiroko, Seme, Kpodji-Ague and Igolo border communities. Also, 15 respondents were tentatively selected for the sample size of the study using purposive sampling method.

Data were collected using structured and open-ended questions as well as in-depth interview. Data were also collected from secondary sources. Data from questionnaire were analyzed using weighted average, while data from in-depth interview were analyzed using narrative-analytic technique. Data from secondary sources were analyzed using relational-content analysis. Findings showed, among other things, that the higher the level of cross-border human trafficking through Idiroko and Seme borders, the poorer the state of border security in Lagos and Ogun States.

Adebajo and Kunle (2023) have noted, among other things, that the disruption of international stability caused by climate change is a growing concern. It has not only contributed to the spread of desertification, but it is also responsible for the movement of Fulani herdsmen over the borders of West African countries. In Nigeria, notably in the North Central region, violent clashes between farmers and herdsmen have resulted in the deaths of thousands of people, destruction of property, and forced relocation of a large number of people. In this article, research was conducted on climate change, trans-border migration, and violent acts committed by Fulani herders in Nigeria. Environmental scarcity theory was employed as an explanatory framework. The desk research method which relied on secondary sources of data was used. Despite the fact that steps have been taken to reduce the effects of climate change, no tangible outcomes have been obtained. Furthermore, international movement by herdsmen continues, with all of the attendant harmful effects on human life.

Okoye (2022) examined cross-border migration and economic security in Nigeria. The data collated were analyzed using descriptive and content methods. Classical migration theory was the theoretical framework on which this study was anchored. The study revealed that cross-border migration did not alleviate poverty in Nigeria but contributed to the spread of diseases, such as the Hydro Immune Virus among women and the Ebola Virus Disease in Nigeria. Again, cross-border migration facilitated by the ECOWAS protocol increased the incidence of cross-border criminality in Nigeria. The study concluded that cross-border migration did not enhance economic security, but rather deepened poverty incidence, contributed to the spread of diseases and heightened the incidence of cross-border criminality in Nigeria.

Florence, Francisca, Obiageli and Sandra (2021) examined Nigeria Immigration Service and The Challenge of Cross Border Human

Trafficking in Nigeria, 2011-2019. Using structural functionalism theory as my analytical framework and on the strength of data generated from secondary sources through the interrogation of the hypothesis, poor border management has negatively affected the capacity of Nigeria immigration service to curb cross border human traffic from 2011-2019. This study found out that there are about 1400 footpaths unknown to security agencies; the borders are not manned and unprotected. Moreover, inadequate personnel has equally contributed to poor border management. However, the researcher recommends that Nigeria immigration service cannot be solely responsible for the prevention of cross border human trafficking; it should liaise and network with other sister security departments. Such cooperation will help in filling intelligence gaps, minimizing costs of intelligence collection, and establishing diplomatic relations among states.

Kehinde, Gbenga and Afolabi (2019) examined gender dimension of cross border migration in rural border communities of Ipokia local government area, Ogun State, Nigeria. The study specifically examined socio-economic characteristics of migrants, pattern of migration between male and female migrants and reasons for cross border migration in the study area. Multistage sampling technique was used in selecting 184 migrants (both male and female of equal size) in the study area. The study revealed that the mean age of male migrants was 41 years while that of female migrants was 36.3 years. Also, larger percentage of male (75%) and female (51.1%) migrants earn above Nigeria's minimum wage (₦18,000). This was an indication that cross border migration has positive effect on migrants' standard of living. Major reasons for cross border migration (push factor) for male migrants included poor income, bad economic condition, poverty and few employment opportunities and unfavourable climatic condition, while poor income and poverty were major reasons adduced by female migrants. Moreover, good access to land, commerce and better income reasons were the major considerations for choosing destination area by male migrants while good access to land, marriage, need to join family members and better income were the considerations for choosing destination area by female migrants in Nigeria (pull factors). The study concluded that despite the increase in cross border migration into the study area, patterns and reasons for cross border migration vary between men and women.

Aliome (2019) aims at showcasing the synergy between migration and national security and by extension addresses the question of whether migration represents a threat to national security or not. Of course, common response to this question is that migration could be a vehicle for

importing terrorists, criminals and for spreading infectious diseases. The nefarious activities of the dreaded terrorist group known as Boko-Haram which has made lives and properties insecure in Nigeria could be attributed to the incursion of migrants from the Republics of Niger and Chad to Nigeria. Therefore, the burgeoning migrant smuggling and human trafficking industries do not only undermine the sovereignty of our country but also weaken the public confidence in the integrity of government policy. This, undoubtedly, impacts on our resource allocation and complicates our conceptual model of integration and national identity. The study adopted content analysis techniques and comparative analysis while data collected through secondary sources were analyzed through expository mechanism. Rational decision theory provided the theoretical framework for the study. As panacea to mitigate the inflows of migrants and curtail the challenges posed by the porous nature of Nigeria's borders, the Nigeria government should articulate and develop more sustainable socio-economic cum security policies to prevent labour and refugee migrants. Nigerian government should also adopt environmental peculiarity surveillance paradigm to combat the incursion of migrants by improving on her border security personnel, equipping them with sophisticated hardware and weapons, work on her legal framework for punishing corrupt border personnel and simultaneously intensify border patrol. Nwafor (2019) examined the trend of trans-border migration and the pull and push factors in Nigeria. In order to achieve the main aim of this study, data were sourced from secondary materials published in the forms of textbooks, newspapers, magazines and other documentary texts. Findings from the study show that the migration crisis presents a big challenge for Europe and is steering discussions among the member states on the issue of demographic pressure as the result of the ageing European society, concerns over national identity and migrant integration, and questions regarding the economic impact of migration on the member states, as well as the importance of finding a common asylum policy and sufficiently managing the external borders of the EU.

Aluede (2017) examined foreign policy of Nigeria and criminal activities in shared borders between Nigeria and Benin Republic covering a period from 1960 to 2013, which is slightly related to this study in terms of focus of the study. To maintain security between the two countries, Aluede (2017) stressed that the linkages between Nigeria's foreign policy towards its neighbours and behaviours of global actors regarding cross-border crimes in Nigeria-Benin Republic borders should be expanded. Also, close and open border policies; effective border management; and strict border control were recommended as solutions to border insecurity in Nigeria, which is largely related to the findings of this study in terms of issues

relating to strategies for mitigating the negative effects of cross-border human trafficking through Idiroko-Seme borders as they affect security in Lagos and Ogun states.

### **Gap in Literature**

The empirical review on cross border migration and economic security in Nigeria has shown conflicting findings. A number of the findings posit significant influence from cross border migration and economic security in West Africa (Ngboanwaji, 2011; Adeola & Fayomi, 2012; Blum, 2014; Addo, 2006; Quartey & Blankson, 2014; Popoola, 2006; Osimen, Anegbode, Akande & Oyewole 2017; Okeke & Richard, 2014; Idowu, 2011). Despite agreeing that economic security in Nigeria responds to cross border migration, the findings of these studies vary in terms of the direction of the effects. These conflicts make it implausible to employ the available evidence, findings, and recommendations for sound policy formulation and implementation on cross border migration and economic security in Nigeria. For instance, Okeke, Orji & Richard, 2014; Addo, 2006; Ngboawaji, 2011; Isiwu, Ngwu, Chukwu, Sancho and Ojiya, (2018) averred that all the cross border migrations it examined have a negative effect on economic security in Nigeria in the long and short run, which implies that growing cross border migration will hamper economic security in Nigeria, as against the perception from studies like Yannick & Kaiogueng (2018) and Quartey & Blankson (2014) that cross border migration enhances economic security.

As part of the review on cross border movement, questions have been raised regarding the ECOWAS Protocol on Free Movement of Persons. In this regard, opinion appears divided as to whether the implementation of the protocol has achieved its objectives or heightened cross border criminality within Nigeria. The majority of the observers were of the view that the implementation of the protocol has not achieved its objectives. They identified several factors responsible for the non-actualization of the objectives. They include poor implementation, lack of commitment to integration by the political leaders, unemployment, lack of infrastructural facilities, corruption, etc. These explanations are not sufficient enough for a proper understanding of the discourse. Most studies in extant literature however have paid less attention to determining whether cross border migration accentuated by ECOWAS protocol engenders cross border criminality. Thus, the need for this study.

Again, the review indicated a strong disagreement on the effect of cross border migration on economic security in Nigeria. This disagreement comes in forms of the direction of the relationship as well as the level of

significance of the relationship. Some of these studies, such as Dude (2014) Zimbabwe; Yannick & Kaiogueng (2018) Cameroon; Quarterly & Blankson (2014) Ghana; Antwi, Mills & Zhoac (2013) Ghana; Philip, Vanlandingham, Monda-Taylor & Hens-Peter (2016) Malawi; Isodory, Mureithi & Sumpter (2015) Kenya, were done in environments outside that of Nigeria. Also, most of the extant works reviewed by the researcher used only one variable of economic security for instance (Falomi, 2013; Popoola, 2014; Ozden, Testaverd & Wagner, 2018; Mawadza, 2008; Yannick & Kaiogueng 2018; Quartey & Blankson, 2014; Tusarat, 2008; Tamins, Hallemerian, Mutille & Haiday, 2011; Lagarde, Sachim, Enel, Holmgreen, Pison & Pial, 2003; Sagguri, Mahapatra, Ghosh & Johrin 2012).

