

Original Article

SOCIO-ECONOMIC VARIABLES AND REDUCTION OF ENVIRONMENTAL SOCIAL VIOLENCE IN BOKI LOCAL GOVERNMENT AREA OF CROSS RIVER STATE, NIGERIA

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ABSTRACT

The study investigated the socioeconomic variables and reduction of environmental social violence in Boki local government area of Cross River State, Nigeria. To achieve the purpose of this study, two null hypotheses were formulated to guide the study. For this research, an ex post facto design was used. The study was sample 488 people. The sample was drawn using stratified random sampling procedures. The reliability estimate of the instruments was established through Cronbach Alpha reliability method. The statistical technique used to assess the hypotheses under investigation was one-way analysis of variance (ANOVA). The hypotheses was tested at .05 level of significance. The result of the findings revealed that educational attainment and economic status had a significant impact on the outcome of reducing environmental social violence in Boki Local Government Area of Cross River State, Nigeria. It was suggested, among other things, that the government should acknowledge the utility value of non-formal system of education also by putting in place some active labour policies to promote employment through subsidized placement, employment assistance and vocational trainings should also be encourage, self-employment, such as training and facilitating access to credit/grants and other business requirement.

Keywords: Socio-Economic Variables, Environment, Reduction and Social Violence.

INTRODUCTION

In Boki Local Government Area of Cross River State, environmental social violence has been a source of concern over the past three years. Crises, conflict, disagreement, rebellion, violence, and even war are all examples of events that have an impact on

growth. The government, communities, individuals, and indeed, every sector of rural communities are all faced with this enormous issue.

Environmental social violence has always been a part of human existence, but the frequency of violence varies within different segments of the population and over time. (David & Rick, 2010). More so, World Health Organization (2002), reported that;

the twentieth century will be remembered as a century marked by violence such as thuggery, riot, income inequality, homelessness, drug addiction, poverty, marriage inequality, cultism, arm robbery, over-population, environmental degradation, rapping, child labour, kidnapping, etc. It burdens us with its legacy of mass destruction, violence inflicted on a scale never seen and never possible before in human history. But this legacy result to new technology in the service of ideologies of hate is not the only one we carry, nor that we must face up to. The legacy of daily, personal misery is less obvious but even more pervasive. It is the pain of children who are abused by people who should protect them, women injured or humiliated by violent partners, elderly persons maltreated by their care givers, youths who are bullied by other youths, and people of all ages who inflict violence on themselves. This suffering and there are many more examples, this legacy reproduces itself, as new generations learn from the violence of generations past, as victims learn from victimizers, and as the social conditions that nurture violence are allowed to continue.

World Health Organization further assert that; no country, no city, no community is immune. But neither are we powerless against it. In the absence of democracy, respect for human rights, and effective government, violence grows. We frequently discuss how a "culture of violence" might spread. It is true that I have seen and experienced apartheid as a South African who has lived through it and is still dealing with its effects. It is also true that patterns of violence are more common and prevalent in cultures when the ruling class actively supports the use of violence. Violence is so pervasive in many societies that it stymies attempts at social and economic advancement. We cannot allow that to continue. Many people who deal with violence on a daily basis believe that it is ingrained in the nature of being

human. However, this is false. Violence is avoidable. Cultures that are can change. In some communities and around the world, we have shining examples of how violence has been countered. Anthony and Omang, (2019) stated that; Governments, communities and individuals can make a difference, and socio-economic development in this context refers to the process by which the overall health well-being, of academic level and income level of the general population improves. During this development there is a population shift from agriculture to industry, and then to service. A longer average life expectancy, of the result of socio-economic development is improved productivity, higher literacy skillful rates, and better educational level. To provide a brief background of the study, it is however worthy of note that it's difficult to achieve environmental sustainability in an illiterate environment, as illiteracy students grow and regard progress. The concept of socio-economic development aims at ending poverty, sexual crime, drugs abuse, cultism, reduction of environmental social violence, income inequality, lack of education, negligence etc.

