

Crises and Human Capital Maim: Implications on Socio-Economic Development of Nigeria

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Abstract: *This paper examines the impact of crises on labour, the greatest factor of production and its debilitating effects on socio-economic progress of Nigeria. The expository study found that crises in Nigeria have been frequent resulting in loss of quality human resource and many other assets, thereby putting families, relations and villages in a state of despondency. The situation is also seen to contribute to incessant migration and brain drain which impacts adversely on needed manpower for economic development. Hatred in Nigeria, intolerance, disharmony, acrimony, nepotism amongst others have its root on rampant crises over the years. On the basis of the foregoing, the authors made some recommendations for a change, among which includes: peace education and conflict resolution should be taught at all levels of education; Nigerians should be made to believe in Nigeria and leaders should avoid ethnic sentiments, nepotism, favouritism and corruption; the rule of law should be made to prevail at all times irrespective of position; practical pursuit of freedom of worship, religious tolerance and mass orientation on the immutable law of karma is required now.*

Keyword: *Crises, capital, development, economic, frequent, human*

I. INTRODUCTION

Nigeria as a country is richly endowed with fertile soil, minerals of all kinds, large human capital due to its population of over 170 million and conducive weather. The incessant cataclysmic events in most countries of the world are unheard of in Nigeria. Although poverty is a serious menace in Nigeria which to an extent is man-made and also hinges on crisis which usually siphon some accumulated resources within a short time period. But no country is without one form of problems or the other which is in line with the characteristics of the lower worlds. One of the major problems confronting Nigeria today is, frequent crisis such as political, religious and economic. Land boundary disputes, crimes, terrorisms have also ravaged, weaken and strangled the repositioning intention of the economy. These have helped to deter the aspiration for growth and development which has encouraged frequent migration internally and externally. Consequently, the country gyrates steadily in the grips of the vicious circle of poverty.

Undoubtedly, Nigeria is a multiethnic and multilingual country with diverse cultures, religions, orientations and attitudes. The major ethnic groups have been the Huasa/Fulani, Yoruba, and Igbo while the minorities are the Ijaw, Kanuri, Ibibio, Tiv, Itsekiri, Isang, Urhobo, Anang, and Efik (Achebe, 2012). The country came to be what it is due to the amalgamation of the southern and northern protectorates on January 1, 1914 after fourteen years of separate colonial administration under the leadership of Sir Fredrick Lugard who was the first Governor General of Nigeria. The population of Nigeria was about fifteen million with over 250 different language groups and cultures (Microsoft, 2008; Uma, 2009). The country gained its independence on October 1, 1960. Prior and after independence, the country had internal crisis stemming from political corruption due to Western interest on who emerges as the Prime Minister of Nigeria.

Achebe (2012) points out that within six years of colonial manipulation, the country experienced serious corruption and misrule as public servants consciously and freely used national wealth for personal gains, blatantly rigging of elections and stage-managed national census. The country has witnessed series of crisis since after independence owing to diverse and conflicting views emanating from different perceptions about life, governance and treatment given to ethnic groups by leaders. The national census crisis of 1963-64 rocked the country and the federal election crisis of 1964 was very worrisome and Western Nigeria election crisis of 1965 which nearly split the country. The first civilian administration collapsed after coup of January 15, 1966, which intensified crisis, tensions and then metamorphosed into destruction of lives, properties and raised ethnic acrimony.

Besides, boundary disputes and political crisis, the religious crisis has been recurring in Nigeria, especially between the Muslim and Christians. This made Akuta (2008) to point out that religious crisis has become a regular

occurrence in the Northern part of Nigeria and that crisis of this nature like wild fire do spread to other Northern states and might have a spill-over effect in some southern states. This type of crisis has led to standstill of economic activity and destruction of many lives especially in the northern part of the country and gave rise to the displacement of many communities. It is difficult to recover lost of quality human and physical capital because of the period of time and cost it takes to acquire one. This ugly episode coupled with the nature and method of resources management by leaders gave rise to various economic crisis which has helped to perpetuate poverty in a country that has abundance of resources.

