



LEVERAGING NIGERIAN YOUTHS CREATIVELY FOR EMPLOYMENT TO DRIVE NEW GROWTH IN NIGERIA'S TEXTILE INDUSTRIES

ALESAGBA EBENEZER IGBEKELE (Ph.D)^{1*}, OJO COMFORT MODUPE (Ph.D)², YUSUF ONIPE JOHN³

¹Department of Industrial Design, School of Art, Design and Printing, Kogi State Polytechnic Lokoja, Kogi State, Nigeria.

²Department of Home Economics, Federal University of Education, Zaria, Kaduna State, Nigeria.

³Department of Industrial Design, School of Art, Design and Printing, Kogi State Polytechnic Lokoja, Kogi State, Nigeria.

*Corresponding Author

ALESAGBA EBENEZER
IGBEKELE (Ph.D)

Article History

Received: 16.08.2026

Revised: 07.09.2026

Accepted: 23.09.2026

Published: 09.10.2026

Abstract: Nigeria's textile and apparel industries possess employment and value-chain potential for youths, yet the sector continues to develop weak industrial capacity, face imported competition with foreign firms, finance constraints, skills mismatches, infrastructure deficits, also limited integration between creative talent youth and productive manufacturing textile industries. This study examines how the creative capabilities of Nigerian youths can be linked to textile and fashion productions, digital commerce, design, cultural heritage, circular production, as well as export-oriented enterprises development in Nigeria. The study adopted an empirical secondary-data research design, combining labour-market evidence, trade statistics, policy documents, and documented programme result from the National Bureau of Statistics, International Labour Organization, Central Bank of Nigeria, World Bank, African Development Bank, UN Trade and Development, as well as World Trade Organization-related trade databases. Evidence is analysed thematically and comparatively to identify employment opportunities, binding constraints, and policy mechanisms capable of converting youth creativity into productive textile-sector growth. Findings indicated that the opportunity is not limited to conventional factory employment; it lies in an integrated youth textile ecosystem covering design, garment production, textile surface development, digital pattern-making, branding, merchandising, e-commerce, content creation, repair, upcycling, recycling, logistics, quality assurance, and export services. The study argues that skills training alone is insufficient without access to finance, productive equipment, reliable power, market information, industrial clusters, mentorship, intellectual-property protection and domestic and regional market access. It recommends a youth-focused textile industrial strategy linking technical and creative education as included in the curriculum of some universities and Polytechnics offering textile courses in Nigeria, with enterprise finance, apprenticeships, local procurement, cotton-to-cloth development, circular production, and AfCFTA-oriented export support. Such an approach can strengthen decent employment, entrepreneurship, industrial competitiveness, and inclusive economic growth in Nigeria.

Keywords: Nigerian youth, textile industry, creative economy, fashion enterprise, skill development, digitalization, cotton-to-cloth value chain.

This work is licensed under a [Creative Commons Attribution-NonCommercial 4.0 International License](https://creativecommons.org/licenses/by-nc/4.0/) (CC BY-NC 4.0)

Cite this article:

IGBEKELE, A. E., MODUPE, O. C., JOHN, Y. O., (2026). LEVERAGING NIGERIAN YOUTHS CREATIVELY FOR EMPLOYMENT TO DRIVE NEW GROWTH IN NIGERIA'S TEXTILE INDUSTRIES. *ISAR Journal of Science and Technology*, 4(10), 26-39.

Introduction

Nigeria's textile industry has a long history of industrial employment, cultural production and domestic market formation, that dealt with face to face or physical working condition alone in providing job opportunity. The sector once supported large-scale spinning, weaving, printing and garment enterprises, but with years of weak investment, unreliable infrastructure, import competition, policy inconsistency, smuggling, and technology constraints has reduced industrial capacity to perform its functions. The end result is a paradox to the industry's growth, as Nigeria has a very large domestic markets that consist of youthful population, deep fashion and craft traditions and substantial design talent, while much of the value created by textiles and apparel is captured outside Nigeria. Rebuilding textile sector therefore, requires more than restoring old factories and its activities. It entails a new growth model that connects industrial production with creativity, digital capability and entrepreneurial energy of young Nigerians.

The labour-market case is compelling. The International Labour Organization has always identified skills mismatch, weak labour-market institutions and limited employment opportunities as major constraints to productive youth transitions in Nigeria textile industries. (International Labour Organization (ILO, 2023, 2024). The revised National Employment Policy 2025 places youth empowerment, skills, decent work and employment-oriented growth within a coordinated national framework for textile industries in Nigeria (ILO, 2025). The policy environment therefore, provides an opportunity to align textile industrial policy with youth employment policy respectively.

The textile sector is particularly suitable for such alignment, based on the fact that, it contains occupations at multiple skill levels. Opportunities range from cotton production and ginning to spinning, weaving, dyeing, printing, garment construction, fashion design, merchandising, photography, digital marketing, e-commerce, logistics, repair and recycling, that can be considered as areas of specializations. Young people can participate as employees, apprentices, freelancers, cooperatives and growth-oriented entrepreneurs. The Central Bank of Nigeria's Cotton, Textile and Garment (CTG) resuscitation initiative explicitly identifies job creation and skills development among its objectives in textile sectors for the young people. (Central Bank of Nigeria [CBN], n.d.).

This study is concerning how Nigerian youths can be creatively leverage as productive assets for employment and textile-industry growth in Nigeria. It focuses on the connection between creative capability and industrial value creation rather than treating creativity as an informal activity separated from manufacturing. The central argument is that Nigeria should move from isolated skills-training projects

toward an integrated youth textile ecosystem in which skills, equipment, finance, markets, technology and enterprise support reinforce one another in the industry.

Statement of the Problem and Research Gap

Nigeria's youth employment programmes concentrated on entrepreneurship or short courses without strong links to productive textile industries, while textile revitalization programmes emphasized on factories, machinery and finance without fully exploiting the creative and digital capabilities of younger workers. This separation weakens policy effectiveness in the textile sector. An industry acquires equipment without sufficient design, marketing or digital talent; conversely, a talented young designer that have market demand, but lack production equipment, working capital or dependable supply chains. The problem Statement indicated is that youths' employment policy and textile industrial policy are implemented on apparel level, instead of productive system. Training without equipment, finance, and market access has limited effects. Meanwhile, textile firms need technical, creative and digital capacities simultaneously. The research gap is therefore, not simply whether youth unemployment is high or whether textiles have potential. The gap concerns on how creative youth capabilities can be embedded in the textile value chain in a way that generates productive employment and industrial growth. This study contributes by integrating labour-market evidence, trade evidence, policy evidence and creative-economy literature into an applied framework for youth-led textile industrialization.