Simona, (2015), further assert that, the strategy for each nation and country, is to maintain a strategic sustainable socio-economic development in order to identify the main specific factors and priorities (of health, culture, educational level, income level, social inclusion, economic growth etc.). A sustainable development is balanced and equitable, so there must be implemented sound policies to foster the key factors and alleviate the distortions or threats among the people. Also, attention have to be given to various socio-economic indicators such as cultural values, education, employment, health, transportation, trade (both regional and international trade), energy, industrial growth and the general welfare of the general public. However, preservation

of the natural environment and other related environmental matters should not be left out since most socio-economic activities depends on the natural environment. Collins, (2015), assert that, communal land conflict has become a rampant component of social living in south eastern Nigeria. Instances of such conflicts involving communities in Cross River State and their neighbours in other states abound. Adadama Community in Abi Local Government Area of Cross River State and the Ameagu Community in Ikwo Local Government Area of Ebony State have been at war over a piece of farmland which has claimed several lives and injured several others. Also, several properties worth billions of naira were destroyed, including a police post situated on the boundary between the communities. (<http://www.parliament.uk/document/posta274.pdf>). The age long communal land conflict between Nko community in Yakurr local government area and Oyadama community in Obubra local government area, both in Cross River State, over the ownership of a parcel of farmland further reinforces the worrying rate of communal land conflict among rural communities in Nigeria. Eventually, there was an outbreak of communal land conflict between Nko and Oyadama communities in April 2013, which led to destructions of farms, loss of lives and several injuries, including destruction of properties worth about millions of naira. Communal land conflicts wherever they occurred have had devastating effects on food security. (<http://www.Parliament.uk/document/Postn274.pdf>)

Types of Domestic/Social Violence:

There are different types of domestic/social violence and this depends on the nature of the particular incident that took place. Violence typically has 1). Physical violence, 2). Psychological violence, 3). Social violence, 4). Sexual violence, 5). Economic violence, and 6). Political violence.

Physical violence: Injuries, disabilities, and long-term health issues (such as hypertension, irritable bowel syndrome, gastrointestinal illnesses, and other chronic pain syndromes).

Psychological violence: Effects can be both direct/indirect; Direct: stress, worry, mistrust of people, difficulty concentrating, loneliness, PTSD, depression, suicide, etc. Indirect: alcohol or drug use, withdrawal symptoms, or psychosomatic disorders.

Economic and social consequences include community-level rejection, exclusion, and social shame; Reduced capacity for engagement in social and commercial activities; acute fear of impending violence that transcends the individual damage to women's self-esteem leading to a fear of entering public settings, harm to survivors' relationships with other community members can frequently limit women's educational opportunities, which can then reduce their ability to earn money increased susceptibility to several kinds of gender-based violence; job loss as a result of violence-related absenteeism; negative effects on women's ability to earn "Copyright © 2003 Minnesota Advocates for Human Rights; available from <http://www.stopvaw.org>.

Sexual violence: Has to do with issues related to reproductive health, such as STIs, the spread of HIV/AIDS, high-risk pregnancies, etc. Death.

Political violence: Political violence is an overwhelming experience in Nigerian politics. It has resulted in the loss of lives and priceless property, with negative socio-political and financial repercussions. This experience is categorized by crisis, conflict, dispute, rebellion, violence and even war which affect political development. These political violence give room for thuggery, and these thugs move mostly in organized groups victimizing, terrorizing, intimidating, and injuring not only politicians but also innocent individuals. The menace

is responsible for poor political culture as it results to death or poses deathly threats by discouraging individuals from actively participating in the political processes and routine socio-economic activities at their homes, shops, offices and on the streets within country. (Hassan, 2011:122)

Socio-Economic Variables and Reduction of Environmental Social Violence:

Violence, according to the World Health Organization, is the intentional use of physical force or authority, whether threatened or used, against a person, group or community that either results in or has a high likelihood of resulting in injury, death, psychological harm, mal-development or deprivation. Gro, (2002). Pervades the lives of many people around the world, and touches all of us in some way. Locking windows and doors and avoiding unsafe areas are common methods for keeping people safe. Others are unable to escape. Behind those doors, where it is completely concealed from view, there is the threat of violence. Violence affects every part of life for people who live through war and struggle.

