

Impact of Entrepreneurial Performance on Job Creation in Small and Medium Enterprises in Abuja Municipal Area Council

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Abstract

The need for entrepreneurship has continued to shape the Nigeria's economic and industrial policy since independence. The dynamic economic situation in Nigeria and indeed the world today needs flexible people with capacity to create, sustain and improve business activities. Eradication of unemployment in general and especially youth unemployment has become the prevalent developmental challenge in almost every country in the world. Unemployment is a problem that the Nigeria as a nation is facing. How to create credible jobs in Nigeria has therefore become imperative. This study investigated the impact of entrepreneurial performance on job creation in small and medium enterprises in of Federal Capital Territory (FCT)-Abuja. A sample of 400 respondents involved in the study from the council. They were selected by using simple random sampling technique. A questionnaire was designed, developed and validated through expert judgement and reliability coefficient of 0.81 was obtained. In the findings, improvement in the standard of living through acquisition of skills, reduction in rural-urban migrations, development of local technological base, conservation of foreign exchanges and enhancement of entrepreneurial innovations were identified as the impact of entrepreneurial performance on job creation. The null hypotheses were tested at 0.05 level of significance, and it was discovered that there was significant relationship between entrepreneurial performance and job creation in Abuja Municipal Area Council. Based on these findings, some recommendations were made which include: adequate infra-structural facilities for entrepreneurial trainings should be provided towards vocational and technical skills acquisition and provision of credit facilities at affordable interest rate to enhance more participation in small and medium enterprises.

Keywords: Unemployed Nigerian youth, Corporate entrepreneurship, Intrapreneurship, Entrepreneurial Development

1.0 Introduction

The survival nature today seems more ferocious than ever before. The dynamic economic situation in Nigeria and indeed the world today needs flexible people with capacity to create, sustain and improve business activities. The capacity to create or innovate does not come easy; knowledge, innovation, flexible disposition and intervening of the relevant environment and optimum use of resources are necessary. Udu, et al (2008) agrees that dynamic economic conditions of the world today need flexible people with charisma and authority to sustain, improve and reinvent business activities.

The need for entrepreneurship has continued to inform and shape Nigeria's economic and industrial policy. Since independence from Britain on October 1, 1960, the policy thrust had been on self-employment and economic independence. This focus on economic independence and the need for Nigeria to hold its destiny in its hands led to the creation of the defunct Nigerian Industrial Development Bank (NIDB) in 1964. Obagunju (2004) sees the establishment of NIDB as aimed at encouraging entrepreneurial activities among our people. The Industrial Development (Income Tax Relief) Act of 1958 and the amended Decree No. 22 of 1971 were other bold steps in encouraging industrial or private participation in business. The Nigerian Enterprises Promotion Decree No. 4 of 1972 as amended in 1977 has the objective of promoting the spirit of entrepreneurship in Nigerians by setting aside some enterprises exclusively for them while some others were scheduled to be owned in partnership with aliens (Onwuka and Ile, 2006).

1.1 Statement of the problem

Unemployment is a problem that each society faces, especially Nigeria as a nation, and each society must find a way to beat it. The question that however begs for an acceptable and scientifically accurate answer is whether the Nigerian Government is committed to finding solution to this hydra headed monster of unemployment. Recently, when the Federal House of Representatives committee on labour and productivity visited the Federal Ministry of Labour, it was discovered that the necessary financial releases meant for job creation have not been effectively released and utilized. It is also a notable fact that the Presidential offices of Millennium Development Goals MDG's and National Poverty Eradication Programme NAPEP have not fully succeeded all to galvanize national effort towards creation of credible job opportunities for the millions of unemployed Nigerian youth.

How to create credible jobs in Nigeria has therefore become imperative and this is precisely what we have set out to hazard a guess, hoping that the Federal and state administrations in Nigeria would pay attention and provide these job opportunities so that Nigeria would once more become peaceful and productive because any nation that neglects her youth sector is consequently doomed. Government can do a lot. The leading economies of the world today laid the economic foundation in small and medium enterprises. In fact, the strength of the American economy is in small and medium enterprises.

1.2 Research Questions

In the course of this study, the following research questions were used to guide the study:

- i. What is the impact of entrepreneurial performance on job creation in small and medium enterprises in Abuja Municipal Area Council (AMAC)?
- ii. What are the challenges facing entrepreneurial performance on job creation in Abuja Municipal Area Council (AMAC)?