Objectives of the Study

The general objective is to examine how Nigerian youths can be creatively leveraged for employment in ways that stimulate new growth in the Nigeria textile industries. The study is designed to provide an evidence-based framework for policy makers, textile manufacturers, educational institutions, youth organizations, financial institutions and creative-sector stakeholders.

The specific objectives are as follows:

1. Examining the relationship between youth creativity, employability and opportunities across the Nigerian textile and apparel value chain.
2. Identifying productive occupations and enterprise opportunities that connects trained young Nigerians in textile design, manufacturing, fashion, digital services and circular production.
3. Assessing the major barriers limiting youth participation in textile production, including finance, infrastructure, technology, skills mismatch, market access and weak industrial linkages.
4. Analyzing recent labour-market, trade and programme

evidence relevant to youth employment and textile-sector development.

5. Developing a practical model for connecting technical education, creative education, apprenticeships, enterprise finance and textile production.

Research Questions

The research questions of the study are as follows:

1. What creative and technical textile can absorb young Nigerians?
2. How can institutional industry and financing mechanisms connect young people to textile markets and productive assets?
3. What constraints prevent youth creativity from becoming productive textile enterprise?
4. What policy architecture can scale youth-led textile business?
5. How can youth employment model be developed for the growth of Nigerian Textile industry?

Review of related literature

The entrepreneur's productivity, local value addition and export competitiveness, is reviewed in this study. This is guided by the proposition that youth creativity becomes economically transformative when it is connected to productive assets and markets. Creativity by itself can build ideas, but industrial growth needs the conversion of ideas into repeatable products and services, reliable quality, commercial transactions and employment. The framework of the study therefore, treats creativity as one component of a wider production system.

Conceptual Clarification: Youth Creativity, Textile Industry and Employment

Youth creativity in this study, refers to the ability of young people to generate, adapt and commercialize ideas, designs, products, services and production processes. It includes artistic creativity, technical problem-solving, digital creativity, entrepreneurial initiative and cultural knowledge. The concept is broader than fashion design. A young textile entrepreneur has to create patterns, develop a brand, operate digital sales channels, optimize production, produce visual content, develop recycled materials or coordinate a distributed production network.

The textile industry is treated as a value chain rather than a single factory. It encompasses fibre production, cotton farming, ginning, spinning, yarn preparation, weaving or knitting, dyeing, printing, finishing, garment production, home textiles, technical textiles, distribution, retail, repair and recycling. The fashion economy intersects with this chain through design, product development, branding,

merchandising, styling and consumer services.

Employment is defined broadly, with an emphasis on productive and decent work. It includes wage employment, apprenticeships that transition into paid work, self-employment, cooperative enterprise and jobs created by youth-owned firms. This broader approach is important because many Nigerian young people work through micro and small enterprises rather than large formal factories. However, informality should not be glamorized. The main purpose should be a pathway from informal entry to productivity, formalization and better working conditions.

The creative economy provides an important theoretical bridge for the growth of the textile industry. UN Trade and Development (UNCTAD, 2024a) explain creative industries as knowledge-based activities rooted in creativity, intellectual property, design and technology. Its Creative Economy Outlook (2024), reports strong growth in global creative trade and emphasizes the role of digitalization and sustainability. Fashion and design are part of this wider economy. For Nigeria, the practical implication is that textile industrial policy should recognize design, branding, digital commerce and cultural production as economically relevant inputs rather than peripheral activities engaged.

The concept of creative industrialization used in this study therefore, means the deliberate integration of creative capability into manufacturing and value-chain development in the industry. It involves three transformations as mentioned below:

1. Converting skills into marketable products.
2. Converting individual talent into scalable enterprise.
3. Converting enterprise activity into wider industrial linkages.

This framework helps explain why short-term training without equipment, finance and market access often produces limited employment effects.

The study also distinguishes between employment quantity and employment quality. A youth programme that generates temporary self-employment without stable income, learning, market access or social protection should not be regarded as equivalent to a sustainable industrial job. The International Labour Organization's decent-work approach is therefore incorporated into the analysis, including productive employment, rights, social protection and social dialogue (ILO, 2025).

Finally, the study recognizes gender and geographical inclusion as important dimensions. The African Development Bank's Nigeria Youth Entrepreneurship Investment Bank (YEIB) specifically incorporates gender-responsive enterprise development and seeks to improve access to finance and non-financial services for youth-led

businesses (African Development Bank [AfDB], 2024, 2026). Textile interventions can build on such mechanisms while deliberately reaching young women, rural producers and underserved communities in Nigeria.

Theoretical Framework

The study draws primarily on human capital theory, the resource-based view of enterprise competitiveness, creative-economy theory and global value-chain thinking.

Human capital theory suggests that education and skills improve productivity and earnings when skills are relevant to economic demand. In Nigeria, however, skills programmes can fail to produce employment when training is disconnected or isolated from employers, equipment, finance and markets. The ILO's assessment of Nigerian public employment services highlights skills mismatch and weak labour-market matching as persistent challenges (ILO, 2023). For textiles, this implies that training curricula should be designed with manufacturers, fashion businesses, exporters and digital-market operators to equip the trainer's knowledge.

The resource-based view argues that firms can obtain sustained competitive advantage from valuable, rare, difficult-to-imitate and well-organized resources (Barney, 1991). Nigeria's youth creativity, cultural design knowledge and entrepreneurial networks can be treated as strategic resources. Nevertheless, resources only generate advantage when organizations can combine them with machinery, finance, technology, management and market access. Creative talent therefore needs an organizational platform.

Creative-economy theory emphasizes the economic value of ideas, design, culture and intellectual property. UNCTAD (2024a, 2024b) agrees that creative industries increasingly interact with digital technologies, e-commerce and new forms of production. For textiles, this means the designer, digital marketer, photographer, pattern developer and social-media strategist are not separate from industrial competitiveness; they can influence demand, differentiation and exportability.

Global value-chain theory focuses on how production is distributed across firms and countries and how producers can upgrade into higher-value activities (Gereffi et al., 2005). Nigerian firms can upgrade by improving quality, design, product development, branding, specialized production and regional market access. Youth participation can accelerate upgrading because young workers often combine technical skills with digital fluency and consumer-oriented creativity.