Even the studies on Nigeria, such as Ubebi, 2019; Popoola, 2014; Blum, 2014; Falomi, 2013 & Mobolaji & Alabi, 2017, also employed only one economic security variable. Again, some of the studies did not use robust methodology to explore the relationship between cross border migration and economic security, and also the time frames considered in some of the past studies were short and not expansive enough. These observed shortcomings have contributed to the knowledge gap in the literature, thus warranting a more systematic and comprehensive study, such as the current one on cross border migration and economic security in Nigeria.

### **Theoretical Framework**

This study adopted the Classical Migration theory. Hence, this study was anchored on the Neo-classical migration theory. Because these theories highlight different factors responsible for migration, a combination of them will give a better insight into the causes and complexities of cross border migration.

Though the theory has several strands, each explains the reasons for migration. The economic evaluation of migration includes the redistribution of labour, the search for better opportunities, the search for greener pasture, better livelihood, and education etc, For instance, Adam Smith, the father of Economics, and Lebhast (2005) posit that the labour movement is due to disparities in the labour market at different places. However, Ravenstein (1889), in Ravenstein's law of migration, argued that the search for better opportunity is the main motive for migration. Consequently, several studies have been proposed to explain the causes of international migration.

**The Neo-Classical Theory:** According to the neo-classical theory of migration, the movement of labour is due to discrepancies in real wage



between countries and migration of labour brings stability in the international labour market which eliminates the wage disparities between the countries. The neo-classical theory explains both the general (macro) and the specific (micro) aspects of migration. The Neo-classical macro theory of migration dates back to Hicks (1932). According to this theory, the unequal distribution of capital and labour at the universal (macro) level causes inequity in wages and learning standards and this leads to migration. The migrant moves to a place in search of a better opportunity or a conducive environment where wages, employment and other economic conditions are more favourable.

The Neo-classical micro approach of migration (the theory of New Economics of Migration) considers both labour market as well as the conditions of other markets such as the capital market, unemployment, insurance market as a motive for migration. This theory also considers the tactics behind migration as well as highlights the significance of the financial transport of migration in terms of socio-cultural changes. Furthermore, this theory also helps one to understand why individuals of a particular community are prospective migrants. It also posits that poor people are less prone to migration compared to the wealthy due to the high cost of migration (Tom, 2003). However, mass mobility does not only occur due to wage differences, as Neo-classical economists tend to believe, as a means of International price equalization between rich and poor regions but also there are other factors identified in the form of push and pull factors.

### **Theory Application**

The relationship between cross border migration and economic security in Nigeria is better explained using the classical migration theory of which the study was anchored on, the neo-classical migration theory and the push and pull approach which are strands of the classical migration theory. The theoretical framework unraveled the hidden relationship between cross border migration and economic security. It exposed the interaction between the variables under study. The application of this theory to this study lies in the following:

- (1) The theory reveals the relationship between cross border migration and poverty; it also enables one to determine whether cross border movement alleviates poverty in Nigeria
- (2) The theory shows whether cross border migration contributes to the transmission of infectious diseases (HIV, Tuberculosis, and Ebola) in Nigeria.

- (3) The theory also reveals how ECOWAS protocol on the free movement of persons has enhanced cross border criminality in Nigeria.

The Neo-classical migration theory and the push and pull approach which are strands of the classical migration theory is apt for this study. Associated with migration and the quest for economic security are shady practices such as trafficking, illicit drug peddling and smuggling of goods and services; these are fall-outs from desperate efforts made by some migrants trying to escape from poor wages and from the low-income economic environments to high-wage labour environments. The desire for more income is not the only drive for migration; political insecurity, ecological factors, cultural differentiation, amongst others, are also contributory factors. In Nigeria, these factors are considered adequate justification for the steady mass exodus of citizens to Western Europe, Asia, and North America.

People move away from their original locality because of negative factors such as inequality in wages, precarious living standards, unemployment, poverty, the spread of diseases, crime, lack of economic opportunities and inadequate basic infrastructures, flood, violence, terrorism, etc. to another place in search of a more favourable and conducive environment for better income, good education, healthy environment for living, good Medicare, religious and political freedom, better job employment opportunities, and a safe environment etc. Mobility in Nigeria and Benin Republic is often a result of some of these factors. When people migrate, they may gain employment in their countries of destination and as such earn income and their consumption expenditure may likely increase and also they will have enough earnings to remit back home and for investment, thereby helping to reduce poverty. Again, migration could also lead to the transmission of infectious diseases or the acquisition of safe hygiene practice. Migration could lead to the transmission of infectious diseases like HIV, Tuberculosis, and Ebola during the migratory process because of the overcrowded nature and poor living condition of migrants during transit and in destination countries.

## **Methodology**

### **Research Design**

This study adopted qualitative research design in interrogating the implications of cross border migration (Independent variable) on economic security (Dependent Variable) in Nigeria. The data for this study were gathered from secondary sources, such as textbooks, journals, National

Bureau of Statistics of Nigeria, official website of World Bank, International Organization for Migration (IOM), Organization for Economic Co-operation and Development (OECD), International Labour Organization (ILO), Migration Policy Institute, Department for International Development (DFID), United Nations Statistics Division and Official Website of ECOWAS, etc.

### **Data Analysis**

**\*Hypotheses One:** Cross border migration enhanced poverty in Nigeria.

### **Observation and discussion on cross border migration and poverty rate in Nigeria**

The analyses showed the influence of cross border migration on poverty. The rate of poverty in Nigeria as depicted in Figure 4.3 witnessed an infrequent fluctuation throughout the time frame of the study (1999 to 2017). The fluctuation in the trend of poverty was on the negative in 1999 and 2015 through 2017. These wings seemed to move in a relatively opposite direction with the net migration, which suggests a latent negative relationship. This implies that cross border migration which encourages the sizeable number of Nigerian population to migration out of Nigeria did not alleviate poverty. This is in consonance with the works of Pekovic (2017), De Haas (1999), Connors (2012) and Hossain (2013) which revealed that international remittances negatively affect poverty.

The Neo-classical migration theory of Hicks (1932) & Lehbast (2005) and the Push-Pull Approach of Lee (1966) on the distribution of labour and the search for better opportunities do not seem to hold in Nigeria. Also, this result is inconsistent with the findings of Adams and Page (2009), Anyanwu and Erihijakpor (2010), whose studies revealed that international migration had a strong impact in alleviating poverty. However, these results are also in accordance with the findings of De Haas (1999), Connors (2012), Hossain (2013), and Pekovic (2017), whose works revealed that remittances from international migration have a negative impact on poverty. This suggests that as population movement decreases poverty increases. By implication this means that remittances from cross border migration may have created dependency and increased consumption of imported goods; it may also have lowered work efforts, as relatives of the migrants may not have put in much efforts on productive ventures that will yield more income but rather hoped on their remittances from a migrant relative abroad. Furthermore, remittances could also increase inflation as more remittances will push more foreign exchange into the economy; this will drive the economy toward consumption of

foreign goods rather than productivity, and will invariably dampen the economy. Furthermore, since migrants are within the productive age, the country of origin will suffer from reduced labour supplies, especially the agricultural household that relied heavily on family labour for their productive activities.

Remittances sent can also dampen the country's export and may lead to an appreciation of the external value of its currency; 'Dutch disease' (Ghosh, 2006:59). Also, the interest to remit money back home for Nigeria does not hold; as remittances from the cross border migration did not fulfill its objective. This also implies that remittances back home may not have been invested in productive ventures and as such makes no positive impact in cushioning poverty. Again, the hopes and aspirations of the migrant can be dashed as remittances fail to fulfill the aspirations to invest in a safe area, channel asset back home and act as shock absorber for the economic recession.

### **Implications of Cross Border Migration on Economic Security in Nigeria**

The findings indicate that cross border migration did not alleviate poverty in Nigeria. The consequences of poverty include an increase in the number of destitute, beggars, prostitutes, and paupers (Kuhe, Chiawa, & Abioiyar, 2016). Poverty appeared to have led to increase in the rate of crime in the society, increase in child labour, child abandonment and abuse, increase in infant, child and maternal mortality rates and reduction in life expectancy of most adults. For instance, the rate of crime in the country has been on the increase with cases of crimes and offences reported to the police increasing from 253,098 in 1999 to 258,655 in 2000 while in 1999 the infant mortality rate was 115 per 1000 live birth and maternal mortality rate was 10 per 1000 live births in the same year. An under-five mortality rate of close to 190 per 100,000 live births and 46 years as life expectancy at births were all registered in 1999 (World Bank Development index, 2018).

The involvement of males in Nigeria labour market has produced an increasing population of female-headed households and single parenthood, which tend to negatively affect family welfare (Dodson, 1998). The emigration of unskilled labour has led to the stagnation of agriculture in rural areas in countries of origin, causing food shortages and decrease in the production rate of commercial crops and plunging the communities into deeper poverty. In Nigeria, large herds of cattle bought from remittances led to overgrazing and soil erosion, food shortage, clashes and consequently resulting to poverty instead of creating wealth.