1.3 Objective of the Study

The general objective of the study is to establish the impact of entrepreneurial performance on job creation in small and medium enterprises in Abuja Municipal Area Council (AMAC). The specific objectives are:

- i. to determine significant difference on the impact of entrepreneurial performance and job creation in Abuja Municipal Area Council (AMAC).
- ii. to examine the challenges facing entrepreneurial performance on job creation in Abuja Municipal Area Council (AMAC).

1.4 Research Hypotheses

For the purpose of this study, the following hypotheses are drawn as follows:

- i. There is no significant relationship between entrepreneurial performance and job creation in Abuja Municipal Area Council.
- ii There is no challenges facing entrepreneurial performance on job creation in Abuja Municipal area Council

2.0 Literature Review

Entrepreneurship is seen from the perspective of establishing or funding a new business enterprise especially, when it involves taking risk and earning profits. It is one of the factors of production just like land, labour and capital. Entrepreneurship has been inextricably linked with new venture creation (Inegbenebor and Ogunrin, 2009). Corporate Entrepreneurship or Intrapreneurship is the type of Entrepreneurship that entails having new products, markets and methods in existing business enterprises. This concept however is not as developed as new venture entrepreneurship because it is undertaken by managers who do not bear business risk (Holt, 2008).

Development is seen from the perspective of the Bendavieds (1974) as the process in which a country, state, local government, community or even a public or private sector organization moves from a lower to a higher socio-economic condition due to the education and training of the people. Development is a multifaceted concept as it includes Economic Development, Management Development, and Sustainable Development. Entrepreneurship Development has a long history in Nigeria in particular and in the world generally. The goldsmiths in the history of the world organization who kept people's valuables and helped in the exchange of goods and services were into Entrepreneurship (Onwuka, 2009). It is also true that following the above, our forefathers who came up from subsistence agriculture to craft trade and traded with early British companies like Limited African Company and John Holt were also Entrepreneurs.

2.1 Conceptual Framework:

The conceptualization of entrepreneurship is worry with ambiguities. In fact there is no dearth of definitions of entrepreneurship. For instance, Koyede (2006) saw entrepreneurship as the willingness and ability of an individual to seek investment opportunities in an environment and be able to establish and run an enterprise successfully, based on identifiable opportunities. Stevenson (2007) posited that entrepreneurship is the pursuit of opportunities through innovative leverages of resources that for the most part are not controlled internally. Entrepreneurial Development according to Bassey (2005) is the art of inculcating in the citizenry appropriate skills, habits and competence necessary for self and paid employments. Collins and Jack cites by Akinseinde (2011) defined Entrepreneurship as the process of providing individuals with the ability to recognize business opportunities and the insight, self-esteem, knowledge and skills to act on them. Suffice one to say that entrepreneurship is all about transforming ideas into realities. The products of the university system would become employers of labour and benefit from the possibility of multiplier effect in the entire economy. For sure, poverty among Nigerians and unemployment will be an issue of the past. It is vital to consider the historical background of entrepreneurial climate in our Universities, both private and public, because the present realities are rooted in the past. An understanding of the country's entrepreneurial development or climate provides an insight into current challenges on the same issue.

An entrepreneur is a hardworking person with an idea, a dream and vision to be independent; he sees a business opportunity in line with his dream and applies himself rigorously in order to achieve his life ambition or mission. He is a person that sees challenges and accepts them, takes risks and one who is future oriented. According to Hornsby 1997:403, the word "entrepreneur" means a person who starts or organizes business especially one involving financial risk.

Enudu 1999:162 stated that an entrepreneur is any person who initiates, organizes, controls, and directs the processes involved in the production or creation and distribution of any commodity or service. Finally, Onuoha 1994:267 defined an entrepreneur as a person who is able to look at the environment, identify opportunities to improve the environment, assemble resources and implement action to maximize those opportunities.