The integrated framework used in this study is the Youth Creative Textile Growth Model (YCTGM). It contains five linked components: capability, productive assets, enterprise, market and institutional support. Capability

covers technical, creative and digital skills. Productive assets include equipment, electricity, workspace and materials. Enterprise includes management, finance and intellectual-property capability. Market includes domestic demand, e-commerce, procurement and exports. Institutional support includes policy, standards, finance, training institutions and industry associations.

The theoretical expectation is that employment and growth will increase when these five components are jointly strengthened. Strengthening only one component is likely to produce weaker outcomes.

Methodology

This study adopts an empirical secondary-data research design. The choice is deliberate for this study. It avoids inventing primary survey responses while still analyzing observable evidence from official labour-market statistics, trade records, policy documents and documented programme outcomes. The study uses triangulation to strengthen inference across different evidence sources. Data sources include the National Bureau of Statistics (NBS) Nigeria Labour Force Survey; International Labour Organization reports on youth employment and Nigeria's employment policy; Central Bank of Nigeria information on the Cotton, Textile and Garment resuscitation initiative; World Bank WITS/UN Comtrade trade data; African Development Bank documentation on the Nigeria Youth Entrepreneurship Investment Bank; UNCTAD reports on the creative economy; and selected scholarly literature.

The unit of analysis is the youth-textile employment ecosystem rather than an individual respondent. Evidence was selected according to four criteria relevance to Nigeria, recency, institutional credibility and direct relevance to employment, textile production, creative enterprise or industrial policy. Where trade statistics refer to specific Harmonized System product categories, they are treated as indicators of market activity rather than as estimates of the entire textile industry.

The analysis uses descriptive statistics, document analysis, thematic coding and comparative interpretation. Thematic categories include skills, finance, infrastructure, technology, market access, enterprise development, gender inclusion, digitalization, sustainability and policy coordination. The evidence is then mapped against stages of the textile value chain.

A key methodological limitation is that official datasets do not provide a single, comprehensive series measuring the number of Nigerian youths employed specifically in textile and apparel occupations across formal and informal enterprises. Consequently, the study does not claim a precise national youth-textile employment total. Instead, it triangulates sectoral evidence and identifies measurable

pathways for future primary research.

For future field validation, the study recommends a multi-stage survey of youth-owned and youth-employing textile enterprises across selected textile clusters. A suggested design would stratify respondents by enterprise size, value-chain stage and geographic zone, followed by interviews with manufacturers, educators, financiers and policy officials. A validated questionnaire could then test relationships between training, equipment access, finance, digital adoption, market access and employment outcomes.

Ethically, future primary data should obtain informed consent, protect business information and avoid coercion. This distinction between current secondary evidence and future primary validation is important for publication integrity.

Results and Discussion

The empirical evidence on Nigerian youth-employment programmes suggests that fragmented governance, inadequate funding, weak implementation capacity, insufficient monitoring and limited coordination can reduce programme impact (Omoju et al., 2023). The implication for textiles is that a new youth-focused programme should be designed around measurable value-chain outcomes rather than training numbers alone. Indicators should include enterprise survival, jobs created and retained, sales, productivity, formalization, export readiness, income growth, apprenticeships completed and the proportion of locally sourced inputs.

The trade structure also reveals a market opportunity and a competitiveness problem. World Bank WITS/UN Comtrade records show that Nigeria imported about US\$73.5 million of products in HS Chapter 63 in 2023, including made-up textile articles, worn clothing and related products, while imports of printed woven cotton fabrics with at least 85% cotton were about US\$8.39 million in the same year (World Bank, 2026a, 2026b). These figures do not represent the entire textile market, but they demonstrate that substantial domestic demand exists for products that could potentially support local production. At the same time, Nigeria's textile exports in comparable product lines remain modest. The objectives of this study are presented and discussed as the research questions are answered in descriptive method using secondary data evidence to justify the results accordingly as itemized:

The study addresses five research questions: The result as explained below:

Research Question 1: What creative and technical textile can absorb young Nigerians?

The Creative Economy and Textile Opportunities

UNCTAD's Creative Economy Outlook 2024 shows that

creative textile industries are increasingly significant in international trade and economic development. Creative services exports reached US\$1.4 trillion globally in 2022, while creative goods exports reached US\$713 billion can create job opportunities for young Nigerians respectively. (UNCTAD, 2024a). The report also emphasizes digitalization, artificial intelligence and sustainability as forces reshaping creative production.

For Nigeria, textiles and fashion sit at an intersection between manufacturing and the creative economy. A garment has a physical production component, but its market value can also depend on design, cultural meaning, brand identity, photography, storytelling and consumer engagement. This creates employment opportunities beyond the sewing machine.

Young Nigerians are well positioned to participate in these activities when they have access to appropriate tools. Digital pattern-making, computer-aided design, product visualization, social-media marketing, e-commerce management, video production and customer analytics can complement conventional garment skills. The World Bank has similarly identified creative and cultural industries as potential pathways for youth employment and entrepreneurship, particularly where digital capabilities are integrated with creative production (World Bank, 2023).

The opportunity is especially strong for small firms. Large textile factories require substantial capital, but digital design, brand development, fashion content and small-batch garment production can begin at smaller scales. A policy framework can then help successful firms graduate from micro-enterprise to small and medium-scale production. Cultural heritage is another productive resource. Nigerian textile traditions such as *adire*, *aso-oke*, hand-dyeing, embroidery, weaving and indigenous pattern systems can be developed into contemporary products without reducing them to stereotypes. Youth designers can combine heritage techniques with modern silhouettes, interior products, accessories and lifestyle goods. Intellectual-property and geographical-indication mechanisms can help protect and commercialize distinctive cultural assets.

Circular production adds another employment frontier. Repair, alteration, upcycling, textile sorting, fibre recovery and waste-reduction services can employ young people while reducing environmental pressures. UNCTAD has highlighted the potential of sustainable textile materials and circular approaches to create new economic opportunities (UNCTAD, 2024c).

The creative economy therefore expands the meaning of textile industrialization. The goal should be to create a complete ecosystem in which young people can enter through design, develop enterprises, access markets, and eventually create

employment for others to absorb young Nigerians.

Skills Development and the School-to-Work Transition.

A youth textile strategy must start with the question that stated that "skills for what market can absorb young Nigerians?" Conventional training often emphasizes the ability to sew but may neglect costing, quality control, digital marketing, production planning, procurement, customer service and export documentation. Conversely, purely digital training can produce skills that are not connected to physical production. The solution is integrated competence in creativity.