The situation is appalling for young women, many who have migrated to escape forced marriage and poverty, as they encounter specific obstacles in the labour market, much of which is linked to the patriarchal nature of the society. They may find work in household settings and small businesses. More frequently, many girls are oppressed because they are young, easily manipulated, not conscious of their rights, and afraid to expose their inattentive employers. In the most horrible situations, they work for longer hours a day, are beaten, badly fed, poorly remunerated, and become sex slaves to pay for their basic needs. The prostitution in which these unsuspecting girls indulge in compound their problems and expose them to infectious diseases, such as HIV, Tuberculosis, among others. With the increasing rate of poverty, crime, prostitution, violence and exploitation, many migrants from Nigeria are not better off in the host countries than they were in their home countries. By migrating, their lives became more impoverished and they became human rights victims with no legal rights. Life across the border has resulted to pauperization, stigmatization, marginalization and social exclusion.

**\*Hypothesis Two:** Cross border migration does not contribute to the spread of diseases in Nigeria

### **Observation and discussion on Cross border Migration and the Spread of HIV in Nigeria**

There is a gender difference in the rate of prevalence of HIV infection. From 1999 through 2005 the prevalence was higher for women than men in Nigeria. Women recorded 3.3% in 2001, 3% in 2002, 2.8% (2003), 2.6% 2004, 2.5% in 2005. It equalized in the year 2006 with 2.3% for both males and females. From 2006, it had a steady plunge through 2006 where it was 1.6%. This suggests that the spread of HIV was higher in women between 1999 and 2006 but probably have received adequate care that contained the spread. This trend implies that the prevalence of HIV was higher among women in Nigeria although the status of their partner was not known. This indicates that cross border migration may be responsible for the gender differences in the spread of HIV in Nigeria.

### **The Implications of the Spread of Ebola Virus Disease (EVD) in Nigeria**

The epidemic of the EVD has affected the way of life of the people of the West African sub-region. Its effect has been felt in the areas of health, social life, and migration. Consequently, these effects have implications on the national economy. Any action or inaction taken in mitigating the spread of the EVD will have significant implications in people's way of

life.

**Health:** The health effects of Ebola Virus Disease are disastrous and when it attacks its victim it causes severe damage to the skin. People get contact with the virus through close contact with blood, secretions, organs or bodily fluids of infected animals. Once this happens, the infection can be transmitted from person to person. Initial symptoms shown by patients include fever, headache, joint/muscle and abdominal pain accompanied by diarrhea and vomiting (Paessler & Walker, 2013). In its early stages, EVD is easily confused with other tropical fevers, such as malaria or dengue, until the appearance of the hemorrhagic terminal phase, presenting with the characteristic internal and sub-coetaneous bleeding, vomiting of blood and reddening of the eyes. If plenty blood is lost, this will lead to renal failure, breathing difficulties, low body temperature, shock and death (Paessler & Walker, 2013).

People living in Ebola-prone areas risk experiencing psychological problems that can affect their health. The outbreak of the disease comes along with its attendant fear, panic, anxiety, and stress. According to Sue Towey (a mental health practitioner), living under constant fear weakens the immune system and can cause cardiovascular damage, gastrointestinal problems such as ulcers and irritable bowel syndrome, and decreased fertility (University of Minnesota, 2014). The health of the health personnel is also at risk. According to AFP, several nurses have died from the Ebola virus while performing their duties. The density of physicians (total number per 1000 population) in these affected countries is sadly insufficient: Guinea (0.100); Liberia (0.014); and Sierra Leone (0.022) (WHO, 2014). Hence, there is a greater challenge on health workers, in terms of working hours and the number of patients, to go the extra mile in providing quality service for patients, including Ebola-infected patients which require extreme caution. In Sierra Leone, the country's chief medical officer admits the difficulties that health workers were facing in fighting the epidemic and suggested that "we still have to break the chain of transmission to separate the infected from the uninfected"; however, there is a negative response among people regarding the existence of Ebola and hostility towards health workers (AFP report, 2014).

**Productivity of Workers:** The productivity of workers is also affected, as at August 25, 2014, more than 250 health care workers have developed the disease in Guinea, Liberia, Nigeria, and Sierra Leone, and more than 120 have died (WHO, 2014). The demise of these health workers in the affected countries means deprivation of not only experienced and dedicated medical care but also inspiring national heroes. Consequently, any ordinary worker who falls ill and visits the clinic or hospital may not

received equate care and treatment from health workers and may have to spend some amount of his/her productive hours at the health center. Such a situation denies workers the chance of using their working hours for productivity.

**Social Life:** Another impact of the EVD is on social life, as reported by the Daily Nation in an interview with a Kenyan who returned from Monrovia: “There are no handshakes or hugs. Life has changed a lot, people are uncertain because they know there is an epidemic that has neither a cure nor a vaccine” (Mutambo, 2014:8). In Liberia, the president has restricted the movement of people living in the densely populated West Point slum area, besides, the president has ordered that cinemas, theatres, and night clubs should be shut down to curtail the spread of the virus. In Nigeria, the Federal government and the Lagos government met with some leading pastors with large congregations to take precautionary measures to halt the spread of the virus in the church.

### **Conclusion**

Cross border migration is a diverse phenomenon, since mobility of people is motivated by so many reasons. This study was motivated by the fact that several empirical works seen by the researcher had paid much attention to the impact of migration on national security while giving very little attention to the human security aspect. Thus, this study investigated cross border migration and economic security in Nigeria. The study revealed that cross border migration did not alleviate poverty in Nigeria; that cross border migration contributed to the spread of diseases, such as Hydro Immune Virus among women in Nigeria, Ebola Virus Disease in Nigeria. It also found out that cross border migration facilitated by ECOWAS protocol increased the incidence of cross border criminality in Nigeria. The study concluded that cross border migration did not enhance economic security, but rather deepened poverty, contributed to the spread of diseases, and heightened the incidence of cross border criminality in Nigeria.

### **Recommendations**

Amongst the recommendations is that governments of Nigeria in collaboration with international governmental and non-governmental agencies, such as European Union and the United Nations, should assist in addressing migration issues by reducing the cost of migration and formulating policies regarding the processing of travelling documents as well as lowering remittance cost; the latter will encourage migrants to remit money back home through formal channels, thereby helping to

improve the poverty reducing impact of cross border migration. Also, Governments of Nigeria should regulate migration flow by formulating policy framework that will address migrants flow and illegal migration, reduce migration of the teeming youths by creating conducive environment for learning and businesses, provide infrastructural facilities, fight corruption, re-jig the agricultural and productive sectors, ensure good governance and provide employment for its citizens. Government can also create policies that will ensure that the rights of migrants to social services are protected and that remittances are channelled to more productive uses. When remittances are used for improving the skills and productivity of recipients they will have a far-reaching impact on the standard of living.

Families receiving remittances should be allowed to use it as collateral for accessing loans for education, procurement of fertilizers, machinery, building houses, and factories. Governments of Nigeria should establish mechanisms for the screening of migrants and returnees at the points of entry to know their health status and improve health facilities by providing rapid testing equipment, mobile laboratories, and clinics.

The ECOWAS protocol on the free movement of persons should be reviewed and the issues related to migration should be clearly defined to reduce incidences of cross border crimes.

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## **Revenue Generation, Utilization and Good Governance in Nigeria's Local Governments**

Joseph Olatunji Oduntan & Musa Afolabi Abubakar

### **Abstract**

There is correlation between transparency and accountability in revenue generation and the level of good governance, between corruption and the effectiveness of revenue generation and utilization, and between the diversification of revenue sources and the level of good governance. This paper highlights the importance of ensuring transparency and accountability in revenue generation processes to promote good governance. Similarly, the study reveals a positive correlation between the level of corruption and the effectiveness of revenue generation and utilization. This highlights the detrimental impact of corruption on revenue generation and emphasizes the need for anti-corruption measures to improve revenue utilization and the benefits of diversifying revenue sources for good governance in Nigeria. The Study employs the analytical research design. It found that understanding of the dynamics of revenue generation, utilization, and good governance provide valuable insights for policymakers and stakeholders. It was recommended that tackling corruption should be a priority. Efforts should be made to strengthen anti-corruption measures, including the enforcement of existing laws and regulations, establishment of specialized anti-corruption agencies, and fostering a culture of integrity in revenue generation and utilization processes.

*Keywords:* Revenue Generation, Good Governance, Transparency, Corruption.

### **1. Introduction**

Nigeria, the largest economy in Africa, faces persistent challenges in revenue generation, utilization, and good governance. Transparency and accountability are crucial components of good governance systems, particularly in the realm of revenue generation. The transparent collection, management, and utilization of revenue play a vital role in ensuring the effective provision of public services and the promotion of sustainable development. Akindele and Idowu (2019) found that increased

transparency and accountability in revenue generation result in improved governance outcomes.

Corruption remains a persistent challenge for revenue generation and utilization in many Nigerian local government areas. Corruption undermines good governance, distorts resource allocation, and impedes economic development. Therefore, understanding the relationship between corruption and the effectiveness of revenue generation and utilization is crucial in addressing the issue and promoting good governance practices. According to Imanirampa et al. (2020), the effect of pervasive corruption has negatively impacted governance, service delivery, revenue generation and utilization in Nigeria. This suggests that combating corruption is essential for improving revenue generation and utilization, thereby promoting good governance.

The diversification of revenue sources is a critical factor in enhancing good governance. Overdependence on a single revenue source can make local government areas vulnerable to economic shocks and hinder sustainable development. Revenue diversification involves reducing reliance on a single source of revenue and exploring various avenues for generating income. Diversification can enhance the stability of revenue sources, improve service delivery, and foster good governance practices in local government areas. Research supports the notion that revenue diversification is positively associated with good governance. Akindele and Idowu (2019) opined that a diversified revenue base improves good governance practices. Balogun et al. (2020) also averred that diversification positively impacts good governance outcomes.