Rationally, one would have expected a developing economy such as Nigeria to guard jealously acquired and developed resources by avoiding any form of agitations, conflicts and tensions capable of brewing crisis. Disagreement, disharmony and disunity can be addressed before getting out of hand. Unfortunately, the reverse is often the case. Pre-emptive management style which can put a stop to looming crisis is often overlooked and at last a fire brigade approach is employed when great losses have already taken place.

Global Security Organisation (2004) has it that Plateau State has the highest number of Internally Displaced People (IDP) as a result of clashes between Christians and Muslim communities. The Christian Tarok farmers who controlled the area considered the Muslim Hausa cattle herders as outsiders and accused them of stealing land and trying to usurp political power. This led to rampage of burning down of over 72 villages between 2002 and the end of 2003. The impact of such unrest on manpower and other capital resources is enormous. The loss of quality human resources cannot easily be recovered neither are the wasted capital reversible.

International Federation of Red Cross (2004) pointed out of ethnic-religious conflicts of May 1-2, 2004 in Shimkar and Yelwa, Plateau State which spread to nearby communities such as Zomo, Doka, Lupidi, Laraba and Unguwa Adamu. A huge quantity of both human and physical resources got destroyed while many people were displaced. In May 13, 2004 735 internally displaced were sheltered in different places in Nassarawa state; 1, 543 children were displaced and so many challenges experienced by those who survived the crisis.

In their study of ethno-religious conflict in Taraba, Madu and Ibrahim (2013) stated that various crises have rocked virtually the 14 Local Government Areas of the state from 1991-2013. A large proportion of the crises stemmed from ethnic clashes while few were on religious disharmony. These paralysed economic activities, loss of lives and other capital assets. Hence, Hassan and Umar (2014) asserted that the ethnic and religious problems have consistently exhibits serious obstacles to the survival of many economies that experienced colonial amalgamation of different ethnic groups in Africa and as a result, the countries' effort to attaining national integration have been a mirage and unrealistic.

The most recent crisis in Nigeria is the activities of the herdsmen whose movement here and there have caused destruction of farms and products of other farmers resulting to clashes and consequently, the empowered herdsmen with gun led to killing with impunity, causing unforgettable sorrow and heightened acrimony in their host communities. The most recent is in the Benue state where over seventy people lost their lives.

The incessant crisis in Nigeria since after independence is a source of worry to all meaningful Nigerians and requires lasting solution at this period. Consequently, the broad objective of this study is to investigate the impact man-made-crises have played with respect to human capital and economic development over the years. On this basis, the study is streamlined thus: section two is the theoretical framework and an overview of various crises in Nigeria; section three dwells on socio-economic development in a relative crisis-free-society; section four focuses on effects of crises on human capital and socio-economic development while the last section is recommendations to minimize crisis and conclusion.

Justification, Significance and the Need of the Study

The socio-economic development and growth of Nigeria require overcoming regular crises which have hampered quality human resource This study is aimed at unraveling the adverse effects of various crises and articulate ways of eradicating the regular occurrence for better Nigeria. The extent of crises in Nigeria have become uncontrollable compelling many Nigerians to run away with their talents and capital if not destroyed during crisis, thereby denying Nigeria of needed manpower for economic advancement. The study has shown that besides the fact that many lives have been lost from crises, the effects it has on Nigeria, cannot be ignored and need be put to an end if the country really aspire for socio-economic development capable of changing the living standard of the people.

II. THEORETICAL FRAMEWORK

One of the major incapacitating and debilitating factors of development in Nigeria is insufficient capital (human and physical). Many scholars and theorist have emphasized on the need for adequate capital if a developing economy can make a change. Rodan in his Big Push thesis articulated that there is a minimum level of capital required for a developing economy to take off with respect to development. In addition to availability of capital is

safe environment devoid of crisis is crucial for development and growth. If crisis is antithesis to development, it presupposes that a developing economy should by all means eschew any form of crisis because of the detrimental effects it has. It has been pointed out that human capital includes any stock of knowledge or features an individual has that may be inborn or acquired which play significant role in production. It includes the various skill possessed by a person. It is an indispensable and very significant aspect of the factors of production because of what it does and what it can do. Many factors contribute to refining human capital so as to have improvement in production. But Goldin (2014) points that ideal human capital investment is a function of different factors such as the extent to which capital markets are well functioning and the level of certainty in the economy and polity. The certainty aspect is an important issue in Nigeria. Is conflict, tension and crisis which is capable of destroying lives avoidable?