The institutions such as polytechnics, universities, technical colleges, vocational centres and industry training providers can develop modular textile curricula that can develop creativity. A basic pathway can include textile materials, garment construction, pattern development, machine maintenance, quality assurance and occupational safety. A second layer can include entrepreneurship, bookkeeping, pricing, inventory, branding, e-commerce and intellectual-property awareness. A third layer can cover CAD, digital printing, digital sampling, data analytics, content creation and export-market research.

Apprenticeship is particularly important because textile production contains tacit knowledge that is difficult to acquire in classrooms. Structured apprenticeship can combine workplace learning with formal assessment. Employers should participate in curriculum design and evaluation, while apprentices should receive clear progression pathways and minimum standards to be absorbed in the industry.

The ILO's youth employment strategy for Nigeria emphasizes employability, entrepreneurship, employment and equality/rights (ILO, 2021). These pillars provide a useful foundation for a textile-specific model. Employability requires relevant skills; entrepreneurship requires business capability; employment requires links to firms and markets; equality requires access for women, vulnerable youth and underserved communities.

Training should also be outcome-based. Instead of reporting only that 1,000 youths were trained, programmes should report how many completed apprenticeships, obtained paid work, started viable enterprises, increased sales, hired workers, formalized businesses or entered export markets. The use of digital graduate-tracking systems can make such measurement practical.

Another priority is trainer capability. Textile technology changes over time, and trainers need exposure to modern equipment, digital tools, industrial quality systems and market trends. Partnerships between educational institutions and manufacturers can create shared laboratories or mobile production units.

The school-to-work transition should ultimately become a pipeline: career orientation → technical and creative training → apprenticeship → production placement → enterprise support → market access → business scaling. This pipeline would reduce the common gap between graduation and productive employment.

For institutions such as Nigerian polytechnics, the opportunity is especially significant because they can combine design, technology and enterprise. Textile and fashion programmes can become local innovation hubs connecting students to manufacturers, artisans, digital platforms and financiers.

Research Question 2: How can institutional industry and financing mechanisms connect young people to markets and productive assets?

Digitalization, E-Commerce and Market Access

Digitalization changes the economics of textile enterprise by reducing some barriers between producers and consumers of textile products. A young designer can display products through social media, receive orders electronically, use digital tools to develop collections and coordinate production without owning a large retail shop. UNCTAD (2024a, 2024b) identifies digitalization and artificial intelligence as major forces reshaping creative industries.

For Nigerian textile enterprises, digital capability should cover four functions as stated below: 1. Product development: CAD, digital pattern-making, mood boards, colour development and digital sampling descriptions. 2. Marketing: photography, video, social-media management, influencer partnerships and storytelling. 3. Commerce: e-commerce storefronts, payment systems, customer records and fulfilment. 4. Business intelligence: tracking customer preferences, sales, inventory and advertising performance.

Digital tools can also support export readiness. A small enterprise can use online marketplaces and social media to test foreign demand before investing heavily in production. However, export growth requires more than visibility. Firms need reliable packaging, shipping, documentation, product standards, returns management and customer service.

The digital opportunity also creates new jobs for youths who may not want to become tailors or textile technicians. Roles include fashion content producer, digital merchandiser, product photographer, e-commerce manager, CAD operator, virtual stylist, customer-service specialist and brand strategist. These jobs can increase the absorptive capacity of the textile ecosystem.

Artificial intelligence should be treated as an enabling technology rather than a replacement for human creativity. AI can support trend research, product descriptions, visual experimentation, demand forecasting and workflow

automation. However, businesses need training in intellectual-property rights, originality, data protection and responsible use.

Digitalization can also strengthen market transparency. A national youth textile marketplace could catalogue verified producers, available products, production capacity and procurement opportunities. Buyers such as schools, hotels, hospitals, event companies and retailers could source from participating businesses.

The policy implication is to combine digital skills with production capability. Digital marketing without production quality can damage reputation when orders cannot be fulfilled. Conversely, high-quality products without digital visibility remain difficult to scale. The strongest youth enterprises will combine both.

Cultural Heritage, Design Innovation and Product Differentiation

Nigeria possesses extensive textile and dress traditions that can support product differentiation. Adire, aso-oke, woven cloth, embroidery, resist-dyeing and other indigenous techniques contain design knowledge and cultural narratives that can be adapted for contemporary markets. The opportunity is not to reproduce heritage designs unchanged, but to develop new products rooted in Nigerian identity.

Young designers that can serve as translators between heritage techniques and contemporary consumers. They can combine traditional fabrics with modern garment construction, home furnishings, bags, footwear, accessories and interior products. Collaboration between master artisans and younger designers can support intergenerational knowledge transfer.

Product differentiation is important because Nigeria is competing sustainably with large Asian, Japan, China and other textiles producers solely on mass-market price. Nigerian firms can instead compete through cultural authenticity, customization, small-batch responsiveness, design, quality and speed-to-market. This does not eliminate the need for productivity; it changes where competitive advantage is sought.

Intellectual property should be integrated into enterprise development. Brands need awareness of trademarks, copyright, design protection and licensing. Communities also need mechanisms to prevent unauthorized commercial exploitation of distinctive cultural expressions. Policy should support both individual designers and collective cultural assets.

Design education can strengthen this process. Students should learn how to research consumer needs, develop product lines, create technical specifications, calculate costs and test prototypes. A design becomes commercially useful

when it can be translated into a reproducible production specification.

Innovation should also include materials. Nigerian agricultural residues and textile waste may provide opportunities for new fibres, non-woven products, accessories, packaging and craft materials. UNCTAD (2024c) highlights emerging interest in transforming agricultural waste into sustainable textile materials. Nigeria's agricultural base creates an opportunity for research and youth enterprise around bio-based materials, provided technical performance and commercial viability are established.

Competitions, exhibitions and fashion fairs can help young producers obtain market feedback. However, these events should connect to procurement and investment rather than operate only as showcases. Buyers should be present, production contracts should be possible, and winners should receive structured business support.

The central principle is that creativity should be commercialized without losing cultural integrity. Youth should be supported to turn Nigerian textile heritage into contemporary, scalable and market-responsive products.

Circular Economy and Green Textile Employment

The textile industry creates environmental pressures through material waste, chemical use, energy consumption and discarded clothing. A youth-focused industrial strategy can treat environmental challenges as employment opportunities. Repair, alteration, resale, upcycling, recycling, waste sorting and sustainable product development can become viable occupations.