Revenue generation, utilization, and good governance are critical factors for the socio-economic development of any country. In the case of Nigeria, these aspects have been a subject of great concern. Nigeria, with its vast natural resources and population, has struggled to effectively manage its revenue generation and utilization, leading to challenges in achieving good governance. Nigeria, as one of the largest economies in Africa, heavily depends on its revenue generation to fund developmental projects, provide social services, and address key challenges such as poverty, unemployment, and infrastructural deficits. However, the country has faced numerous obstacles in maximizing revenue generation and efficiently utilizing the generated funds. This has resulted in limited resources for essential services, and has hampered economic growth and social development.

One of the main problems in Nigeria's revenue generation is the lack of transparency and accountability. Mismanagement of funds, corrupt

practices, and lack of adherence to accountability principles has plagued the revenue collection process. This opacity and infrastructure for corruption have had a negative impact on the overall governance of the country. Without transparent and accountable revenue generation processes, it becomes difficult to track funds, ensure their proper allocation, and effectively deliver public services, leading to poor governance.

Corruption is another significant challenge affecting revenue generation and utilization in Nigeria. Inefficiencies, embezzlement, and diversion of funds within the revenue collection and management systems are rampant. This issue not only undermines the revenue base but also erodes public trust in governance institutions. The presence of corruption further perpetuates a cycle of poor performance, lack of development, and low societal welfare. Consequently, Nigeria has struggled to achieve good governance, hindered by systemic corruption in revenue generation and utilization processes.

## **2. Research method**

Credible secondary data sources were employed to interrogate the nexus between revenue generation, utilization and good governance in Nigerian local governments. The sourced secondary data are descriptively analyzed to arrive at the findings of this research.

## **3. Revenue and Revenue Generation**

The concept of revenue and revenue generation is of paramount importance in the realm of public finance and governance. Revenue serves as a vital source of funding for government activities, including the provision of public goods and services, infrastructural development, and social welfare programmes (Alesina, Perotti & Tavares, 1998). In the Nigerian context, revenue generation plays a critical role in driving economic growth and development at the local government level (Ogaga, Onwuka & Ogaga, 2019).

Revenue can be defined as the income generated by a government through various sources, such as taxes, levies, fees, grants, investments, and revenue-generating activities (Besley & Brigham, 2015). It serves as the lifeblood that supports the functioning of governments and enables them to fulfill their obligations towards citizens (Levie, 2016). Revenue generation, on the other hand, refers to the process of mobilizing and collecting funds by the government authorities. It is crucial for governments to efficiently and effectively generate revenue to ensure the provision of essential public services and meet the needs of the population

(Besley & Brigham, 2015). Implicitly, revenue generation is a process of sourcing incomes through various means by the state in general and local government in particular in order to provide the statutory obligations to the citizens.

In recent years, scholars and policymakers have increasingly recognized the significance of revenue generation and its link to good governance (Asamboa, 2018; Uddin, 2020). Good governance, characterized by transparency, accountability, and efficiency, is essential for fostering economic growth, reducing poverty, and improving the overall well-being of citizens (Khan & Ahmed, 2001). Transparency and accountability in revenue generation are fundamental principles that enhance public trust, encourage voluntary compliance, and deter corruption (Afutu-Kotey & Gough, 2011).

Transparency ensures that citizens have access to accurate and timely information about government revenue sources, collection processes, and expenditure patterns. This, in turn, enables citizens to hold their government accountable for its actions and ensures that revenue is used for the intended purposes (Zérah, 2019). Accountability mechanisms, such as the publication of audited financial reports and the establishment of oversight bodies, contribute to effective revenue generation and utilization (World Bank, 2019). Conversely, the level of corruption in revenue generation and utilization has a negative impact on good governance and development outcomes (Asamboa, 2018; Olken, 2006). Corruption erodes public trust, distorts resource allocation, and hinders economic growth (Treisman, 2000). It diverts funds away from critical public investments and reduces the capacity of governments to provide essential services to their citizens (Rose-Ackerman, 1997).

Furthermore, diversification of revenue sources has been identified as an essential factor for promoting good governance in local governments (Ajayi, 2017). Relying on a single source of revenue, such as oil, poses risks to the stability and sustainability of government revenues (Aluko & Arowolo, 2020). By diversifying revenue sources, governments can reduce their dependence on a particular sector and enhance their capacity to provide public goods and services more effectively (Ajayi, 2017). By understanding these dynamics, policymakers and practitioners can devise strategies to strengthen revenue generation and utilization processes, thereby promoting good governance and sustainable development (World Bank, 2019).



#### **4. Transparency, Accountability and Good Governance**

Transparency and accountability are fundamental principles of good governance, and their relationship in revenue generation plays a critical role in shaping the overall level of good governance within a country or organization. Transparency refers to the extent to which information related to financial transactions and decision-making processes is open, clear, and accessible to the public. Accountability, on the other hand, involves the responsibility of individuals, organizations, or governments to provide justifications for their actions and decisions, particularly in relation to revenue generation and utilization.

Transparency and accountability in revenue generation are of paramount importance in ensuring effective governance. With the involvement of public funds, it becomes imperative for governments to prioritize transparency measures to prevent corruption, embezzlement, and misappropriation of public funds. By prioritizing transparency in revenue generation, governments can enhance public trust and confidence, fostering an environment conducive to good governance. For instance, a study conducted by Johnson and Smith (2018) explored the nexus between transparency, accountability, and good governance specifically in the context of revenue collection in developing countries. Through in-depth interviews with government officials and analysis of financial data, the study illuminated the positive correlation between increased transparency in revenue generation, accountability, and overall improvements in good governance.

Moreover, a report by the International Monetary Fund (IMF, 2020) emphasized the pivotal role of financial transparency in revenue generation, highlighting its impact on good governance. The report argued that countries with robust frameworks for transparent revenue generation are more likely to attract foreign investments, foster economic growth, and promote good governance practices. These sources offer persuasive support for the argument that transparency and accountability in revenue generation are foundational pillars for achieving and maintaining good governance. As highlighted by the aforementioned studies, transparency in revenue generation promotes accountability, which, in turn, leads to enhanced overall governance. Governments that implement robust measures of transparency and accountability can effectively combat corruption, foster public trust, and ensure the proper utilization of public funds, thereby advancing good governance objectives.

Transparency and accountability play pivotal roles in revenue generation and have significant implications for the level of good governance.

Governments should focus on implementing comprehensive transparency measures to ensure the integrity of revenue generation, foster public trust, and promote accountable governance.

Transparency and good governance are two crucial elements that underpin the functioning of democratic systems and promote public accountability and trust. Transparency refers to the openness, availability, and accessibility of information and processes, while good governance encompasses the principles of accountability, participation, rule of law, and effective decision-making.

Transparency is a fundamental component of effective governance as it ensures accountability, prevents corruption, and promotes the responsible use of public resources. According to Alnasser and Hussainey (2021), transparency allows citizens to monitor government actions, hold their representatives accountable, and ensure that public funds are utilized for the intended purposes. Moreover, transparency enables citizens to participate meaningfully in the decision-making process, strengthening the democratic fabric of a nation.

Transparency is closely intertwined with accountability, as it provides a mechanism for citizens and stakeholders to assess the performance and integrity of public officials and institutions. Promoting transparency in government operations helps deter corruption, mismanagement, and unethical practices by making information public and accessible (Baek & Kyung-Sup, 2020). It allows citizens to evaluate the decisions made by their representatives, demand explanations, and seek redress when necessary, fostering an environment of responsibility and integrity.

Transparency plays a crucial role in building and maintaining public trust in government institutions. When citizens can access information about government functions, policies, and decision-making processes, they are more likely to have confidence in the actions taken by their representatives (Knack & Azfar, 2013). Moreover, transparency helps reduce information asymmetry between the government and the public, creating a sense of transparency and fairness that enhances trust in the functioning of democratic systems.

Transparency in government operations leads to increased citizen participation and engagement in public affairs. When citizens have access to information about public policies, budgets, and service delivery, they can actively contribute to the decision-making process and hold the government accountable for its actions (Hood & Dixon, 2015). Public access to government information creates space for informed debates,

dialogue, and collaborative problem-solving, resulting in more effective and inclusive governance.

Technological advancements have significantly contributed to enhancing transparency in governance. The use of digital platforms, open data initiatives, and e-governance systems has made government information more accessible, thereby empowering citizens to actively participate in decision-making processes (Bannister & Connolly, 2014). Furthermore, technology enables real-time sharing of information, reducing the possibility of information manipulation or censorship, and enabling swift responses to citizens' concerns and grievances.

Transparency is an indispensable component of good governance, as it fosters accountability, promotes public trust, enhances citizen participation, and enables informed decision-making. By embracing transparency in government operations and decision-making processes, states can create an environment of openness, empower citizens, and build sustainable governance frameworks. Governments must proactively work towards enhancing transparency through the use of technology, effectively disseminating information, and enabling citizen engagement, thereby reinforcing democratic principles and ensuring the responsible use of public resources.

## **5. Importance of Revenue Generation on Good Governance**

Good governance and effective revenue generation are essential components for fostering socio-economic development and ensuring the sustainable functioning of a state. Revenue generation refers to the process of obtaining financial resources by a government through various means such as taxation, fees, and public enterprises. On the other hand, good governance encompasses the principles of transparency, accountability, participation, and the rule of law.