Boki local government area of Cross River State over years has been known and rated as a local government of hospitality, peaceful, well secured, full of lives, endowed with natural resources, agricultural incline, surrounded by mountains and mangroves, with a tourist attraction site that generates up to \$1,000 US dollars gross economic output to the state, located at Buanchor, with a high level of education of its members, and well religious. The local government area consist of two constituencies, one and two. Constituency one is made up of three bold old clan, namely; Eastern Boki, Boje, and Wula while Constituency two is made of three bold old clan such as; Osokom1, Osokom 2, and Irruan. Recently the Boki communities has been noted for cases of crises such

as, communal violence, militancy, secret cult, land disputes, marital clashes, religious problem, etc. The most recent communal conflict in Boki occurred in 2010 when the Nsadop and Boje groups fought over farmland. The war caused property damage worth about 230 million naira, claimed close to 400 lives, and had an impact on about 6,000 individuals. The government took charge of the village's reconstruction, erecting hundreds of two-bedroom flats as compensation for the burnt or demolished houses of over afore stated victims. Damaged fence walls are still being reconstructed and homes are still undergoing repairs, including destroyed and looted furniture and fittings using relief funds. [http://crossriverwatch. Com/2013/11/why-are-they-barking-by-peter-ayang](http://crossriverwatch.com/2013/11/why-are-they-barking-by-peter-ayang).

For some dies as a result of violence, many are injured and suffer from a range of physical, sexual, reproductive and mental health problems. As if that was not a lesson for the communities, year in year out Boki people are involved in one violence or the other. In 2016, 2017, 2018, there was a serious tussle between the state government and Oku community, which a group was formed and named militant led by a group leader called "General" and the ideas where initiated to recruit the neighboring communities. The communities involved where; Borum, Bekpo Irruan, Bafin Etimtim, and Ogep-Eshikede in respect of the oil palm estate. While in the cost of these many lives were lost, some were injured, some were lead displaced, many are now physically impaired. Also, in constituency one in 2017, there was political conflict in Bebo, Oku-Abank, Bashua, and Danare. The scenario was the worst of its kind, many lives were lost, properties were destroyed, and Orimekpang conflict was that of cultism, which the faction roused against themselves, and it was so brutal. The conflict between Boje and Eso-beneghe has lasted for over three years now from 2017, 2018,

even early part of 2019, which Onisha farm in Eso-beneghe has been rendered ablaze, no life exist there, people has been displaced, their economic trees that serves as source of income where all storm All these insurgencies kept reoccurring in Boki local government area. The government and the community's leaders have thought of what must have been the cause of this unstoppable problems; factors where, illiteracy syndrome, low-income level, in equality, lack of job opportunity, drug abuse, age on this note, Osokom one in Constituency two, roused and bond with the traditional rulers, youths leaders, women, men, youths in respective of your age to see how these trend could be fetch out all to no avail. It is on this ground the researcher has posed to carry out research on the socio-economic variables and reduction of environmental social violence in Boki Local Government of Cross River State, Nigeria.

The researchers present a review of literature describing socio-economic that could help in militating against reduction of environmental social violence as; Educational level and Income level. The aim of this research work is to investigate if educational level can influence reduction of environmental social violence, if income level can be a means of solving environmental social violence.

Literature review

Educational level and reduction of environmental social violence:

Education can be considered as the bane of success in any form of business. It could be low, moderate, or high. According to Nsifon (2004) for an individual to be successful in any career, he/she must be motivated with great recipes in order for the participant to function well and effectively.

Anthony and Omang (2019), further assert that; since literacy education is based on reading development, progression of skillful level, ability to understand signs, spoken language, decode written words,

contribute in the sustainable development of any nation, and equally assists in the growth of your community or society. Now the reverse is the case, the ability of one not being able to function or participate for the growth of your community or society as large shows your level of illiteracy syndrome that means you are syndromatised in the area of community and societal development. A syndrome according to the New Gro, (2002) is an aggregate or set of concurrent symptoms together indicating the presence and nature of disease. Illiteracy syndrome is therefore a situation where there exist a high level of; understanding, instability, low productivity, infant, material and crime rates. (Wynes, Beddie, 2009). Livingstone (2014) pointed out that, "any activity involving the pursuit of understanding, knowledge or skill which occurs outside of educational institution curricula, seminars, or workshops provided by educational or social organizations. It draws attention to the learning that occurs in a far larger range of contexts than formal education or training and occurs in the areas around activities and vents with a more overt formal intent. It can also be seen as a supportive counterpart to experience-based learning, which is typically interpreted more in terms of personal than interpersonal learning.