It takes well trained people to function in an economy and so human capital is essential for the economic growth of every economy. The existing societal resources cannot add value to itself. The lack of capable and efficient human being to produce raw materials and assist to add values to it will impede efficiency which leads to under-use of naturally endowed resources. Lack of manpower due to destruction of quality labour resulting from crisis gives rise to lack of efficient and talented entrepreneurs, and when the issue of unfavourable economic milieu, poor social and institutional set up do prevent development of efficient talented labour force.

The endogenous growth models placed a high regard to human capital development as essential for growth and development of an economy. The views of the protagonists of endogenous model show the existence of a variety of endogenous mechanisms that foster economic growth and so articulated the dire necessity for public policy makers to incorporate it. These endogenous perspectives can be seen in the works of Romer (1986), Lucas (1988), Mankiw, Romer, Weil (1992). But crisis is opposed to the utilization of the harvested growth in human capital, thereby retarding development. Besides, the destruction of infrastructure, buildings and assets which usually repositions peoples' socio-economic environment is worrisome. Consequently, annihilating survival activities, productivity and leading to lack of income required for physiological needs and thereby raising the poor living standard.

It is undoubted from the foregoing that human capital is the most essential factor of development and growth of an economy. The impact of crisis on man has brought about colossal loss that are irrecoverable in a short period of time. This implies that any action capable of eliminating and dislocation of man as the apex of creation is inimical to the process of development of a developing economy such as Nigeria.

An Overview of Various Crises in Nigeria

Although the lower world is a warring universe and as such crisis remains part of the nature of imperfect worlds. But the extent of crisis in developing countries vis-à-vis many advanced economies gives room for wondering the state of consciousness in less developed countries. Disgustingly, crises in Nigeria have been a regular issue since after independence. In spite of government efforts and controlling actions over the genesis of most crisis, the rate has not come down. At every point in time there must be one form of crisis or the other in Nigeria. Many scholars have articulated the different incidents of crisis at various period in the country. For instance, Adeyemi (2006), Saheed and Egwaikhide (2012) streamlined some of the calamities emanating from clashes between 1999 to 2002 involving many ethno-religious upheavals in many parts of Nigeria thus:

- a) May 30 – June 9, 1999: Renewed Warri communal clash in Delta State.
- b) July 18, 1999: Oodua People's Congress and Hausa traders clashed in Sagamu, Ogun State
- c) November 25, 1999: Communal clash in Lagos between Oodua People's Congress and Hausa traders.
- d) January 25, 2000: Communal clash in Brass Local Government Area, Balyesa State.
- e) January 29-30, 2000: Communal clash in Etsako Local Government Area, Edo State.
- f) February 2, 2000: Boundary dispute between communities in Akwa Ibom and Cross Rivers State.
- g) March 16, 2000: Renewed hostilities between the people of Eleme and Okirika in Rivers State.
- h) April 8, 2000: Communal clash in Ovia South Local Government, Edo State.
- i) May 18, 2000: Clash between local farmers and Fulani cattle rearers in Saki, Oyo State.
- j) June 5, 2000: Epoch of the Owo mayhem in Ondo State.
- k) June 12, 2000: Communal clash between the people of Ikot Offiong and Oku-Iboku of Cross Rivers State.
- l) July 1, 2000: Communal clash in Ikare Akoko, Ondo State.
- m) July 21, 2000: Renewed hostility between the Ijaws and Urhobos in Delta State.
- n) August 12, 2000: Communal clash in Bendel Local Government Area of Abia State.
- o) October 16, 2000: Clash between Igbos and Hausa traders at Alaba Rago market, Lagos State.
- p) December 11, 2000: Renewed clashes between Ife and Modakeke in Osun State.
- q) March 13, 2001: Renewed communal clashes in Owo, Ondo State.
- r) May 12, 2001: Communal clash between Odimodu and Ogulagba communities in Delta State.
- s) July 12, 2001: Ethnic violence in Nasarawa State.