### **5.1. It contributes to economic stability**

Revenue generation serves as the financial backbone of any government, enabling the provision of public goods and services, infrastructural development, and the implementation of strategic policies (Kazembe, 2019). Sustainable revenue generation contributes to economic stability and facilitates long-term planning and social investments. Conversely, inefficient revenue generation can lead to fiscal deficits, unreliable public services, and economic instability.

### **5.2. It builds public trust**

Good governance is crucial for effective revenue generation, as it ensures

transparency, accountability, and efficient utilization of financial resources. Transparency in revenue generation processes helps build public trust, fosters compliance with tax obligations, and reduces opportunities for corruption and rent-seeking behaviours (Alm & Beck, 2021). Furthermore, an accountable government ensures that revenue generated is utilized in line with public priorities, minimizing wasteful expenditures and creating a conducive environment for investment and economic growth.

### **5.3. It engenders citizens' participation**

The principle of participation is a fundamental aspect of good governance that directly influences revenue generation efforts. Providing opportunities for citizen involvement in decision-making processes related to revenue policies, taxation, and resource allocation fosters public ownership and promotes equitable distribution of the tax burden (Hamdi & Omri, 2020). Inclusive participation ensures that revenue generation strategies align with the needs and aspirations of the population, enhancing compliance and reducing the potential for social unrest.

### **5.4 Rule of Law and Revenue Generation**

The rule of law is a fundamental pillar of good governance, ensuring that revenue generation processes are conducted within a legal framework and following established rules and regulations. A strong legal framework promotes fair taxation, prevents arbitrary behaviour by revenue authorities, and provides a predictable environment for businesses and investors (Prichard et al., 2018). The rule of law also safeguards against corruption, bribery, and embezzlement, enabling effective revenue collection and utilization.

### **5.5. Ensuring Efficiency and Effectiveness in Revenue Generation**

Efficiency and effectiveness are crucial considerations in revenue generation processes. Good governance principles promote efficiency by reducing administrative burdens, simplifying tax systems, and leveraging technology to streamline revenue collection (Bird & Pommernelle, 2020). Additionally, effective governance ensures proper utilization of revenue through strategic planning, financial management, and investment in human capital and infrastructure, ultimately contributing to sustainable economic growth.

Good governance and effective revenue generation are intertwined concepts that mutually reinforce each other. The principles of transparency, accountability, participation, and the rule of law within a

governance framework have a profound impact on the effectiveness and efficiency of revenue generation efforts. By adhering to good governance principles in revenue generation practices, governments can foster public trust, enhance compliance, ensure equitable distribution of the tax burden, and promote sustainable development. Conversely, ineffective governance can hinder revenue generation, leading to fiscal instability, public discontent, and limited capacity for social and economic progress.

## **6. Conclusion**

The study shed light on the importance of transparency, accountability, corruption levels, and revenue diversification in relation to revenue generation, utilization, and good governance in Local Government Areas (LGA) in Nigeria. The study have consistently shown a positive correlation between transparency and accountability in revenue generation and the level of good governance in the LGA. There will be good governance when government officials prioritize transparency and accountability which will ultimately foster trust and confidence among citizens. This enables more effective revenue generation and utilization, ultimately leading to improved governance.

However, corruption has been identified as a threat the effectiveness of revenue generation and utilization. High levels of corruption not only divert funds away from development projects but also erode public trust in the government. This, therefore, results to ineffectiveness in revenue generation and utilization which hinder overall good governance.

Moreover, Nigeria's heavy reliance on oil revenues has made its economy susceptible to fluctuations. By diversifying revenue sources, the government can mitigate this risk and ensure a more stable income stream. This not only contributes to better financial management but also reduces the likelihood of corruption and enhances good governance.

## **7. Recommendations**

a. **Strengthen Transparency and Accountability:** The government should institute measures to enhance transparency and accountability in revenue generation and utilization. This can be achieved through the establishment of comprehensive financial reporting systems, regular auditing processes, and the use of technology to increase transparency in financial transactions.

b. **Implement Anti-Corruption Measures:** To address the negative impact of corruption on revenue generation and utilization, the government must prioritize anti-corruption efforts. This includes enforcing strict penalties

for corrupt practices, implementing whistleblower protection mechanisms, and fostering a culture of integrity and ethical behaviour among public officials.

c. **Promote Revenue Source Diversification:** The over-reliance on a single source of revenue, such as oil, leaves the local government vulnerable to economic fluctuations. To mitigate this risk, there is a need to diversify revenue sources. The government should encourage investment in other sectors, such as agriculture, tourism, and services, to generate additional income streams and reduce dependence on a single sector.

d. **Enhance Capacity Building and Training:** Effective revenue generation and utilization require competent and skilled personnel. Investment in capacity building and training programs for government officials involved in financial management is crucial. This will enhance their understanding of best practices, promote efficiency, and ensure effective utilization of generated revenue.

e. **Strengthen Stakeholder Participation:** Active engagement and participation of stakeholders, including citizens, civil society organizations, and the private sector, is essential for good governance. The government should establish platforms for engagement and feedback mechanisms, allowing stakeholders to input ideas, monitor revenue utilization, and hold public officials accountable.

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## **Lexico-Semantic Features of Cybercrime Slangs in Nigerian Hip-Hop Songs**

Victory O. Orunuaherhe

### **Abstract**

This study examines aspects of lexico-semantic features of cybercrime slang in Nigerian Hip-hop music. It has been observed that contemporary Nigerian hip-hop songs are intertwined with perpetrators of cybercrime, otherwise known as Yahoo Boys. Apart from these songs being a medium of entertainment in their clubs and parties, these musicians also appropriate cybercrime language in their songs. Most prominent in these songs is cybercrime slang. Therefore, this study investigates the lexico-semantics of cybercrime slang in Nigerian hip-hop songs. Extracts were selected from eight cybercrime songs randomly selected for this study and lexico-semantic features of slang inherent in the songs were analyzed. The findings revealed that through the slang words, the musicians see nothing wrong in cybercrime as they glamorize both the perpetrator and the act itself.

*Keywords:* slang, cybercrime, lexico-semantics, hip-hop, songs

### **Introduction**

Cybercrime, sometimes known as computer-oriented crime, is a type of crime in which a person, a group of individuals or an institution gets defrauded through a computer network. The security and financial well-being of a person, business, or nation may be threatened by cybercrime. Apart from financial cybercrimes, other types of cybercrimes exist. An example is cybercrime against women which Halder and Jaishankar (1994) define as "crimes targeted at women with a motive to intentionally harm the victim psychologically and physically, using modern telecommunication networks such as the internet and mobile phones". There is also cyber warfare, the term used to describe transnational cybercrimes that involve at least one nation-state and traverse international borders. International cybercrimes, such as financial theft, espionage, and other cross-border crimes, are committed by both state-sponsored and non-state actors.

The most frequent cybercrimes in Nigeria are computer-enabled financial

fraud crimes and cyber extortion. The perpetrators of this crime in Nigeria go by the name “Yahoo Boys” and the crime is referred to as “Yahoo-Yahoo”. Gordon (2006) defines computer fraud as any dishonest factual deception made to induce loss in another party. In this situation, fraud entails receiving an advantage by unlawful alteration. Employees frequently steal by modifying data before entry, entering false information, entering unauthorized instructions, or utilizing unauthorized processes. They may also steal output by manipulating, destroying, concealing, or stealing it, usually to hide unauthorized operations. Computer systems may also be used to aid other types of fraud, such as bank fraud, carding, identity theft, extortion, and theft of sensitive information. The loss of private information or financial information is a common consequence of several sorts of crime.

### **Cyber Crime and Contemporary Nigerian Hip-hop**

Hip-hop music in Nigeria started between the late 1990s and the early 2000s. It became popular specifically in 1998 with the release of the song “Sakambo” by a group of talented artists called The Remedies (Babalola and Taiwo, 2019). Tayo (2017) mentions that “in the Nigerian music industry, yahoo boys reign supreme”. He notes that D’banj’s song “Mobolowowon”, which was released in 2004, was the first song with a cyber-fraud theme in hip-hop music. The song supposedly described how the singer escaped from the British police for being wanted for credit card scams in London. He goes further to say that Yahoo-Boys have floated music labels, and some are singers themselves. Insights from the above suggest that Yahoo-Boys and Nigerian pop music artists may not be two separate entities with clearly defined boundaries. Beyond the realm of social media, however, research has not fully established the connections between Yahoo-Boys and Nigerian Hip-hop music. In other words, apart from media speculations (Punch 2017), the ethics of Yahoo-Boys and their representation in music have only been discussed as gossip in most Nigerian chat room forums and some television channels. This study focuses on the relationship between Yahoo cybercrime and Nigerian Hip-hop music from the perspective of the lexico-semantics of Yahoo slang as used in Hip-hop songs.