Eraut, (2004), opined that informal learning is a new concept and social recognition of it is so important that some policy makers have taken it in their agenda. This type of educational system occurs in lifelong learning and makes lifelong learning a reality and should be recognized also learning should be visible in educational policy of countries. In fact, there have been some efforts and reforms to recognize the learning beyond formal learning and there have been some efforts to recognize learning through a document or qualification, (Schugurensky, 2000) assert that informal learning is self-directed learning

refers to learning projects undertaken by individuals without the assistance of an instructor and incidental learning refers to learning experiences that occur when the learner didn't have an intention of learning the internalization of values, attitudes, actions, and skills that take place in daily life is referred to as socialisation. The greatest distinguishing feature of informal learning, which differs from other forms of learning, is that it may be contrasted with knowledge obtained through skilful learning.

Income level and environmental social violence:

Britanica (2014) sees income level as the ability to support, trained those with skills to enable them find jobs in developing industries e.g retrain unemployed steel worker to have basic I.T skills which will help them find work in service sector. Skill acquisition has been identified as a very significant factor in unemployment reduction and poverty alleviation (World Bank, 2001; Babalola, (2007). Skill acquisition seeks to provide participants with knowledge, skills and motivation to encourage successful vocational training in a variety of settings. In fact, it provides a wide range of competencies, which include management and organizational skills. The Nigerian Government also should acknowledge the utility value of this type of education by putting in place some active labour policies to promote employment through subsidized placement, employment assistance and vocational trainings and even other measures to encourage self-employment, such as training and facilitating access to credit/grants and other business requirement. This is evident throughout the report. And we have a sense of where to apply our knowledge. Economic development also refers to the process by which the overall health, wellbeing, and academic level of the general population improves (Omang, Ojong, Anthony & Kujoh, 2021). Violence is often predictable and preventable. Like other health

problems, it is not distributed evenly across population groups or settings. Many of the factors that increase the risk of violence are shared across the different types of violence and they are modifiable. Christopher (2015), defines violence and violent conflict are strikingly common in international development and unemployment is a strong probable cause or motivating element behind this violence. It is thought that unemployment is the main cause of domestic violence and that it causes people to join violent gangs, become extremists, and participate in insurgencies. The fact that this theory is more predicated on perception and assumption than on fact is even more astonishing. Another claim is that young males without jobs have nothing to lose by turning to violence or joining armed organisations. As a result, one of the key elements 'predicting' the likelihood of civil war is the presence of substantial unemployment, particularly among young men. But because it is so challenging to measure young male unemployment in low-income countries, this was frequently quantified proximally, using the average number of years spent in school. Collier (2000) contends that the economic growth rate is the single most (statistically) influential factor in determining whether a country goes back to war within a few years following a peace agreement in his later papers on post-conflict reconstruction. He claims that employment is a potential pathway via which growth may have an impact on the danger of violence. Once more, it is assumed that growth leads to employment and that more employment lowers the likelihood of civil war reoccurring. What would it take to persuade criminals to renounce their methods, wondered Gillian (2015)? Of course, there is no single answer to that question, but a recent study indicates that supplying job training, money (or supplies to get started in legal work), and employment possibilities

may assist reduce recurrent offences in cases involving economic crimes like theft.

The study, from by Christopher, (2015) Blattman of Columbia University and Jeannie Annan of the International Rescue Committee, evaluates the efficacy of a programme intended to rehabilitate former mercenaries in Liberia. While many aspects of Liberian mercenaries may be unique to that nation, some of the economic factors that encourage crime among its citizens, such as a lack of skills, employment opportunities, and secure governmental systems, undoubtedly present throughout the world. The Disarmament, Demobilisation and Reintegration (DDR) programme, which would teach these men agricultural skills, give them counselling and literacy classes, and give them \$125 worth of supplies for agricultural work, such as farming or tending livestock, was made available to some of these men by the non-profit Action on Armed Violence in an effort to stop these behaviours. More than 90% of the study's 1,123 participants were able to be surveyed after 14 months (half of whom attended training and classes and received financial incentives as part of DDR), and the researchers discovered that were the men most at risk for illegal activity and mercenary work remained interested in their new jobs. Although none of the subjects had totally stopped their illegal behaviour by the end of the study, their engagement in it had decreased by roughly 20% overall.