- t) February 2, 2002: Oodua People's Congress and Hausa people clashed at Idi Araba, Lagos State.
- u) February 26, 2002: Communal clash between Apprapum and Osatura communities in Cross Rivers State.
- v) March 10, 2002: Ebira youths revolt on local government creation.
- w) March 30 – April 2, 2002: All Peoples Party intra party clash in Ilorin, Kwara State.
- x) August 31, 2002: Communal clash in Ado Ekiti.
- y) September 3, 2002: Renewed communal clashes in Owo, Ondo State.

In each of the incidents, many lives were lost causing acrimony, hatred, hardship and sadness in families and community members. This has remained a source of set back to the development and growth of Nigeria, especially, the regions that frequently engage in crisis. In addition, since the creation of Taraba state, at every period, there is one form of crisis or the other which could be ethnic or religious leading to loss of precious human capital, assets and economic goods. The crisis is summarized by Madu and Ibrahim (2013) thus:

Table1: Showing Crisis in Taraba from 1991 to 2013

Year	Local Govt Area	Nature of Crisis	Parties in Crisis
1991	Jalingo	Religious crisis	Christians vs. Muslims
1991	Wukari	Ethnic crisis	Tiv vs. Jukun
1991	Takum	Ethnic crisis	Jukun vs. Kuteb
1993	Takun	Ethnic	Jukun/Chamba vs. Kuteb
1996	K/Lamido	Ethnic	Karimjo vs. Fulani
1999	K/Lamido	Ethnic	Wurkun vs. Fulani
2000	Wukari	Ethnic	Tiv vs. Fulani
2002	Sardauna	Ethnic	Mambila/Fulani
2006	Lau	Religious	Christians vs. Muslims
2008	K/Lamido	Ethnic	Bandawa vs. Fulani
2012	Ibbi	Religious	Christians vs. Muslims
2012	Takum	Ethnic	Kuteb vs. Tiv
2012	Takum	Ethnic	Fulani vs. Tiv
2013	Wukari	Religious	Christians vs. Muslims

This situation has in many ways retarded developmental efforts given the fact that it disrupted various socio-economic activities such as education, commerce, governance, farming, industrial production amongst others. The associated losses cannot be recovered overnight and so while other crisis-free-states might be struggling for more development and growth, the crisis infested area is battling with ending conflict and recovering from shocks and losses. When an environment is in crisis the school children and undergraduate are adversely affected. The chain effect in the society is stunted development and growth.

All stated is just a tip of the iceberg of what is happening in Nigeria with respect to crisis. In recent time, since 2016 to date, crisis and life destruction have intensified. Besides, the Niger Delta militia activities usually paralyse the oil sector in South-South geopolitical zone. The armed robbers and kidnappers in the South East have at various period distorted and impeded smooth economic activity cum subjecting people to heartless torture. This, in different ways have adversely put human capital (man) the apex of creation in jeopardy and in many occasions lead to termination of lives.

The most recent is the incidences of herdsmen creating unnecessary hardship to people due to the way they have been operating with sophisticated guns. This dimension has been surprising to everybody given that the resources managers could allow such. Furthermore, are the activities of the Boko Haram which have been on-going to the extent of kidnapping over hundred students at the same time where there are security institutions, thereby paralyzing education of the children, disorganizing workers in the institution, devastating and creating fears in parents. Consequently, establishing psychological and emotional trauma in relations and kindreds of their victims. Disgustingly, all over the country, a month has never passed without one form of crisis or the other with its associated ugly episode threatening the unity and progress of the country. To all intents and purposes, all that is supposed to be done has not been done by the leadership of communities and the entire economy. Specifically, the government has not paid expected attention to the situation on ground. Prior to each crisis, the looming crisis is known, but instead of proactive measures taken to guard against it, the leaders would wait until it starts off before adopting unrealistic approach. Many lives are usually lost in both short and long run of the crisis.