### **Slangs**

Slang is a specialized form of language variation that is unique to a particular social group. Users of slang often make use of what can be stylistically unintelligible to non-members of the group concerned (Maledo & Edhobo, 2023). Slang is an informal variety of language that has become a common means of communication among groups and sub-

groups in society (Ajayi, 2019). There are different scholarly views on the concept of slang. It is viewed by some scholars as a colloquial departure from standard usage. Just like pidgin, slang has no native speakers; it is viewed as a context language. Ellis (2002) defines slang as a variety of language used in certain contexts by which people express their sense of belonging to a particular group within the community which is not specific to any geographic location. Longe (2003) views slang as a form of idiolect used between close friends, especially of similar age, family membership, or social group. On the other hand, Ademola-Adeoye (2004) sees the concept of slang as a jargon of any class, always colloquial, short in life span language with words and usages not accepted for formal use. In the words of Oha (2010), slang is an informal, non-standard word and phrase, generally shorter lived than the expressions of non-standard, ordinary colloquial speech, and typically formed by creative, often witty, juxtapositions of words or images. From the following, it becomes obvious that slang is a deviation from formal or conventional usage. Daramola (2016) is of the view that slang is often associated with younger people, gangsters, streetism, and hooliganism. Perhaps, this view is what lures Yahoo Boys, who are mainly youth, to engage in the social group's use of slangy expressions.

### **Lexis and Semantics**

Lexis, according to Jackson and Amvela (2007:65) is the "stock of words in a given language that is vocabulary or lexicon. It is referred to as a word exclusive to a particular language. Abioye and Ayoola (2014:45) define lexis as comprising certain phrases and idiomatic expressions that are larger linguistic stretches to traditional lexical items. Babatunde (2000:87) views lexicon as "the set of lexemes in a language as stored in the brain of proficient users including all relevant linguistic information (for each lexeme) required for the production and interpretation of lexeme". This implies that the words in a language are stored in the brains of those who speak or use the language. Thus, words are effective tools used in communication. No language exists without words. Therefore, we communicate with words and the existence of words in a language is what makes up a language.

Semantics, on the other hand, is a field of linguistics that studies the meaning of words and sentences in a language. Semantics is coined from the Greek verb 'semantikos' which means significant or to signify. It is a branch of linguistics that is very important in analyzing the meaning of words and expressions. David and Elder (2004:105) submit that "semantics is that part of linguistic description which deals with meaning. It is often divided into lexical semantics dealing with the meaning of

words and grammatical semantics, how morpheme meanings are combined by grammar to form the meaning of utterances”.

### **Empirical Review**

A good number of studies have been carried out on cybercrime in connection to Nigerian hip-hop music. Suleman (2018) examines the ways Nigerian cyber fraudsters are represented in hip-hop music. The study clarifies the motivations behind the conduct of the Nigerian cybercriminals and draws attention to the idea that some musicians and Yahoo-Boys might be "birds of a feather" as it demonstrates the relationships between various singers and Yahoo-Boys. Oludayo (2019) examines how lyrical construction can enhance our understanding of the cultural context of cyber-criminality. The study shows the concern over the relationship between Nigeria's music industry and cybercrime. His intentional selection of three Nigerian hop-hop songs shows how their lyrical construction glamorizes cybercrime. The data selected for the study justifies cybercrime by constructing it as “a way out of suffering”, “a game” and “a work” with huge benefits rather than a crime. The study concludes that cybercrime glamorization in popular music is dysfunctional to the eradication of cyber-criminality and urges the anti-crime agencies to partner with the Nigerian music industry to deglamorize cybercrimes.

Oniwon and Salami (2020) focus on materialism and vulgar themes in Nigerian hip-hop music. They described the musical genre as a religion and Nigerian youths as its adherents. They aver that by the means of excessive display of ostentatious lifestyle, this genre of music has inserted into the psyche of the youths a false perception of life causing them to engage in frivolities and disallowing them from pursuing productive causes in life. Furthermore, Ishaya (2023) studies the use of slang and catchy phrases in the songs of Nigerian artist, Wizkid, from a pragmatic perspective. The paper analyses selected songs by Wizkid and provides tables that break down the background information, illocutionary acts, and contexts/competence of specific utterances in the songs. Parts of its findings are that vulgarity, obscenity, and offensive language characterize Wizkid's slang and catchy phrases.

Drawing from Labov’s sociolinguistic theory, Nweke (2022) investigates the influence of hip-hop music on the language of Nigerian youths. The study examines 12 hip-hop tracks by four Nigerian artists. The result affirms that the lyrics of the tracks show expressions that are found in the language of many Nigerian youths. It concludes that this is an emergence of a language variety identified as hip-hop lect. From a critical discourse perspective, Ebebe, Ebim, and Uwen (2021) explore the representation of

cybercrime and internet fraud in the songs of Nigerian musicians, specifically focusing on the genres of Hip Hop and Afrobeat. The study argues that these musicians either openly support cybercrime or incorporate it into their lyrics, and this has led to a negative perception of Nigerian society and its celebrities. The use of the CDA approach enables them to observe the support for internet fraud in the lyrics, and the negative impact it has on Nigerian society.

Additionally, Okpongette and Ordu (2023) is a pragmatic analysis of slang and catchphrases in Nigerian Hip-hop music. The paper explores the use of slang and catchy phrases in Nigerian hip-hop songs and analyses their meanings and significance within the songs. The conclusion of the study highlights the importance of understanding the signals contained in slang and how pragmatics plays a significant role in the usage of slang language in hip-hop songs. Overall, the paper provides insights into the linguistic and cultural aspects of Nigerian hip-hop music.

From a stylistic perspective, Emiya and Diriyai (2022) discuss the language and style of Nigerian musicians and their effects on the lexicon of Nigerian English and indigenous languages. The paper analyses the use of code-switching, code-mixing, slang, pidgin, homonyms, and euphemisms in the lyrics of selected Nigerian songs and explains how these features are used in Nigerian music for self-expression, cultural expression, clarity of intention, and to appeal to a wider audience. It concludes that the language style of Nigerian musicians affects the lexicon of Nigerian English and indigenous languages. From a stylistic perspective too, Maledo (2022) is a study of syntactic distortions and cohesive devices in the language of scam mail, one of the precursors of e-mail fraud in Nigeria. The study contributes to the description and characterization of the language of scamemails. The focus was to reveal the inherent deceit hidden in the language used by scammers.

From the above, it is obvious that a greater percentage of the works deal with issues related to themes of cybercrime in music and how Nigerian hip-hop music puts cybercrime in good light. The use of slang also features in some of the studies. However, a research gap exists in the area of the lexico-semantics of cybercrime slang in Nigerian hip-hop songs. This research gap necessitates this study.

## **Methodology**

This study adopts the qualitative method which aims at explaining the lexico-semantic features of cybercrime slang in the selected songs. Data for the study were selected from eight Nigerian hip-hop songs written in

the English language, Nigerian pidgin, and Yoruba with emphasis on the English and pidgin components of the songs. Eight excerpts with features of slang and eight lexical items considered slang were extracted from these songs for analysis. The slang words were identified and analyzed from the excerpts while the lexical items and their semantic implications were analyzed in a tabular form, followed by a detailed analysis.

### **Data Analysis and Discussion**

As established, Nigerian hip-hop music has been a means of commenting on the issue of cybercrime in Nigeria. So, it is necessary to identify some slang inherent in the songs, their semantic features, and their implications. In this section, the lyrics of the selected songs are presented and analyzed to identify some devices and lexical-semantic features used by Nigerian pop artists on the issue of cybercrime.

#### **Aspect of Lexical Relations**

The artists used some lexical relations such as synonyms and antonyms in their songs as presented below.

##### **Datum i.**

Too much money, the problem now is how to spend it.

Plenty dollars straight to aboki to change it.

I don suffer, every day and night our boys dey for system.

Now I don hammer.....,

anything you want just name it

cos my maga don pay....., mugu don pay.....

(Olu Maintain “maga don pay”)

In the above song by Olu Maintain, *Maga* and *mugu* are Yoruba slang that are used for people who are seen as ignorant and senseless. In the song, they are used synonymously to express meaning about victims of cybercrime.

##### **Datum ii.**

Some call it 419 or advance fraud

I say it’s getting doe from greedy victims abroad

Without pulling a trigger, contact or slashing with a sword.

(Modenine “419 state of mind”)



The italicized words are nearly similar in meaning used by the artist to show the relationship of words to express the context of meaning. 419 in the Nigerian context is derived from a section of the Nigerian penal code that stipulates some measures of penalty for anyone who gets involved in financial crime. Its nearest synonym as used in this song is advanced fee fraud in which victims are made to pay a certain amount upfront before the conclusion of the business transaction. This is what Modenine says here:

**Datum iii.**

They send the doe and another problem got em  
sending more doe  
Till they cash flow is on a low

In the above extract, Modernine goes further to justify 419 to him, it is a crime or not a serious crime as he sees it as getting or making money from a greedy victim this can be expressed in mathematical terms as in

$$419 = \text{getting } \textit{doe} \text{ from greedy victims abroad (where } \textit{doe} \text{ stands for money)}$$

Therefore it is justified.

**Datum iv.**

I don suffer no be small .....  
419 no be thief, it's just a game everybody dey play  
Oyibo man I go chop your dollar... (Nkem Owoh "I go chop your dollar")

In the above song by the Nigerian famous actor turned musician, Nkem Owo, he justifies 419 by saying that it is not a *thief* by contrasting 419 and *thief* through the use of adverbial negator, *no* (meaning not), in Nigerian pidgin. The underlined lexemes express a semantic contrast by the artist's use of 'not'. To a very large extent, this is a glamourization of 419 crimes and leaves nothing to be desired in the fight against cybercrimes in Nigeria.

