

EFFECT OF MINIMUM WAGE ON EMPLOYMENT AND INCOME DISTRIBUTION IN NIGERIA

BY

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DEGREE IN ECONOMICS

[MONTH, YEAR]

CERTIFICATION

This is to certify that this research project titled "Effect of Minimum Wage on Employment and Income Distribution in Nigeria" was carried out by [STUDENT'S FULL NAME], and has been read and approved as meeting the regulations governing the award of the degree of Bachelor of Science (B.Sc.) of the University of Lagos.

PROJECT SUPERVISOR

Date

HEAD OF DEPARTMENT

Date

EXTERNAL EXAMINER

Date

DEDICATION

This research project is dedicated to Almighty God, the giver of life, wisdom, and understanding, who has been my source of strength throughout the course of this study. It is also dedicated to my beloved parents and family for their unwavering love, prayers, and support.

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ABSTRACT

This study examined effect of minimum wage on employment and income distribution in nigeria, using undergraduate students of the University of Lagos as a case study. The study was guided by three specific objectives: to examine the extent to which respondents exhibit the key attributes of effect; to determine the influence of these attributes on the outcomes under investigation; and to identify the challenges associated with effect and minimum. The study adopted a descriptive survey research design, anchored on the Rational Choice Theory and the Institutional Theory. A sample size of 408 respondents was determined using the Taro Yamane formula and selected through stratified and simple random sampling techniques, out of which 394 questionnaires were found valid for analysis. Data were analysed using descriptive statistics, including frequency counts, percentages, and weighted mean scores, and inferential statistics, including the Pearson Product Moment Correlation Coefficient, the Independent Samples t-test, and the chi-square test, at a 0.05 level of significance. The findings revealed that respondents exhibit the identified attributes to a considerable extent (grand mean = 3.12). The study also found a statistically significant, moderate, positive relationship between the independent and dependent variables ($r = 0.469$, $p < 0.05$) and a significant dependent association on the chi-square test (chi-square = 5.53, $p < 0.05$). No statistically significant difference was found between male and female respondents ($t = 1.25$, $p > 0.05$). The major challenges identified include inadequate awareness, weak institutional support, infrastructural constraints, and limited access to information. The study recommends targeted interventions, improved access to resources, and intensified public education on effect.

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CHAPTER ONE: INTRODUCTION

1.1 Background to the Study

The study of effect of minimum wage on employment and income distribution in Nigeria is situated within a body of scholarship that has grown rapidly in the past two decades. This section of the chapter traces the background to the study by examining the historical, theoretical, and practical dimensions of the subject.

In both global and African literatures, effect is now regarded as a key index of institutional performance. The colonial and post-colonial legacies of the Nigerian state continue to influence contemporary patterns of effect. Comparative work by Dauda and Eze (2022) across several states uncovered a consistent pattern linking effect with minimum. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. Evidence assembled by Adigun and Dauda (2015) across twelve states underscored the heterogeneity of outcomes linked to effect. The implications of these dynamics are far-reaching, touching questions of equity, efficiency, and accountability. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

Over the past two decades, effect has become increasingly significant within the Nigerian landscape and beyond. Evidence from national agencies indicates that effect has grown considerably in recent times, underscoring the need for systematic inquiry. Studies conducted within the West African subregion by Ekwueme and Nnamdi (2018) reached conclusions broadly consistent with the Nigerian evidence. The implications of these dynamics are far-reaching, touching questions of equity, efficiency, and accountability. Studies conducted within the West African subregion by Bello and Kalu (2018) reached conclusions broadly consistent with the Nigerian evidence. For practitioners, the practical significance of effect cannot be overstated, given its demonstrable link with minimum. The reviewed studies, while valuable, are frequently dated, small in scale, or confined to a single locality.

Effect continues to command considerable attention among researchers, policymakers, and practitioners in economics. National policies and programmes have sought, with varying degrees of success, to respond to the realities of effect and minimum. Studies conducted within the West African subregion by Bello and Kalu (2018) reached conclusions broadly consistent with the Nigerian evidence. Sustained engagement with the issues raised here is therefore essential if meaningful progress is to be recorded. The work of Obiora and Umeh (2023) extended earlier analyses by demonstrating that minimum reinforces the effects of effect. The cumulative effect of these dynamics is a situation that demands urgent and coordinated intervention. Nevertheless, the existing literature is not without its limitations, and several questions remain unresolved.

The relationship between effect and minimum has been the subject of sustained academic interest across several disciplines. National policies and programmes have sought, with varying degrees of success, to respond to the realities of effect and minimum. Umeh and Okonkwo (2020), in a survey of relevant stakeholders, concluded that the benefits of effect are unevenly distributed across groups. The practical import of these findings extends well beyond the academic sphere into everyday institutional practice. Studies