Purpose of the Study

The purpose of study was to investigate the following:

1. The influence of educational level and reduction of environmental social violence in Boki local government area of Cross River State.
2. The influence of income level and reduction of environmental social violence in Boki local government area of Cross River State.

Research Questions

The following research questions were raised for this work.

1. How does educational level influence reduction of environmental social violence in Boki Local Government area of Cross River State?
2. To what extent does income level influence reduction of environmental social violence in Boki Local Government Area of Cross River State?

Statement of the Hypotheses

The following research hypotheses guided this study.

1. Educational level does not significantly influence reduction of environmental social violence in Boki local government area of Cross River State.
2. There is no significantly difference between income level and reduction of environmental social violence in Boki local government area of Cross River State.

Method

The research design for the study was ex-post facto. The design, ex-post facto was suitable because inferences about the variables would be made without manipulation of the independent variables to produce an effect on the dependent variable. Boki local government area of Cross River State is the research area for the study. The target population of the study is all community dwellers in Boki local government area of Cross River State. There are a total number of 4883 community dwellers in the area. The researchers employed the stratified random sampling technique for the study. Firstly, the researcher adopted a stratified random sampling technique. In using the stratified random sampling technique, the researcher stratified the communities. The researcher used a simple random technique to select 488 community dwellers' representing 10% of the entire population of community dwellers was considered appropriate because the number is large enough to generalized the findings of the study. The

instrument titled “Socio-Economic Variables and Reduction of Environmental Social Violence Questionnaire” (SEVRESV) was used for data collection. Copies of the questionnaire were face validated by research expert in University of Calabar. To establish the reliability of the instrument, a trial testing was done using fifty (50) community dwellers’ who were not included in the real study. The data generated was analyzed to establish its internal consistency using the Cronbach Alpha Coefficient Method. The result showed that the reliability estimates of the sub-scales ranged from 0.71 to 0.88. Data collected were analyzed using one way analysis of variance (ANOVA)

Presentation of results

Table 1: Summary data and one-way ANOVA of the influence of educational level on reduction of environmental social violence (N=488)

Educational level	N	\bar{X}	SD		
low – 1	163	17.77	1.94		
moderate– 2	260	19.24	.68		
high – 3	65	19.20	.75		
Total	488	18.74	1.43		
Source of variance	SS	Df	Ms	F	Sig of F
Between group	232.711	2	116.355	73.985*	.000
Within group	762.756	485	1.573		
Total	995.467	487			

* Significant at .05 level, critical $F=3.00$, $df=2, 485$.

The result on Table 1 revealed that the calculated F-value of 73.985 is higher than the critical F-value of 3.00 at .05 level of significance with 2 and 485 degree of freedom. With this result the null hypothesis was rejected. This result therefore implied that, educational level significantly influenced reduction of environmental social violence. Since educational level had a significant influence on reduction of environmental social

In this section each hypothesis is re-stated, and the result of data analysis carried out to test it is presented. Each hypothesis of the study was tested at .05 level of significance.

Hypothesis one

Educational level has no significant influence on reduction of environmental social violence. The independent variable in this hypothesis is educational level (Low, Moderate and High); while the dependent variable is reduction of environmental social violence. To test this hypothesis, reduction of environmental social violence from educational level Low, Moderate and High were compared using One-Way Analysis of Variance (ANOVA). The result of the analysis is presented in Table 1.

violence, a post hoc analysis was employed using Fishers’ Least Significant Difference (LSD) multiple comparison analysis. The result of the analysis is presented in Table 2.

Table 2: Fishers’ Least Significant Difference (LSD) multiple comparison analysis of the influence of educational level on reduction of environmental social violence LSD

(i) Educational Level	(J) Educational Level	Mean Difference (I-J)	Std. Error	Sig.
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low	Moderate	-1.47159(*)	.12529	.000
	High	-1.43313(*)	.18397	.000
moderate	Low	1.47159(*)	.12529	.000
	High	.03846	.17391	.825
high	Low	1.43313(*)	.18397	.000
	Moderate	-.03846	.17391	.825

* The mean difference is significant at the .05 level.

The result of the analysis in Table 2 showed that respondents whose educational level was low were significantly different in their reduction of environmental social violence from those whose educational level was either Moderate or High. Also, respondents whose educational level was Moderate were significantly different from those who were High in reduction of environmental social violence.