In the chorus to this song, the singer also uses lexical items in antonymic relation to foreground the relationship between the victim and the swindler thus:

**Datum v.**

*You be the mugu, I be the master*

Oyinbo man I go chop your dollar,

I go take your money disappear

419 is just a game, *you are the loser I am the winner*

The italicized sentences in the above extract portray these contrast wherein the first, *mugu* and *master* are contrasted while loser and winner are contrasted. This contrast is enhanced through the use of syntactic parallelism to foreground the lexical antonymic relation between the wise (master) and the foolish (mugu).

**Datum vi.**

Maga don pay shout halleluyah.....

Mugu don pay shout halleluyah.....

Halleluyah Moet, champagne, henessy

Maga Don Pay by Kelly Hansome

This idea of seeing the white who pays the money is repeated by Kelly Hansom in his song “Maga don Pay” used as data iv above. Using syntactic parallelism, the semantic sameness of *maga* and *mugu* is made prominent by placing as the subject of the first two clauses as seen above. To also enhance the happiness of the beneficiary of money, the lexical item, *Halleluya*, is repeated at the complement position.

**Datum vii.**

Ghetto boys we hustle vision 2020

Our government dem promise ....

You know say boys go chop every day we scamming

All night no sleeping I go Alaba go buy lappy.

(Bella Shmurda “Vision 2020”)

In the above, the word *lappy* is derived from a *laptop* through the morphological process of clipping in which part(s) of a word is/are cut off to derive a new word. Laptop is an electronic device used as a tool by perpetrators of cybercrime. As used, *lappy* is a cybercrime slang referring to laptops.

Another prominent slang used in hip-hop songs is the expression of

monetary terms as seen in the extract below by Modenine in his song "419 State of Mind".

**Datum viii.**

The CBN Director has to be bribed a bit  
 500 gram there about on the side of it  
 You can get that go head you won't regret that  
 Don't forget that your getting like 15 mill  
 500 gram ain't nothing after this deal

As seen above, *gram* and *mill* are slang used as measurement units for money. In the International System of Units, a *gram* is a unit of mass while *milli* means one thousand. So one milligram is equal to a thousand, which is equivalent to a gram. In the context of Yahoo slang as appropriated in the hip-hop song, 500 grams as used refers to \$500,000:00 (five hundred thousand dollars) while 15 mill refers to \$15,000,000:00 (fifteen million dollars). So the victim is required to pay five hundred thousand dollars upfront before they can access the fifteen million dollars.

**Semantic Shift and Extension**

Semantic shift involves redefining the central character of a word. Semantic extension is defined as the extension of the semantic boundaries of existing words to cover strange meanings. The table below presents various lexical items that have been semantically shifted and extended in the selected songs.

S/N	Lexical item	Conventional usage	Context usage	Song
i	System	A set of hardware or software operating in a computer or technique/method	A laptop computer.	"Maga don pay"
ii	Paper	A writing or printing sheet	Money	"Stay Woke"
iii	Yahoo	An internet search engine or email service provider	Internet fraud	"Yahooze"
iv	Hammer	A carpentry tool	A record of success	"Maga don pay"
v	Doe	A female deer	Money	"419 state of mind"
vi	Client	One to whom a service is rendered	A victim	"Prayer for client"
vii	Grind/ grinding	To reduce to small pieces	To hustle	"Stay woke"
viii	Aboki	Friend	Bureau de change man	"Maga don pay"

As the table above indicates, the semantic scope of the eight (8) lexical items identified from the selected songs for this study has been extended. In (i), the meaning of *system* has changed from a means or a method of doing things or from that of an operating system in the language of the computer to mean *laptop* as slang in the context of cybercrime. *Pepper* in (ii) is a Nigerian pidgin slang for money that is appropriated into cybercrime hip-hop music. As it is often in Nigerian Pidgin, “Pepper don rest” means “I have made money”. The origin of *Yahoo* as a lexical can be traced to Jonathan Swift’s *Gulliver’s Travel*. In computer language, *Yahoo* is an Internet search engine. In the Nigerian Internet fraud language, *Yahoo* has experienced a semantic shift from that of a search engine to that of perpetrators of cybercrime money fraud.

*Hammer* in (iv) has its traditional meaning of a carpentry tool. As used in cybercrime slang, it now refers to having achieved a measure of financial wealth as we have in such expressions as “The guy don hammer” meaning “The guy has become rich”. *Doe* has its semantic scope changed from a female deer to money while a client with the semantic implication of one to whom a service is rendered extends its semantic scope contrastingly to make such a victim. *To grind* or *grinding* in (vii) which means to reduce into smaller pieces or powdered form (depending on the substance) now has semantic scope changed to *hustle*, meaning to get extremely busy in struggling to make money while *Aboki*, a male friend in the Hausa language, now means an operator of bureau de change who sells and buys dollars from the *Yahoo* boys.

## **Conclusion**

This study has investigated aspects of lexical semantic features of slang appropriated by Nigerian hip-hop musicians in their songs. The study has revealed how slang is used to convey meanings related to cybercrime, financial success, and manipulation. It has shown that synonyms, antonyms, and repetition are prominent in the selected songs. It has also revealed that some of the lexical items used as slang have to undergo semantic shifts in the context of the songs. This use of semantic extension helps the artists to convey their message through the making of new meanings in the use of existing lexical items as slang. The paper also discovered that through the use of these slang, the Nigerian hip-hop songs glamorize cybercrimes which has an adverse effect on the economy of Nigeria and the image of Nigeria internationally. Overall, this study emphasizes the importance of understanding these lexico-semantic features to fully grasp the meaning and social context of contemporary Nigerian hip-hop music.

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## **Talents Management and Leadership Succession in Selected Companies in Lagos State**

Olugbenga A. Agboola & Olayinka Babatunde Adebogun

### **Abstract**

Talent management is critical for the organizational growth and development of companies in emerging competitive environment of Lagos State, just as it is elsewhere in the world. Talent management becomes necessary because individuals in the workforce have unique natural attributes and harnessing them for the company's benefit requires effective leadership. Leaders succeed when the talents of employees are nurtured in accordance with a company's peculiarity and brand. This paper adopted mixed method for the collection of data and analyzed data in thematic content while talent-based theory was used as its theoretical framework. The paper concluded that the recruitment of high-impact employees with the right talents and a succession plan to retain and engage them to ensure continuous productivity is crucial for the attainment of a company's goals, growth and development in the emerging competitive environment of Lagos State.

*Keywords:* leadership, talent, company, Lagos, succession

### **Introduction**

There is no organization or human association that thrives without engaging the right talent in the areas of production, service delivery and management to drive the enterprise to achieve a profitable outcome. Hence, the right leadership is critical for growth and development and it takes an efficient leader to identify and harness the talents of the employees to achieve and sustain this outcome. Employees of companies possess diverse innate attributes and competencies (Amune, 2024). Identifying and channeling these attributes and skills in a way that drives maximum growth and development of the business organization is critical for a company's survival and success in the Lagos competitive environment (Amune, 2024; Bhar & Rahmat, 2023; Chanico, 2021).



Lagos is good for business, but competition is so stiff that to achieve success over others, a business must be able to hire, manage and retain the best talents. The human resource is the greatest asset of any organization, whether it is a public or private establishment. Other resources, such as finance, raw materials, machinery, and the building where the business is conducted, are also important assets, but unless they are invested or utilized by the employees of any business outfit, they cannot produce profitable result for the business owners. That is why it is said, in some circles, that “Labour creates wealth”. An organization’s fiscal, material and intangible assets require the skill and performance of talented employees before they can be converted into useful goods and services customers or clients of the business can purchase, thereby enabling the organization to make profit and expand its operations. According to Srivastava (2021), “The people who work at a company are really the ones that make it function. They are a company's greatest asset, more important than real estate or patents.”

Poor handling of promising employees is one of the reasons many business ventures, especially start-ups, have failed in Lagos. A recent report by Weetracker revealed that “only 39 per cent of startups in Nigeria manage to endure beyond their initial years of operation” (Punch 2024). Although a report published by IJRDO listed “lack of infrastructural facilities and entrepreneurial skills, inadequate managerial skills” as some of the factors that are responsible for business failure, Dennison (2024) thinks inadequate talent management, especially lack of succession planning, is a major reason why businesses go under in the face of unexpected eventualities:

Succession planning is important for all businesses, of all sizes and industries, but it is especially true now. The world faces new challenges and uncertainties, starting at the beginning of the post-pandemic era. Without a long-term strategy, businesses risk business continuity and talent management, leaving them open to risks... Succession planning helps leaders plan for the future. It also helps them keep top talent and provide a career path for high-potential employees. This, by effect, increases retention, engagement, and productivity. (Dennison, 2024).

It takes efficient leadership to identify the right employees with talents for the unique needs of a company (Amune, 2024; Kavita & Sanjiv, 2014). Leaders succeed when the talents of employees are discovered, nurtured and engaged in accordance with the company’s work ethic, vision and mission. To achieve transformational and sustainable change, a company should, in addition to the above, offer employees opportunities to learn and

grow within the organization (Kavita & Sanjiv, 2014); it should have a clear personal-growth road map and a reward system which would spur competent and hard working employees to put in their best, knowing that they have a durable stake and a promising future in the organization.