2.2 Theoretical Framework

Throughout the evolution of entrepreneurship theory, different scholars have posited different characteristics that they believe are common among most entrepreneurs. By combining the above disparate theories, a generalized set of entrepreneurship qualities can be developed. In general, entrepreneurs are risk-bearers, coordinators and organizers, gap-fillers, leaders, and innovators or creative imitators. Although this list of characteristics is by no means fully comprehensive, it can help explain why some people become

entrepreneurs while others do not. The theories of entrepreneurship attempt to link entrepreneurship and profits. However, researchers like Schumpeter and Marshall who view an entrepreneur as an innovator fail to link the process of innovation and entrepreneurship in a situation whereby a new product/process/service has been introduced and profit is not realized. The gurus of innovation argue that an experiment may fail but one has to keep on trying until success is realized. The theorists in entrepreneurship fail to classify this type of an innovator who experiments and may one day succeed in making profits because entrepreneurship is about commitment, patience and risk taking.

2.2.1 Job Creation Theories

The youths are the bed rock of any society. Empowering the youth implies having good leaders tomorrow. Deterioration in the development indices of most countries in Africa has forced world leaders to search for other approaches for development in the African continent. For obvious reasons, entrepreneurship is one of those practical approaches that could fast track Africa's trajectory to development. Eradication of unemployment in general but especially youth unemployment has become the prevalent developmental challenge in Africa. Eradication of unemployment in general and especially youth unemployment has become the prevalent developmental challenge in almost every country in the world. The large part of human resources in the world is lying idle due to large scale unemployment. The facts and figures on unemployment in Nigeria are truly overwhelming. (Bankole 2007) reveals that at least 60% of graduates in Nigeria are not able to get employment immediately. In developing countries including Nigeria, one thing is obvious. The mindset of young people wanting government jobs has to change. Employment is important not only in Nigeria but also in the entire world. The fundamental purpose of any economy is to meet human needs through the agency of human labour. It means that every able-bodied man and woman in the working age should get work. It is unfortunate to observe, however, what is obvious has not yet become achievable

2.2.2 Historical Perspectives of Entrepreneurship in Nigeria

The origin of entrepreneurship can be traced to earliest period when people produced more products than they needed, as such, they had to exchange these surpluses. By this way, producers came to realize that they can concentrate in their areas of production to produce more and then exchange with what they needed. This was known as trade by barter. Barter was the only means of exchange in the pre-colonial period. Barter is a means of exchange of goods for goods. However, barter as system was not dominant as some anthropologists would assume, but some assumed that trade by barter pre-dominated the economy of Nigeria as other African countries; that production for the needs of people was subsistence. Type of currencies used in ancient Nigeria: cowries, slaves etc. These items were sometimes used in a metric of perceived value in conjunction with one another, in various commodity valuation or price system economies. So through this exchange of products, entrepreneurship started.

Modern entrepreneurship in Nigeria started with the coming of the colonial masters, who brought in their wears and made Nigerians their middle men. In this way, modern entrepreneurship was conceived

2.2.3 Empirical Review of Entrepreneurial Performance on Job Creation in Nigeria

Kanitkar in (1994), conducted case studies from 86 village-based entrepreneur and micro enterprise owners in different regions of rural India. He examined the process of emergence of successful entrepreneurs and owners of micro-enterprises in rural areas. He used case survey method for collected data with a semi-structured questionnaire followed by an open-ended interview from the entrepreneur. He found that based on socio economic profile of entrepreneur, they were motivated for shifting from an agriculture-based occupation to a non-farm activity, raising resources for their enterprises and entry of the village-based entrepreneurs into a business activity.

Abdullah in 1999 conducted a survey about 185 small and medium sized enterprises in Penang, Malaysia for evaluating the accessibility of government sponsored support programmes to SMEs. He conducted this survey by using structured questionnaire. He found that clumsy legislative process, inadequate knowledge about the support programmes, individual thinking, lacking of information etc, are the main reasons for the limited access of the programme.

3.0 Methodology

According to Behling (1984: 44), the greater the detail and care taken in the preparation of the methodology of a research, the more efficient and easy the accomplishment of the work. Furthermore, methodology is the authority based of research work. It is straight, clear, and vivid in which case anyone follows it will not fail to reach his desired destination.

3.1 Research Design

The research design used for this study is a descriptive survey. This was adopted to enable the researcher to collect relevant data from the respondents with respect to the impact of entrepreneurial performance on job creation in small medium. Kumar (2005), states that a questionnaire is a “written list of questions, the answers to which are record by respondents. Among advantages of questionnaire in research are: respondents can complete the questionnaire at a time and place that suits them and data analysis of closed questions is relatively simple, and questions can be coded quickly.

3.2 Population for the Study

The target population consisted of all personnel in the small and Medium Enterprises in Abuja Municipal Area Council (AMAC) of Federal Capital Territory (FCT)-Abuja.