Hypothesis two

Income level has no significant influence on reduction of environmental social violence. The independent variable in this hypothesis is income

level (below 50,000, 50,000 100,000 and 100,000 and above); while the dependent variable is reduction of environmental social violence. To test this hypothesis, reduction of environmental social violence from income level below 50,000, 50,000 100,000 and 100,000 and above were compared using One-Way Analysis of Variance (ANOVA). The result of the analysis is presented in Table 3.

Table 3: Summary data and one-way ANOVA of the influence of income level on reduction of environmental social violence (N=488)

Income level	N	\bar{X}	SD		
Below 50,000,– 1	64	15.50	.50		
50,000 100,000– 2	262	19.25	.66		
100,000 and above – 3	162	19.20	.75		
Total	488	18.74	1.43		
Source of variance	SS	Df	Ms	F	Sig of F
Between group	774.315	2	387.158	849.061*	.000
Within group	221.152	485	.456		
Total	995.467	487			

* Significant at .05 level, critical F=3.00, df= 2, 485.

The result in Table 3 revealed that the calculated F-value of 849.061 is higher than the critical F-value of 3.00 at .05 level of significance with 2 and 485 degree of freedom. With this result the null hypothesis was rejected. This result therefore implied that, income level has a significant influence on reduction of environmental social violence. Since income level had a significant influence on reduction

of environmental social violence, a post hoc analysis was employed using Fishers' Least Significant Difference (LSD) multiple comparison analysis. The result of the analysis is presented in Table 4.

Table 4: Fishers' Least Significant Difference (LSD) multiple comparison analysis of the influence of Income level on reduction of environmental social violence LSD

(I) Income level	(J) Income level	Mean Difference (I-J)	Std. Error	Sig.
1.00	2.00	-3.74809(*)	.09415	.000
	3.00	-3.70370(*)	.09970	.000
2.00	1.00	3.74809(*)	.09415	.000
	3.00	.04439	.06749	.511
3.00	1.00	3.70370(*)	.09970	.000
	2.00	-.04439	.06749	.511

* The mean difference is significant at the .05 level.

The result of the analysis in Table 4 showed that respondents whose Income level was below 50,000 were significantly different in their reduction of environmental social violence from those whose income level was either 50,000 100,000 or 100,000 and above. Also, respondents whose income level was 50,000 100,000 were significantly different from those who were 100,000 and above in reduction of environmental social violence.

Discussion of findings

The result of the first hypothesis indicated that, educational level significantly influenced reduction of environmental social violence. The findings are in line with the view of Anthony and Omang (2019) who asserted that since literacy education is based on reading development, progression of skillful level, ability to understand signs, spoken language, decode written words, contribute in the sustainable development of any nation, and equally assists in the growth of your community or society. Now the reverse is the case, the ability of one not being able to function or participate for the growth of your community or society as large shows your level of illiteracy syndrome that means you are syndromatised in the area of community and societal development. A syndrome according to the New International Webster Comprehensive Livingstone (2014) pointed out that, “any activity involving the pursuit of understanding, knowledge or skill which occurs outside the curricula of educational

institutions, or the courses or workshops offered by educational or social agencies. It draws attention to the learning that takes place in the spaces surrounding activities and vents with a more overt formal purpose, and takes place in a much wider variety of settings than formal education or training. It can also be considered as a complementary partner to learning from experience, which is usually construed more in terms of personal than interpersonal learning.

The result of the second hypothesis indicated that, income level significantly influenced reduction of environmental social violence. The findings are in line with the view of Britainica (2014) who sees income level as the ability to support, trained those with skills to enable them find jobs in developing industries e.g retrain unemployed steel worker to have basic information technology skills which will help them find work in service sector. Skill acquisition has been identified as a very significant factor in unemployment reduction and poverty alleviation. Skill acquisition seeks to provide participants with knowledge, skills and motivation to encourage successful vocational training in a variety of settings. In fact, it provides a wide range of competencies, which include management and organizational skills.

Conclusion

Based on the results of the study it was concluded that educational level and income level significantly

influenced reduction of environmental social violence. On the basis of the findings of this study, it was recommended that the government also should acknowledge the utility value of non-formal education, also by putting in place some active labour policies to promote employment through subsidized placement, employment assistance and vocational trainings and even other measures to encourage self-employment, such as training and facilitating access to credit/grants and other business requirement.

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