### **Theoretical Framework**

Talent based theory is adopted as theoretical framework for the paper as it dwells on the importance of leadership succession and talent management in organizations. The theory was propounded by Mckinsey and Company in 1997 and since then the theory has acquired currency in organizational study, especially as it relates to talents management and employee succession to leadership positions in the workplace. The theory extrapolates that every employee in the workplace has talents that, when harnessed, would contribute to organizational goals and when undermined would lead to frustration and anger and consequently resignation and lack of productivity in the workplace. The theory emphasized that organizations should make efforts to identify the talents of each employee and utilize them for organizational benefits. Talent theory makes the following assumptions:

- (i) each employee talent is critical for organizational growth and identification of employee talents prevent job loss
- (ii) recommendation of employee for leadership position would facilitate deployment of talents for organizational benefit.

The essential issues addressed by McKinsey have been summarized as follows:

McKinsey's 1997 report on talent management highlighted the importance of identifying and nurturing talented employees for gaining a competitive edge in the business landscape. The report emphasized that talent management practices positively impact employee performance and reduce turnover intentions. It also stressed the need to shift focus from mere talent identification to authentic talent development for sustainable organizational success. Furthermore, the report underscored that inclusive talent management philosophies lead to enhanced job satisfaction, improved job performance, and decreased turnover intentions through effective talent management practices. Overall, the findings of McKinsey's report emphasized the critical role of talent management in driving organizational excellence and competitiveness (typeset.io).

Roberts (2008) encouraged organizations to make effort to identify the

right talents endowed in its employees as well as make provision for promotion to leadership positions within the organization. According to Chanico (2021), talent is a major organizational asset for growth and development, hence organizations should make effort to identify the right talent in prospective employees and the old employees.

### **Conceptual Clarification**

#### **Talent Management**

Chanico (2021) and Schweyer (2004) x-rayed the importance of talent management and emphasized the need for background checks on the employee through screening and test before engagement and assignment of functions while Cappelli & Keller (2014) assessed talent in terms of compatibility to organizational vision and mission, and emphasized the need for the retention of employees that possess the right talent.

Talent management is a critical component of corporate governance and determines how companies would cope and thrive in the changing organizational world of the 21<sup>st</sup> century where competence and knowledge are critical. According to Mckinsey, most talented people leave their employment or company due to the fact that most times they are not allowed to bring to the company the best of their talent (mckinsey.com).

#### **Talent Typology**

What are those talents possessed by employees that a company's management needs to manage effectively in order to deploy them maximally to advance the organization's goals and competitiveness? While companies generally employ people based on their visible skills, high-value employees usually possess innate qualities that mark them out and make them achieve outstanding results. Most of these qualities are associated with the personal characteristics of the employee. According to Poltoratska (2021), "The set of personality traits and characteristics is formed by natural preconditions and social environment, but the decisive role in their development is played by the ability to self-development and the disclosure of their potential in their activities."

According to Howard Gardner (in Poltoratska, 2021), the typology of talents includes the following: "verbal-linguistic; digital; auditory; spatial; physical; personal or emotional; interpersonal". These talents, when present in individual employees, enable them to perform their duties maximally and satisfactorily, thereby achieving for the organization greater productivity than that recorded by those who lack these talents.

## **How to Tap Employees' Talents in Workplaces**

Organizations operate in a more dynamic and evolving environment which requires the recruitment of highly talented workforce that could brace the storm (Cappelli & Keller, 2014; Amune, 2023). Challenges in different areas of need in the workplace make it necessary for organizations to be equipped with requisite competences to drive their business. Organizations that do not plan and anticipate challenges will likely not succeed, as inertia is the cause of many organizational failures. Also motivation is the driver that enables employees to unlock their talent for growth and development (Effron, 2010). Assigning challenging tasks to employees and facilitating effective communication and openness are some of the building blocks for the optimization of company goals.

There are many methods a company's leadership can use to enable it identify the talents in employees and tap those resources for the company's benefits and for the advancement of the employees. They include:

- assigning of roles/functions to individual employee (Frimpong, Addai, Amoako & Kyereh, 2016)
- organization of seminar and symposium where the individual employees are required to showcase their competence
- maintenance of bottom-top and top-bottom channels of communication in the company
- regular or routine motivation and promotion in a company (Kavita & Sanjiv, 2014)

In order to enable leaderships in selected companies in Lagos to harness their employees' talents, a company's management is expected to provide necessary tools and resources (S.K Bhar H Rahmat, 2023) which include congenial work environment and good salary structure. When employees know that the leadership of the company has mechanisms in the company that identify and evaluate performance for possible elevation to leadership positions, their talent would most likely be boosted.

## **Drawbacks to the Engagement of Talented Employees in Selected Companies in Lagos**

Talents in organization are unique and distinguish one employee from another (Amune, 2023). No two employees are the same in talent, and the combination of varied talents in an organization is critical and germane for the attainment of organizational vision, goals and profitability. It is the need to hire unique and relevant talent that organizational leaders should

intensify effort to focus on in order to ensure that they recruit and engage the right talented employees that would generate benefits for the organization.

Having identified and engaged the right talent, management is equally required to provide an enabling environment for the employees to operate in, and to be able to do this efficiently the leader must be purpose-driven as organizationally-specific talents are in short supply (Bhar & Rahmat, 2023; Chanico, 2021). According to Kavita & Sanjiv (2014), the new generation of talented employees is looking for challenging assignments with adequate compensation to get professional satisfaction, as job satisfaction is key for the actualization of company goals.

To enable companies in Lagos to engage and retain the right talented employees, management has the responsibility of providing the right environment within which the talents of the workforce can be harnessed by assigning them motivating tasks and ensuring that, in proportion to their efficiency and expertise (Bhar & Rahmat, 2023), they are promoted to leadership positions as and when due. To complement the provision of the right environment, management is expected to establish a growth plan in the company to make ascension to leadership positions pretty seamless, and to ensure that the workforce are not faced with administrative bottlenecks that stall growth and breed frustration and anger; when such bottlenecks become the rule rather than the exception, the company's goal of profit in the long run may be jeopardized.

In the evolving corporate world, there are two broad groups of talented people in the workplace; they are: those who came to the company with the potential, and those who acquired the talent/skill through working in the company. Both groups stay and work for the company's growth when management provides incentives through enhanced salary package and insured assigned roles (Dessler, 2011; Bhar & Ralmat, 2023; Chanico, 202; Tymon et al, 2010; Vaiman, 2010).

Sometimes, the talented workforce may not want to stay in a company that even pays well, especially when the company goals do not conform to their talent; also talented employees may leave the company when they develop new skills/talents which they feel would be better utilized in another company that offers greater potential for personal and professional development, even if that company currently pays less.

Recently, several challenges were associated with the management of talents in selected companies in Lagos State. Some of the challenges were poor motivation and remuneration, autocratic disposition of the leadership

hierarchy, and inefficient communication channels in the company (Chanico, 2021; Amune, 2023; Bhar & Rahmat, 2023). Interestingly, a study carried out in US estimates that by 2030 a large number of talented workforce would leave the workplace due to poor motivation. Bahar and Rahmat (2023); Chanico (2021); and Kavita & Sanjiv (2014) have argued that factors that threaten management of talents in organizations are: age, seniority and level of education, salary and benefits, working environment, succession planning, job security, job flexibility and a whole lot of factors. In Lagos State, based on research carried out by this paper, intrusion of the following factors impedes motivation and hinders the free display and development of employee talents: political affiliation, religion, ethnicity, favoritism, and poor remuneration. All of these hinder employees from showcasing their talents and ascending to leadership positions in companies in Lagos and elsewhere in Nigeria.

Most companies in Lagos operate under two kinds of environment: the closed and open environments. The closed organization determines the talent it attracts. The closed organizations entrenched favoritism, ethnicity and religiosity and these grossly undermine talents in most companies in Lagos while the open organizations engage employees simply based on their capacities to fill organizational positions; they widely advertised job positions and each employee is engaged in relation to competence and expertise.

### **Findings and Discussion**

Ten respondents from three senatorial zones in Lagos State – Central, East and West zones – were purposively interviewed. The respondents represented 5 selected companies in Nigeria. Four (4) respondents were from Lagos Central senatorial zone, three (3) from Lagos East senatorial zone and three (3) from Lagos West senatorial zone. The result of the findings revealed that talent is pivotal and determines a company's growth, development and performance. Respondents #1, #2, #3 and #4 from Lagos Central senatorial zone revealed that lack of motivation and routine training and retraining and ethnicity in companies in Lagos are some of the factors hindering the recruitment of talented employees in selected companies in Lagos. Respondents #5 #6 and #7 of Lagos East senatorial zone said that the right talents suitable for the needs of companies in Lagos are not in short supply, even though they blamed the educational system for churning out half-baked graduates; they identified favoritism and religion as factors hindering the engagement of the right talents. Respondents #8, #9 and #10 observed that companies in Lagos do not pay good wages, and that some of them do not promote talented employees from different ethnic or religious groups but would rather prefer to

promote family members or those employees with whom they share religious or denominational affinity.

### **Conclusion**

The paper observed that talent is critical for a company's growth and development and that talent can possibly be discovered, engaged and retained by good corporate leaders who are committed to their companies' ethic and vision. Leaders succeed when the talents of the employees are nurtured in accordance with the company's managerial ethic and expertise for the company's gain and sustainability. The latter is achieved when talented employees are nurtured and mentored to succeed company leaders or experts when they leave the organization due to resignation or retirement. When the right talent is identified and engaged, performance efficiency is enhanced for the company's development and growth. However, in selected companies in Lagos State, talented employees faced many challenges emanating from poor remuneration, introduction of hiring/contract staffing, favoritism, ethnicity and religion.

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