3.3 Sample Size Determination

The sample size used for this study was determined by first of all the population size and the population estimation was taken to be **776,298** (Source: Nigeria Population Commission 2006 Census, Web), meaning that the number of people living in Abuja Municipal Area Council (AMAC) FCT as at 2006 Population Census figure. The sample size was computed by using the formula for the determination of sample size from a heterogeneous population and the formula is stated as follows:

$$n = \frac{N}{1 + Ne^2}$$

Where

n = Sample Size

N = Population Size

E = the error margin which can be normally (5%)

1 = Constant

e = Precision or error limit

Source: Yamane (1967:258)

Based on this, the sample size is calculated as follows:

$$\begin{aligned} n &= \frac{776298}{1 + 776298(0.05)^2} \\ &= \frac{776298}{1 + 1941.745} = \frac{776298}{1941.745} \\ &= 399.79399 \cong 400 \end{aligned}$$

In all the small enterprises, using simple random sampling technique, some small and medium enterprises were selected for the study on the basis of eighty (80) respondents from each hotel. Therefore, a total of four hundred (400) respondents constituted the sample. This is made up male and female respondents from rural and urban settlements of Abuja Municipal Area Council of Federal Capital Territory (FCT)-Abuja.

3.4 Instrument for Data Collection

The instrument for data collection was a questionnaire designed by the researcher and titled “Impact of Entrepreneurial Performance on Job Creation in Small and Medium Enterprises in (AMAC)”. The questionnaire was designed to investigate the impact of entrepreneurial Performance on job creation in Abuja Municipal Area Council of Federal Capital Territory (FCT)-Abuja. The instrument consisted five (5) sections. Section A was designed to obtain personal information about the respondent; Section B examined the job opportunities in Small and Medium Enterprises in (AMAC); Section C examined the challenges facing entrepreneurial Performance on job creation in small and medium enterprises; Section D investigated the practical solutions to challenges facing entrepreneurial Performance on job creation in small and medium enterprises. The respondents were required to provide responses on a 4-point Likert-

type scale to their level of agreement with the statement given as “Strongly Agree”, “Agree”, “Disagree” and “Strongly Disagree”.

3.5 Validation of Instrument

The instrument was validated through expert judgement to establish both face and content validity. The instrument was presented to the expert for observation and modification. After taking the concerns of the expert, the contents of the questionnaire were modified as instructed; and it was returned to the expert for corrections until the final copy of the questionnaire was produced for administration. In addition, a re-test was used to obtain the reliability coefficient at two (2) weeks interval and it was found to be 0.81. This was considered reliable hence suitable for use in this research.

3.6 Data Collection

The instrument was shared to the respondents by the researcher and five other research assistants under the close supervision of the researcher. Four hundred (400) questionnaire forms were administered, three hundred and fifty-eight (358) [89.50%] form was retrieved and used for the study. Others forms were not returned or not properly filled. Out of this percentage, two hundred and one (201) were female respondents and one hundred and fifty-seven (157) were male respondents. In addition, one hundred and thirty-seven (137) rural respondents and two hundred and twenty-one (221) urban respondents were included in the analysis. The data collected were scored on the basis of a 4-point Likert-type scale of 4, 3, 2 and 1 as indicated by their level of agreement as contained in the retrieved questionnaire. Furthermore, an arbitrary “level” of impact of entrepreneurial training on job creation in small enterprises in Abuja municipal Area Council of FCT was identified as “Agree” and “Disagreed” based on the following equation:

$$\frac{\text{Scale highest value} - \text{Scale lowest value}}{\text{Number of level}} = \frac{4 - 1}{2} = \frac{3}{2} = 1.5$$

Marwan (2000) and Ogu (2016) used a similar equation to group the results of their findings. This equation was used to organise and summarise data to provide a simple indication of the level of the means associated with each response. With minimum obtainable mean of 1.00 and maximum mean of 4.00 and the application of an interval of 1.50, results to 2.50 as a reference mean. Therefore, any mean equals or above 2.5 was used to represent “Agreed” or “Positive” and any mean equals or below 2.5 was used to represent “Disagreed” or “Negative”

3.7 Data Analysis

The data collected were analyzed by using mean and standard deviations to analyze data on the research questions while Pearson product moment correlation (PPMC), t-test and Analysis of Variance (ANOVA) statistical analysis were used to test the two null hypotheses postulated for the study at 0.05 level of significance. These analyses were performed with the aid of Statistical Package of Social Science (SPSS) 21 Version for windows.