Socio-Economic Development In A Relatively Crisis-Free-Society

Undoubtedly, an economy devoid of frequent crisis has a positive relationship with effective development and growth. This is because associations, religions, development union activities, governance, production,

investment, demand and supply are not thwarted or hampered when a society is devoid of crisis. Peaceful environment plays important role towards income generation. In his synthesis, Chigbu (2006) posits that economic development is synonymous to development and can be stated as a process of prolonged and sustained growth in the real national income of a country, accompanied by positive changes in the economic, social and political structures of the economy with the result that the real income per capita of the people increases over a long period of time, subject to the stipulation that the number of people below the poverty line does not increase, and the distribution of income does not become more unequal and a sustainable environmental development. Nigeria is interested in development and growth in order to extricate itself from vicious sequence of poverty but seriously handicapped with relevant resources. Unfortunately, the few resources are frequently wasted due to incessant crisis, thereby perpetuating poverty.

Socio-economic development of Nigeria requires attraction of foreign investment which will support effective use of available domestic resources through the multiplier. Increased use of factor inputs has the tendency of raising income if and only if there is peace. But peace and harmonious coexistence have been elusive in Nigeria since after independence. In his articulation of problem of growth in Nigeria, Ozoh (2006) points out that the problem of lack of growth in the underdeveloped economies such as Nigeria stemmed from defective attitude towards work, technological backwardness, low entrepreneurial skill and talents, indiscipline, limited size of market and imperfection, defective education and medical care, defective transport, low level of research and training, defective water and power supply, amongst others. The core requirement here is mainly human capital which is versatile and can bring about other realisations. But this indispensable factor is easily wasted during crisis. Suffice it to point out that frequent crises which have maim, displaced and repositioned man, in its habitats and environments is among the greatest obstacle to revamping the socio-economic milieu of the country Nigeria.

In the middle and late 1970s, although Nigeria just come out of severe crisis of civil war with military leadership, but there was relative peaceful environment than we have today. It was in the first quarter of 1970s that Nigeria was able to raise a very high-level income from various sources but dominantly from oil sector. The effects were obvious among workers and the self-employed. This is a good instance of socio-economic progress owing to peaceful coexistence of a multicultural and multiethnic people. Most advanced economies are often confronted with natural disaster but frequent crisis leading to destruction of life and property is a rare event. Is it pertinent to say that the pattern of people in Nigeria derive joy in destruction of life at little provocation instead of protecting life? Can it be said that disciplined, loving and efficient government play significant role in avoiding crisis than where the reverse is the case? If the latter is the case, it means Nigeria has a long way to go at this 21st century when other less developed countries are strategizing for better development and we are still battling with how to live together, rehabilitate and restructure areas affected by destruction.

Creativity is adversely affected when the mind is not at peace. Nigerians are known to perform excellently well in any field while in Europe and in many other crisis-free-countries. Poverty alleviation, social and economic transformation requires regular application of creativity. The success of many economies thrived under creativity and innovation. With the frequent crisis, domestic and foreign investors are handicapped in bringing about long-term innovation because of fear of destruction due to crisis. This is one of the causes of unemployment since no rational investor will willingly pump scarce resources in a sophisticated long-term physical capital that is capable of assisting in increasing domestic capacity utilization of an economy when the environment is not safe. Wealthy Nigerians in Diaspora, and even those at home prefer investment in crisis free nearby countries instead of here in Nigeria, thereby creating job opportunities and income generation in other countries while their home economy is lacking in such establishment. The major reason is not lack of market in Nigeria but fear of destruction during crisis.

No matter the picture painted over the years about Nigeria as a haven for investment, if the regular crisis is not addressed, it is a futile effort strategizing to promote some type of foreign investments like attracting heavy foreign manufacturing industries capable of employing more inputs of production. This implies, in order to encourage domestic and foreign investors to opt for long-term manufacturing establishments, besides providing adequate power supply, necessitates crisis-free economy as crucial for socio-economic repositioning of the economy. It is when we begin to think in this direction, it is when the interest of the country is dominant in the hearts of the leaders and prospective leaders; and it is when the citizens are aware of the negative impact of opting for crisis, and then everybody will think twice before acting or reacting.