Circular textile enterprises can start at relatively small scale. Young entrepreneurs can collect offcuts from garment workshops, sort usable materials and transform them into accessories, patchwork products, children's goods, home items or fashion pieces. More advanced firms can explore fibre recovery and industrial recycling. Such businesses need quality standards and reliable collection systems.

Upcycling is particularly compatible with creative entrepreneurship because value is created through design. However, circular businesses should not be reduced to hobby activities. They need costing, quality control, reliable supply of waste materials, market research and consistent branding.

Green skills should therefore be integrated into textile education. Students should learn waste minimization, efficient cutting, safe chemical handling, water conservation, energy efficiency, repair and product-life extension. Industrial firms can measure material waste and establish incentives for reduction.

Sustainability also affects export competitiveness. Global

buyers increasingly assess environmental and social performance. Nigerian firms that can document responsible sourcing, labour practices and environmental management may gain access to buyers that require such standards.

Young people can contribute to sustainability through digital traceability and storytelling. A garment brand can communicate where materials came from, who made the product and how waste was managed. Such transparency can create consumer trust.

However, sustainability interventions must avoid imposing costly standards on small firms without support. Government and development partners can provide shared testing, certification and advisory services. Cluster-based environmental services can reduce individual costs.

The circular economy also offers a bridge between informal workers and formal industry. Waste pickers, repairers and small garment workshops can be integrated into organized collection and processing networks. Formal contracts, fair payment and occupational safety should accompany this integration.

The employment potential is therefore both direct and indirect. Direct jobs arise in repair, sorting, design, recycling and manufacturing. Indirect jobs arise in logistics, equipment maintenance, digital commerce and product marketing. A national youth textile programme should measure these circular jobs rather than considering them outside the industrial economy.

Research Question 3: What constraints prevent youth creativity from becoming productive textile enterprise?

Empirical Evidence from Nigeria's Labour Market

Nigeria's labour market evidence demonstrates why productive youth employment should work together with realistic sector for absorption capacity, is to prevent unemployment in textile industry. The NBS Nigeria Labour Force Survey reported a youth unemployment rate of 6.5% in Q2 2024, down from 8.4% in Q1 2024 under the survey's revised methodology (National Bureau of Statistics [NBS], 2024). The figure should not be compared mechanically with older unemployment series because Nigeria's labour-force methodology changed. More important for policy is the continuing presence of underemployment, informality, skills mismatch and difficult school-to-work transitions.

The ILO's youth country evidence similarly shows that young Nigerians face structural barriers to productive labour-market integration (O'Higgins et al., 2024). The organization's assessment of public employment services identifies poor labour-market transparency and chronic skills mismatches as constraints on employment and productivity (ILO, 2023). These findings support a demand-led approach to textile skills to reduce the constant young

Nigerians are facing in textile industry for employment.

The World Bank reports evidence from Nigeria's Youth Employment and Social Support Operation showing that public works, life-skills training and internships can reach large numbers of vulnerable young people, while highlighting the importance of employment services and income opportunities (World Bank, 2025). The lesson is not that training automatically creates jobs; rather, training is more useful when embedded in a broader employment system.

The African Development Bank's YEIB is another relevant development. The project is designed to support youth-led enterprises through combinations of capital, credit-risk mitigation, technical assistance and entrepreneurial support. Its design targets youth aged 18–35 and places emphasis on scalable enterprises and job creation (AfDB, 2024, 2026). Such an instrument could be strategically linked to textile clusters and youth-owned textile businesses.

The empirical evidence therefore supports three conclusions that can reduce the constraints for employment. First, youth employment policy should be connected to sectors rather than implemented only as generic training. Second, enterprise finance and market access are as important as skills. Third, programme monitoring should measure employment and enterprise outcomes, not only the number of trainees.

For textiles, these conclusions favour a model in which youth are trained for identifiable occupations and connected to existing manufacturers, cooperative production units, digital marketplaces and procurement systems. This would create a bridge from learning to earning.

Finance, Equipment and Industrial Infrastructure

Skills cannot produce textile growth without productive assets. Young entrepreneurs frequently face difficulty financing industrial sewing machines, embroidery equipment, cutting tables, pressing systems, digital printers, computers, software, generators or renewable-energy systems. Even when equipment is available, working capital is needed to purchase fabric, thread, dyes, packaging and other inputs before sales revenue is received.

The finance architecture should therefore distinguish between start-up finance, working capital, asset finance and growth finance. Small youth enterprises may require equipment leasing or credit guarantees rather than conventional collateralized loans. Growth-oriented businesses may need equity or patient capital. Cooperatives can help aggregate purchasing and reduce input costs, but they require strong governance that create employment for the Young established in Nigeria.

The AfDB's Nigeria YEIB provides a useful institutional

model because it combines financial and non-financial support and seeks to improve access to capital for youth-led businesses (AfDB, 2024, 2026). Textile-specific windows within such mechanisms could finance production equipment, digital tools, renewable power, product development and market expansion.

The Bank of Industry also identifies cotton, textile and garment businesses among sectors supported through intervention and industrial-finance mechanisms (Bank of Industry [BOI], n.d.). Such financing should be increasingly linked to measurable productivity and employment outcomes. A young enterprise that demonstrates orders, production capacity and job-creation potential should be able to progress from microfinance to larger industrial finance.

Infrastructure remains a decisive issue is another problem for employment. Textile manufacturing is sensitive to electricity costs, water availability, transport, security and industrial-space quality. Youth enterprises should therefore be clustered near reliable infrastructure. Shared facilities can provide cutting rooms, industrial sewing machines, dyeing equipment, photography studios, packaging equipment and digital production tools. Chinnery can reduce exposure to unreliable electricity and support longer production hours. However, energy solutions should be evaluated against enterprise cash flow and maintenance capacity.

The evidence suggests that finance should not be delivered as a stand-alone intervention. It should be bundled with technical assistance, bookkeeping, market development and aftercare. This reduces the risk that loans are diverted from productive purposes or that technically competent artisans fail because of weak business management.

A practical policy mechanism is the Youth Textile Production Voucher: qualified young people or youth cooperatives receive a production credit redeemable at accredited shared facilities. This could lower the barrier to equipment ownership while stimulating demand for productive services.

Research Question 4: What institutional and financing mechanisms can connect young people to markets and productive assets?

Gender Inclusion and Regional Development

Women and young women are central to Nigeria's textile and fashion economy, yet access to finance, assets, markets, networks and technology can be unequal. A youth textile strategy that does not address gender barriers may reproduce existing inequalities. The AfDB's YEIB explicitly incorporates gender-responsive enterprise development and targets increased participation of women-led businesses in textile firms (AfDB, 2026).