4.0 Answering Research Questions

The results of data analysis on research questions are presented as follow:

Research Question one: What are the challenges facing entrepreneurial performance on job creation in Abuja Municipal Area Council (AMAC)?

Table 1: Mean and standard deviation analysis of the challenges facing entrepreneurial performance

s/n	Items	\bar{X}	SD
a.	Lack of credit facilities	3.42	1.27
b.	Corruption	2.09	1.33
c.	Poor transport networks	3.29	0.61
d.	Poor perception towards hospitality industry	2.24	1.39
e.	Poor state of the country's infrastructure	3.72	0.38
f.	High cost of training materials	3.27	0.51

g.	Low standard of education	3.57	0.72
h.	High insecurity level	3.31	1.38
i.	Lack of power supply (electricity)	3.76	0.71
Table Mean		3.19	

Table 1 shows mean and standard deviation analysis of the challenges facing entrepreneurial performance in Abuja Municipal Area Council of Federal Capital Territory (FCT), Abuja. The table statistically shows a Table Mean of 3.19 which is greater than the reference mean of 2.50. This implies that the respondents agreed with the researcher on the listed challenges facing entrepreneurial performance.

Research Question two: What is the impact of entrepreneurial performance on job creation in small and medium enterprises in Abuja Municipal Area Council (AMAC)?

Table 2: Mean and standard deviation analysis of the impact of entrepreneurial performance on job creation in small and medium enterprises

s/n	Items	\bar{X}	SD
a.	Improvement in the standard of living through acquisition of skills	3.82	0.43
b.	Reduction in rural-urban migrations	3.36	1.29
c.	Development of local technological base	3.37	0.35
d.	Conservation of foreign exchanges	3.09	0.16
e.	Enhancement of entrepreneurial innovations	3.14	0.41
Table Mean		3.36	

Table 2 shows mean and standard deviation analysis of the impact of entrepreneurial performance on job creation in small and medium enterprises in Abuja Municipal Area Council of Federal Capital Territory (FCT), Abuja. The table statistically shows a Table Mean of 3.36 which is greater than the reference mean of 2.50. This implies that the respondents agreed with the researcher on the impact of entrepreneurial performance on job creation in small and medium enterprises in Abuja Municipal Area Council (AMAC) of FCT, Abuja.

Testing of Hypotheses

The testing of the three postulated hypotheses are as follow:

Hypothesis One: There is no significant relationship between entrepreneurial performance and job creation in Abuja Municipal Area Council.

Table 3: Pearson product moment correlation analysis of relationship between entrepreneurial performance and job creation (N=358)

		Entrepreneurial performance	Job creation
Entrepreneurial performance	Pearson Correlation	1	.857**
	Sig. (2-tailed)		.000
	N	358	358
Job creation	Pearson Correlation	.857**	1
	Sig. (2-tailed)	.000	
	N	358	358

** Correlation is significant at the 0.01 level (2-tailed).

Table 3 shows a Pearson product moment correlation analysis of relationship between entrepreneurial performance and job creation. The Pearson correlation coefficient value of 0.857 ($r = 0.857$, $N=358$, $p < .001$) was obtained. Based on these statistical values, the null hypotheses was rejected. This implies that

there is significant relationship between entrepreneurial performance and job creation in Abuja Municipal Area Council.

Hypothesis Two: There is no significant difference between rural and urban respondents' entrepreneurial performance and job creation in Abuja Municipal Area Council.

Table 4: T-test analysis of rural and urban respondents' entrepreneurial performance and job creation

Location	N	\bar{X}	SD	Df	Cal. T	Critical t
Rural	137	3.27	0.67	356	8.69	1.96
Urban	221	3.74	0.35			

$P=0.05$

Table 4: T-test analysis of rural and urban respondents' entrepreneurial performance and job creation. The table further shows that there was a statistically significant difference between means ($p < .05$) and, therefore, the null hypothesis was rejected and the alternative hypothesis was accepted. This implies that there is significant difference between rural and urban respondents' entrepreneurial performance and job creation in Abuja Municipal Area Council.

Hypothesis Three: There is no significant difference in the impact of entrepreneurial performance and job creation on the basis of respondents' qualifications.