Effect of Crisis On Human Capital And Economic Development

One of the greatest factors of production is manpower. The success or failure of an economy hinges on quality human capital. In Marshall's view, the investment in human capital is one of the most priceless capital because of what man can do after knowledge acquisition. Manpower in this situation can be referred to as managerial, scientific, engineering, technical craftsman, and skill that are put in place in designing and developing organisations and managing productive and service enterprises and economic institutions (Okoyes, 1979).

Virtually every socio-economic activity involves human being, the apex of creation. Attainment of the goals of various sectors hinges on human capital, Creation of utility depends on man. The loss of human capital denies the society of the output usually derive from such human resource. The requirement for socio-economic reformation cannot take place without man. This is because all the other production inputs cannot function without the role of man. Raw materials cannot emerge without man and cannot add value to itself unless man plays a role. Elimination of human being during crisis implies lessening of skilled and unskilled labour, production and aggregate income. Obviously, lack of skilled labour contributes to technological backwardness, low productivity, low income and poor economic progress. Nigeria has frequently lessened quality human capital as a result of incessant crisis.

A corollary to this crisis is also brain drain. Lalla Ben Barka, the Deputy Executive-Secretary of the Economic Commission for Africa notes that the emigration of African professionals to the West is one of the greatest obstacles to Africa's development and that African governments have a great responsibility to ensure that brains remain in the continent; otherwise, in 25 years' time, Africa will be empty of brains (Obidike et al, 2015; Silva, 2007; Thalasa, 2013). In addition, the (IOM, 2013) points out that the number of Nigerian migrants living abroad has increased from 1.9 million in 2004 to 3.4 million in 2012. Besides poverty, other factor pushing Nigerians to migrate is incessant crisis. When one is displaced due to crisis and has nothing to fall back to, he is compelled to relocate within or without. Many rural people have left to urban and some left to other countries in Africa, Asia and Europe. The migration of the skilled people means withdrawal of human capital with its associated socio-economic effects in the domestic territory.

When the quality labour force of a country declines due to industrial dispute, insecurity of life and property and regular crisis which subjects people to fears at all times, the tendency is that investment in both physical and human capitals are retarded. Instead of planning for production, attention is more on security. When the pushing factor becomes so high, migration may be an option for safety and survival. The migration of a set of talented societal members implies leaving the domestic economy with capital, skill and other resources away creating cumulative negative causation in the domestic economy. The chain effects of vacuum created is not easily replaced. Hence, employment, output and income will fall leading to fall in living standard of the people.

In all ramifications, the development and growth of a country depends so much on the human capital. Any activity such as crisis, no matter the form which is not regulated or sufficiently controlled by the leadership, it is a sure way to socio-economic standstill and annihilation of the developmental efforts of such economy. Nigeria, although blessed with a lot of human and mineral resources is directly and indirectly destroying the economy through regular crisis. This in our view is one of the reasons why poverty alleviation efforts have not been able to achieve a remarkable success. Living with crisis at all time does not give room for good thoughts capable of bringing desirable change.

Way forward

The lower worlds are polarized into two dominant forces: day and night, positive and negative, rich and poor, problems and solutions and so on. Every problem at any point in time has already made solution behind. It is a matter of recognizing it and use to change the trend of things for better. Crisis in Nigeria can be addressed if and only if the resources managers are sincerely interested and moreover they know the causes. It is not in doubt that some societal members prosper when there is crisis and as such, such people would wish for regular one. No matter who benefits or gain, if the interest of the masses is in the hearts of any leader, it becomes the essential motive for the eradication or significant reduction of frequent crisis in Nigeria. Nevertheless, it is the conviction of the authors that the following points will go a long way to minimize or eradicate crisis in Nigeria