Gender-responsive textile policy should begin with access. Women entrepreneurs may face difficulties providing collateral, securing workspace, obtaining equipment or balancing production with unpaid care responsibilities. Financial products can respond through credit guarantees, asset-based lending, group finance and flexible repayment structures.

Training location and timing also matter. Community-based training, childcare-sensitive schedules and safe transport can improve participation. Digital learning can supplement physical instruction but should not replace practical training where machinery is essential.

Regional inclusion is equally important. Textile production should not be concentrated only in major cities. Cotton-growing areas can host ginning and textile-processing enterprises; traditional weaving and dyeing communities can support heritage-product clusters; urban centres can concentrate fashion, branding and export services. A linked cluster network would allow different locations to specialize while participating in the same value chain.

Nigeria's diversity can be an economic asset. Different regions possess distinctive textile traditions and consumer markets. Youth enterprise programmes can encourage regional specialization rather than forcing every cluster to produce identical products.

Infrastructure investment should therefore be geographically strategic. Shared production centres should be located where there is labour, market access, raw-material potential and institutional support. Digital connectivity can link rural producers to urban designers and national buyers.

Inclusion should also cover youth with disabilities and other groups facing barriers. Accessible training facilities, adapted equipment and digital tools can expand participation. The principle should be capability rather than charity: support should help participants become productive workers and entrepreneurs.

Monitoring should disaggregate outcomes by sex, age, location, disability status and enterprise type. This makes it possible to identify who benefits and who remains excluded.

A gender and region-sensitive textile strategy is economically justified because diversity expands the talent pool. When women and underserved youth gain access to productive assets, their enterprises can generate additional household income and employment. The goal should be to move from participation to ownership, productivity and leadership.

Industry Clusters, Partnerships and Institutional Coordination

No single institution can rebuild Nigeria's textile industry. The value chain requires coordination among agriculture,

industry, education, labour, finance, trade, technology and creative-sector institutions. The failure of coordination is one reason why otherwise promising programmes may produce fragmented results.

A cluster approach can create a local ecosystem around shared needs. A textile cluster may include manufacturers, garment firms, designers, training institutions, banks, equipment suppliers, logistics companies, digital service providers and government agencies. Shared facilities can lower capital costs and improve access to technology.

Educational institutions should be active members of clusters. Polytechnics can provide technical training, product development, testing and student enterprise incubation. Universities can support research into fibres, dyes, sustainability and advanced manufacturing. Technical colleges can provide practical production skills. Industry should provide workplace learning and market feedback.

Financial institutions can participate through dedicated enterprise pipelines. Rather than evaluating every small youth business as an isolated borrower, cluster programmes can provide verified production records, purchase orders, training certificates and business plans that reduce information asymmetry.

Industry associations can support standards, collective procurement, advocacy and market intelligence. Youth associations can provide peer networks and identify emerging trends.

Government coordination is essential. The National Employment Policy 2025 provides a broad employment framework, while the CBN CTG initiative provides a sector-specific industrial framework (CBN, n.d.; ILO, 2025). These should be connected through measurable employment targets.

The proposed institutional structure is a National Youth Textile Growth Council supported by state-level cluster committees. The council would not need to duplicate existing agencies. Instead, it would coordinate a shared dashboard, financing windows, training standards, cluster development and market-access initiatives as an institute support for textile industries.

The dashboard should include indicators such as number of youths trained, number placed in paid work, enterprises financed, survival after 12 and 24 months, jobs created, production value, local-input share, energy efficiency, export sales and women-led enterprise participation.

Coordination should also extend to procurement. Public institutions purchase uniforms, hospital textiles, school garments, furnishings and other textile products. Transparent procurement programmes can provide

predictable demand for qualified local suppliers, for example the Youth Service Corp will use **Adire** as their uniform, instead of khaki uniform imported from other countries.

The principle is simple: youth creativity should be connected to an industrial system. Clusters provide the system. Partnerships provide the relationships. Shared infrastructure reduces costs. Finance provides growth capital. Procurement and export channels provide demand.

Research Question 5: What policy architecture can scale youth-led textile business?

Empirical Evidence from Textile Trade

Trade evidence demonstrates both the scale of competition and the possibility of import substitution. Policy architecture for youth-led textile business in Nigeria. World Bank WITS data show that Nigeria imported approximately US\$73.5 million of products classified in HS Chapter 63 in 2023, covering made-up textile articles, sets, worn clothing and related textile products (World Bank, 2026a). The figure includes diverse products and should not be interpreted as the total textile import bill, but it illustrates the size of a market in which local producers could potentially increase participation for Nigeria's youths in the textile industries. This indicates that policy on impartation of textile and competitiveness can reduce influx of the materials to allow job creation in Nigeria.

More specific product evidence is also revealing. In 2023, Nigeria imported approximately US\$8.39 million of printed woven cotton fabrics containing at least 85% cotton; about US\$7.76 million came from China (World Bank, 2026b). Nigeria also imported cotton T-shirts and related vests valued at approximately US\$1.91 million in the same year (World Bank, 2026c). Such statistics point to opportunities for local firms in fabric development, garment production, finishing, branding and distribution.

The CBN's CTG resuscitation initiative identifies several sector objectives: increasing domestic cotton production, the policy of improving capacity utilization, supporting textile and garment companies, promoting self-sufficiency along the value chain, creating jobs and improving access to finance (CBN, n.d.). The policy logic is consistent with the trade evidence that if local firms can improve productivity and quality, part of domestic demand can be captured by Nigerian production.

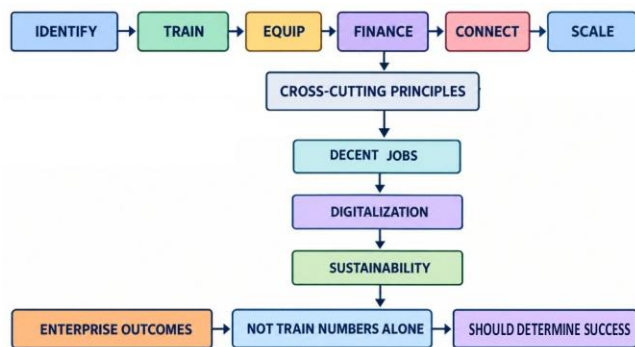
However, import substitution alone should not become the sole objective. A competitive textile industry should also pursue export growth. AfCFTA provides a regional market opportunity, but Nigerian products must meet buyers' requirements for quality, consistency, price, delivery and standards. Youth creativity can contribute to differentiation through African-inspired design, cultural storytelling, small-

batch products and digitally enabled niche exports. Therefore, policy of exportation on textile materials is key to youth employment in Nigeria.