Table 5: Group means

Groups	N	Sum	\bar{X}	Variance
FSLC	78	232.38	2.98	0.80
O'Level	68	63.66	0.94	0.15
NCE	80	254.24	3.18	0.42
B.Sc	66	72.83	1.10	0.54
M.Sc	66	211.07	3.20	0.32

Table 6: ANOVA analysis on the entrepreneurial performance and respondents' qualifications

Sources of Variation	SS	Df	MS	F-Ratio	F-critical
Between Groups	371.53	4	92.88	201.91	2.39
Within Groups	161.87	353	0.46		
Total	533.40	357			

$P < 0.01$

Table 8 shows analysis of variance (ANOVA) on the entrepreneurial performance and respondents' qualifications. Since the calculated F-value 201.91 greater than the critical value of 2.39, the null hypothesis was rejected. This implies that there is a (statistically) significant difference among the population means. Therefore, there is significant difference in the impact of entrepreneurial performance and job creation on the basis of respondents' qualifications. With the p-value of 0.00001 for 201.91, this means that respondents' qualifications do significantly affect the entrepreneurial performance in Abuja Municipal Area Council.

4.1 Discussion of Findings

The analysis on the research question one identified the impact of entrepreneurial performance on job creation in the federal capital territory FCT research question two was on the challenges facing entrepreneurial performance on job creation in Abuja Municipal Area Council (AMAC). It was discovered

that lack of credit facilities, poor transport networks, poor perception towards hospitality industry, poor state of the country's infrastructure, high insecurity level and lack of power supply (electricity) were challenges identified by the respondents in AMAC of FCT-Abuja. However, research question three was on the practical solutions to challenges facing entrepreneurial performance on job creation in AMAC. The findings indicated provision of adequate infra-structural facilities for entrepreneurial training, motivational talks on entrepreneurial training and job creation, supports from Non-Governmental Organizations (NGOs) towards entrepreneurial training and job creation, development of vocational skills towards entrepreneurial training and job creation and encouragement on utilization of locally made products which motivate entrepreneurs among other solutions provided. In addition to the practical solutions provided, the respondents also revealed the impacts of entrepreneurial performance on job creation in small and medium enterprises. These impacts included improvement in the standard of living through acquisition of skills, reduction in rural-urban migrations, development of local technological base, conservation of foreign exchanges and enhancement of entrepreneurial innovations. The testing of the postulated hypotheses indicated that there was significant relationship between entrepreneurial performance and job creation in Abuja Municipal Area Council, there was significant difference between rural and urban respondents' entrepreneurial performance and job creation in Abuja Municipal Area Council and there is significant difference in the impact of entrepreneurial performance and job creation on the basis of respondents' qualifications.

5.0 Summary, Conclusion and Recommendations

5.1 Summary

This paper summarized that joblessness in Nigeria particularly in the Federal Capital Territory chosen for the study, can be successful by practicing entrepreneurship through small and medium enterprises. This practice will automatically lead to job creation. From literature, it was observed that the essence of entrepreneurship promotion was to help government overcome the challenge of unemployment in Nigeria through entrepreneurial performance. The only way this can be achieved, is that, the youth should be encouraged to develop interest in the practice of entrepreneurship. Similarly, individuals Nigerian can join forces together to fight joblessness to its root by flag up entrepreneurship for all.

5.2 Conclusion

This study conclude that entrepreneurial performance on job creation through the operation of small and medium enterprises SME'S will improve job creation and standard of living through acquisition of skills, development of local technological base, conservation of foreign exchanges and enhancement of entrepreneurial innovations in Abuja Municipal Area Council AMAC of Federal Capital Territory (FCT)-Abuja.

5.3 Recommendations

Based on the findings of this study, the following recommendations are made:

- i. Adequate infra-structural facilities for entrepreneurial trainings should be provided towards vocational and technical skills acquisition.
- ii. Provision of credit facilities at affordable interest rate to enhance more participation in small and medium enterprises.
- iii. Entrepreneurial trainings by qualified and experienced consultants should be provided so as to provide up-to-date information on small and medium enterprises.
- iv. Supports from Non-Governmental Organizations (NGOs) towards entrepreneurial training and job creation to complement government supports.
- v. Development of vocational skills from entrepreneurial trainings should be encouraged toward standardization of products and materials from small and medium enterprises.

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