- i) Peace education and conflict resolution should be taught at all levels of education in Nigeria. It is pointed that people suffer and perish because of lack of knowledge. When the society is taught a better way of management of disagreements, conflicts and hatred, it will enable each person to tread with caution and eschew the violent ways which have led to mayhem.
- ii) Nigerians should be made to believe in Nigeria. Leaders should avoid ethnic sentiments, nepotism, favouritism and corruption. When the populace has confidence in the leadership, and the leaders have the tendency to objectively handle matters without minding whose ox is involved, it will go a long way to encourage the populace to be law abiding and trust the leaders.
- iii) The rule of law should be made to prevail at all times irrespective of positions. Crisis is often opted by people when a party or community involved feels he/she will not secure justice from the judiciary system. This implies that the leaders should observe and obey the rule of law, obey the constitution, exercise effective governance and administration of justice. The actions of the people reflect the activities of the leaders. When the leaders do the right thing at all times, the followers will do same. This means efficient and disciplined leadership gives rise to the inhabitants' strict compliance to the standard.

- iv) Proactive crisis management approach should be adopted. This requires proper monitoring of communities and prompt response at the looming stage of crisis. It involves instituting intelligence reporting of happening in an area for quick response by the authority concern. It also requires thorough settling of disputes between communities prior to escalating to unmanageable state.
- v) Practical pursuit of freedom of worship, religious tolerance and mass orientation on the immutable law of *karma*. Nigeria should emulate advance economies that have many religions, yet there is no cases of religious intolerance and squabble. The society should be educated to know that nobody can fight for God who allows different paths to exist which is there to satisfy different levels of consciousness. Besides, the immutable law of 'as a man sow, so shall he reap' should be inculcated in the heart of every Nigerian. This means that there is no righteous anger or fighting for God.
- vi) Practical love should be propagated in schools, markets, training centres, churches, mosques, town union meetings, community development associations, clubs and so on. Love in one's heart will restrain people from embarking on some actions. A loving heart understands better, communicates better, listens well without acrimony, forgives easily and takes the line of peace in resolving matters.
- vii) The government should establish a realistic, balanced and non-lopsided forum with men and women of integrity for aggrieved individuals, organisations, communities and states to lay their complaints. This body will exist in every ward with the mandate to look into matters as quickly as possible so as to settle issues before it gets out of hand.
- viii) Nigerians should be enlightened to aspire to awaken consciousness by regular communicating with God in his or her own way, learn and practice love. This is expected to extricate individuals from mental aberration, overcome ignorance and helps an individual to have a spiritual freedom capable of helping him/her avoid any form of crisis.
- ix) Nigeria leadership should imbibe the attitude of what is good for the goose is also good for the gander. Thoughts and actions must be balanced within the existing structures of the multiethnic and multilingual Nigeria. The leadership value system must change. Excellence should be the watchword in governance. No cutting of corners. Like America and Americans, there should be a symbol of unity in Nigeria. The American Flag is their symbol of unity and any attempt to misuse it, is tantamount to aggravation of the Americans. Nigeria and Nigerians should be able to guard our symbol of unity jealously. Besides, the judiciary must not be bent. The concept of 'sacred cow' must not continue in the judicial system. The revival of equity should manifest and strictly be upheld in the conduct and dispensation of justice in the Nigerian courts.

III. CONCLUSION

The study has examined the effects of crises on the human capital in Nigeria which has been frequent in spite of actions taken by the various governments of the country. The huge loss of human resources and other assets resulting from various crises have significantly perpetuated poverty and adversely affected the development and growth aspirations of the country; consequently, Nigerians are included among the poorest in the world. The pathetic situations of poor environment, frequent crises and poverty have compelled many to migrate to other African countries and Europe to look for serene environment and means of livelihood. In the process, many still lost their lives. This situation is in line with Saheed and Egwaikhide (2012) who found that social crises in Nigeria have been an obstacle to the growth and development of Nigeria economy. However, there is a way out which has to do with practical application of the recommendations made by the authors.

Limitations and Sources of Funds

The study is limited to events of crises in Nigeria over the years. It does not cover crises involving Nigerians outside the country. The authors take care of the funding of this study because of the delays and the process of accessing for funds.

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