The evidence also suggests policy that a youth strategy should not be limited to traditional fabric manufacturing. Youth-owned businesses can participate in the higher-value segments of the chain, such as fashion product development, pattern engineering, digital sampling, brand management, online retail, content creation, customization and product photography. These services should increase the commercial value of locally produced textiles.

The central trade implication is therefore strategic, so that, Nigeria should use its domestic market as a platform for learning and scale while building export-ready youth enterprises. Import competition should be addressed through productivity and quality, not simply protection.

Research Question 6: How can youth employment model be developed for the growth of Nigerian Textile industry?



Practical Framework for Converting Creative and Textile Industrial Growth Flow Chat 1: Youth Creative Textile Growth Model (YCTGM)

Sources: Researchers; Alesagba, Ojo and Yusuf (2026)

Proposed Youth Creative Textile Growth Model

The study proposes the Youth Creative Textile Growth Model (YCTGM) as a practical framework for converting youth creativity into employment and industrial growth. The model has six stages: identify, train, equip, finance, connect and scale. The model stages are detailed explained as follows:

1. Identify: This is a means of mapping young people according to interests and capabilities. Some may be interested in textile production, others in design, digital commerce, machinery, merchandising or circular production. Profiling allows training to match actual economic opportunities.
2. Train: This is a means of delivering modular technical, creative, digital and business skills. Training

should be competency-based and assessed through practical outputs. Industry should help define standards.

3. Equip: This is a means of providing access to machinery, software, production space and utilities. Shared facilities can be more efficient than giving every trainee a small personal machine.

4. Finance: This is a means of offering appropriate capital at different enterprise stages. Micro-enterprises may need asset finance and working capital; growth enterprises may need equity, guarantees and long-term loans. Financial support should be accompanied by business development services.

5. Connect: This is a means of linking youth enterprises to buyers. Domestic buyers include retailers, schools, hotels, institutions and fashion consumers. Regional and international buyers can be reached through trade fairs, e-commerce and export-promotion programmes.

6. Scale: This is a means of helping viable firms move from individual production to organized employment. Scale may involve hiring apprentices, standardizing products, improving quality systems, acquiring better machinery and entering new markets.

The model includes three cross-cutting principles: It involves the following:

1. Decent work: jobs should move toward fair remuneration, safety, learning and social protection.
2. Digitalization: technology should support design, production, marketing and market intelligence.
3. Sustainability: material efficiency, repair, recycling and responsible production should be integrated from the beginning.

The model also includes evidence loop. Data from enterprises should inform training curricula, finance products and industrial policy. If businesses repeatedly report a shortage of industrial pattern makers, for example, training institutions should adjust. If export firms struggle with packaging, cluster services should respond.

This model differs from conventional youth programmes because it does not treat the youth beneficiary as the end point. The beneficiary is expected to become a productive worker, entrepreneur, employer, supplier or service provider within a larger textile ecosystem.

The model can be piloted in selected textile and fashion clusters, evaluated over 24–36 months, and scaled based on measured outcomes.

Summary of Findings.

The evidence reviewed in this study suggests that Nigeria's youth employment challenge can be reframed as an

industrial capability opportunity in textile industry. Nigeria does not lack young people or creative talent for textile industries. The binding problem is the weak conversion of talent into productive, scalable economic activity.

This conclusion has implications for how textile policy is designed. A factory-centred approach is necessary, but not sufficient for employment. Textile industrialization in the 21st century includes physical production and a growing set of creative and digital services. A young person who develops a commercially successful pattern, manages an online brand or designs a product collection contributes to textile value even if that person does not work on a spinning machine.

At the same time, the study cautions against treating the creative economy as a substitute for manufacturing. Digital marketing cannot replace local production capacity. Fashion branding without reliable supply chains can increase dependence on imported materials. Therefore, the policy goal should be integration.

The trade evidence shows a domestic market in which imported textile and apparel products compete with local producers. This competition creates pressure but also demand. If Nigerian enterprises improve productivity, design and quality, domestic expenditure can generate local jobs. The longer-term objective is to move beyond import substitution into regional and international competitiveness.

The finance evidence points to another implication that young textile entrepreneurs require different financial products at different stages. Training graduates are not necessarily bankable businesses. Finance must therefore be combined with incubation, market validation and technical assistance.

The creative-economy evidence suggests that digitalization can help Nigerian firms overcome geographic constraints. Small enterprises can reach customers beyond their immediate communities. But digital access must be paired with logistics, payment systems, standards and production capacity in textile industries.

The policy implications are therefore systemic. The strongest employment outcomes are likely to emerge when training, equipment, finance, infrastructure, markets and institutional coordination are provided as a package. This is consistent with the design of the YEIB and the direction of the National Employment Policy 2025.

For Nigeria's textile industry, the central strategic shift should be from seeing youths mainly as unemployed beneficiaries to seeing them as workers, designers, entrepreneurs, technology users, producers and future employers. Such a shift changes the policy question from "How do we train young people?" to "How do we build an industry in which young people's skills can create value?".

This question needs attention for successful youth-textile employment ecosystem and industrial growth.

Conclusion

This study examined how Nigerian youths can be creatively leveraged for employment to drive new growth in the textile industries. Using recent secondary empirical evidence from labour-market statistics, trade data, policy documents and programme records, the study finds that youth creativity represents a major but under-integrated productive resource. The evidence supports an integrated strategy built around skills, productive assets, finance, markets and institutions. Nigeria's youth employment challenge cannot be solved through training alone, and textile revitalization cannot be achieved through machinery investment alone. The two agendas should be linked.

The textile value chain offers multiple entry points for young people: cotton and input services, textile production, garment construction, design, digital pattern development, branding, merchandising, e-commerce, logistics, quality control, repair, upcycling and recycling. This diversity allows different educational backgrounds and skill levels to participate.

The study proposed Youth Creative Textile Growth Model provides a framework for implementation through six stages: identify, train, equip, finance, connect and scale. Its cross-cutting principles are decent work, digitalization and sustainability. The model can be piloted through existing textile clusters and youth-enterprise institutions rather than creating unnecessary parallel structures.

The study has an important limitation: it is a secondary-data empirical analysis and does not present fabricated primary survey results, that provided opportunity for future research.

In conclusion, Nigeria has an opportunity to combine its youthful population, cultural creativity, domestic market and industrial policy into a new textile-growth strategy. If youth creativity is connected to productive assets, finance, infrastructure, digital markets and decent-work institutions, the textile industry can become more than a heritage sector. It can become a platform for employment, enterprise development, innovation, cultural value and inclusive industrial growth.

Recommendations

1. Nigeria should establish a youth-focused textile industrialization programme that explicitly connects employment policy with the CTG value chain. The programme should have measurable targets for jobs, enterprise survival, production and local value addition.
2. Government should create a national network of shared textile production and innovation centres.

These centres should provide industrial machines, CAD facilities, cutting rooms, finishing equipment, digital printing, photography and e-commerce support.

3. Training curricula should be redesigned around industry demand. Polytechnics, technical colleges and vocational centres should involve textile employers in curriculum development and provide structured apprenticeships.
4. Financing should be diversified. Asset finance, credit guarantees, patient capital, equipment leasing and working-capital facilities should be available to youth-led textile enterprises. The YEIB can provide a national platform for this effort (AfDB, 2024, 2026).
5. Public procurement should be used strategically. Qualified local textile and garment enterprises should have access to transparent procurement opportunities for uniforms, institutional textiles and other products. Procurement should include quality and delivery standards rather than blanket preferences.
6. Nigeria should strengthen cotton-to-cloth linkages. The CBN CTG initiative already identifies domestic cotton production, textile capacity and job creation as objectives (CBN, n.d.). Youth enterprises can participate in input supply, ginning services, logistics, quality testing and downstream production.
7. Digitalization should be treated as an industrial skill. Youth textile programmes should include CAD, e-commerce, digital marketing, product photography, analytics and responsible AI use.
8. Export development should focus on regional markets. AfCFTA should be translated into practical support through standards, packaging, logistics, trade information, buyer matchmaking and export finance.
9. Circular production should be incorporated into industrial policy. Repair, reuse, upcycling and recycling can create jobs while reducing waste.
10. Policy coordination and monitoring should be strengthened. Existing programmes should share data and use common indicators. Omoju et al. (2023) show why fragmented youth programmes can underperform; the response should be integrated governance rather than additional stand-alone schemes.
11. Gender inclusion should be measurable. Finance, training and procurement targets should monitor women's participation and enterprise performance.
12. The government and development partners should support rigorous impact evaluation. Programmes should include baseline data, comparison groups

where feasible, follow-up surveys and enterprise-level administrative records. This will allow policymakers to identify which interventions actually create durable employment.

Future Research

Future research should therefore validate the model through fieldwork. A national study could survey youth-owned textile and fashion enterprises, employees, apprentices, manufacturers, training institutions and financiers. Longitudinal data would be especially valuable for measuring enterprise survival, income, job creation and productivity.

Future research should also develop a national youth-textile employment database. Such a database should distinguish formal and informal employment, occupations, gender, age, location, enterprise size and value-chain stage. Trade data should be linked to domestic production data so that policymakers can monitor import substitution and export upgrading.

References

1. African Development Bank (2024). Nigeria: The Nigeria Youth Entrepreneurship Investment Bank (Nigeria YEIB) project appraisal report. African Development Bank Group.
2. African Development Bank (2026). Nigeria Youth Entrepreneurship Investment Bank (YEIB): Project information and results. African Development Bank Group.
3. African Development Bank(2025). Annual Development Effectiveness Review 2025. African Development Bank Group.
4. Barney, J. (1991). Firm resources and sustained competitive advantage. *Journal of Management*, 17(1), 99–120. Bank of Industry. (n.d.). Large enterprises: Cotton, textile and garment sector financing and industrial development.
5. Bank of Industry Central Bank of Nigeria. (n.d.). Cotton: Cotton, Textile and Garment (CTG) sector resuscitation project. Central Bank of Nigeria.
6. Gereffi, G., Humphrey, J., & Sturgeon, T. (2005). The governance of global value chains. *Review of International Political Economy*, 12(1), 78–104.
7. International Labour Organization (2021). Nigerian Youth Employment Action Plan 2021–2024.
8. ILO. International Labour Organization (2023). Assessment of public employment services in Nigeria.
9. ILO. International Labour Organization (2024). ILO Youth Country Briefs: Nigeria. ILO.

10. International Labour Organization (2025). Nigeria launches National Employment Policy 2025: A bold step toward inclusive growth and decent work for all.
11. ILO. National Bureau of Statistics (2024). Nigeria Labour Force Survey (NLFS), Q2 2024. National Bureau of Statistics.
12. O'Higgins, N., Karkee, V., Levina, K., Cuaulte Segovia, M., & Barford, A. (2024). ILO Youth Country Briefs: Nigeria. International Labour Organization.
13. Omoju, O. E., Ikhida, E. E., Olanrele, I. A., Abeng, L. E., Petreski, M., Adebayo, F. O., Odigie, I., & Muhammed, A. M. (2023). Empirical review of youth-employment policies in Nigeria. arXiv. <https://doi.org/10.48550/arXiv.2310.07789>
14. UN Trade and Development (2024a). Creative Economy Outlook 2024. UNCTAD.
15. UN Trade and Development (2024b). Advancing the measurement of the creative economy: A revised framework for creative industries and trade. UNCTAD.
16. UN Trade and Development (2024c). Fashion with a peel: How crop waste is making sustainable textiles and creating jobs. UNCTAD.
17. World Bank (2023). Five ways creative and cultural industries respond to youth job challenges. World Bank Jobs and Development.
18. World Bank (2025). Labor markets overview. World Bank.
19. World Bank (2026a). Nigeria: Textiles, made-up articles; sets; worn clothing and worn textile articles; rags imports by country, 2023. World Integrated Trade Solution (WITS).
20. World Bank (2026b). Nigeria: Printed woven cotton fabrics, with $\geq 85\%$ cotton imports by country, 2023. World Integrated Trade Solution (WITS).
21. World Bank (2026c). Nigeria: T-shirts, singlets and other vests, of cotton imports by country, 2023. World Integrated Trade Solution (WITS).
22. World Trade Organization (2024). World trade statistical review 2024. WTO.
23. International Trade Centre (2024). Trade statistics and market-access information for Nigeria. ITC Trade Map. Federal Republic of Nigeria (2021). National Development Plan 2021–2025. Federal Government of Nigeria.