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## SAFETY AND SECURITY IN SELECTED PUBLIC SECTOR ORGANISATIONS IN RIVERS STATE, NIGERIA; THE LEGAL PERSPECTIVE

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### **Abstract;**

*Using the ARDL technique, this study undertook an empirical examination of the relationship between the enablers of insecurity and Economic. The paper anchored on "Theory of safety and Security." Sub-sectors in these sectors were the public organizations where investigations were conducted. Data and material sources came from structured questionnaires administered in selected public sub-sector organizations in Rivers state. Oral interview, Face-to-face interviews and in depth interview were adopted in generating data for the study. Simple sample size of 12 respondents were selected from each of the 5 public sub-sector organization. E-mail online interviews and questionnaires were administered online through known organizations e-mail addresses. Literature materials were from published text books, journal articles and statistical bulletins. A total of 60 study samples were used for the study analysis. Frequency count and simple percentage to describe the respondent's characteristics as developed in the objective while the hypotheses were tested using Ordinary Regression Analysis (OLS). The paper discovered that highly significant and signed long run safety derivations are inputs from past years. Sub-public organizations incapacity to provide a secure and safe environment for their workers were responsible for the recorded loss of lives and properties at work place. Insecurity in the state is responsible for Nigeria's dismal economic state and also responsible for the gradual withdrawal of foreign direct investment in Nigeria and other African developing countries. Long term effect of emergency and Contingency Planning (ECP) reflected a significant negative relationship with public sector organization jobs and activities in Rivers State. Insecurity is significantly responsible for the long run existing relationship between safety, security and public sector jobs/employments.*

**Keywords;** Family, Inheritance Nigeria, Legal Perspective

## Introduction

Safety is the core risk avoidance of every institution/ industry or manufacturing sector. In so far as risk is inevitable in production process, even in management process, application of safety is important if risk must be avoided (Kuntjoro & Jamil, 2008). The objective of safety is to be risk free in every activity be it at workplace or at home. Public sectors include the public goods and governmental services such as the military, law enforcement, infrastructure, public transit, public education, along with health care and those working for the government itself, such as elected officials. This is different from the private sector. Work or activity persons are prone to risk in their line of activities in the public sector include; social workers, city planners, guidance counselors, art administrators, immigrant support specialists, financial caseworkers, personal assistants, coast guards. Risk involves exposure to danger. In simple terms, risk is the possibility of something bad happening. Risk involves uncertainty about the effects/implications of an activity with respect to something that human beings value, often focusing on negative, undesirable consequences. There are different types of risks which are not limited from investment risk, market risk, inflation risk, business risk, liquidity risk. There is a growing body of evidence demonstrating that shortfalls in safety, security and justice contribute to both poverty and underdevelopment (Ismail and Hendrickson, 2009). Conversely, the presence of safety, security and justice can contribute to development outcomes including virtuous cycles of security and development, 'with high levels of security leading to development and development further promoting security' (Stewart, 2004, pp. 278-279). However, while evidence suggests that safety, security and justice are associated with development, establishing direct causality is complex (Cox, 2008; Roseveare, 2013). Accountability in safety, security and justice provision is related to protection from human rights abuses, the ability for citizens to seek redress and hold providers accountable, and to the responsiveness and accessibility of provision itself (OECD-DAC, 2007).

Security and justice institutions can be abused by elites protecting their vested interests and preventing transparent and accountable governance. Security and justice institutions that are democratically controlled, alongside an independent judiciary that can check the power of the legislature and executive, including security institutions, contributes to establishing the rule of law. The equitable provision of safety, security and justice to all citizens is important for legitimacy and effectiveness (DFID, 2007). It helps build the confidence needed to overcome societal mistrust in violence-affected countries. Creating trust and providing services in local communities contributes to 'virtuous cycles' of institutional transformation and national developmental progress (WB, 2011). The ultimate aim in carrying out any activity is safety which as the condition of being protected from harm or other forms of danger. Safety can also refer to the control of recognized hazards in order to achieve an objective (Gilliland & Manning, 2002). Studies have shown that security and safety culture values are important elements that must be determined in an organization to be able to evaluate them in organizations as they contain specific example of their usage in the practice (Vel'as et al, 2021). Efficiency in budgetary allocations is a legitimate element for safety and security. These concepts are inter-dependence as there will no mention of safety without security and vice versa. Given these findings none was conducted in Nigeria or Rivers State in particular. The question raised is what type of safety, security and the gains or benefits therein? To attain to these questions, this study investigates the legal perspective of safety and security in selected public sector organizations in Nigeria with specific emphasis on Rivers State.

### **Objective of the Study**

The aim of this paper is to evaluate safety and security in the public sector organizations in Nigeria from the legal perspective. Specific objective of the paper is to evaluate what constitute safety and security in the public sector organizations (i) the types safety and security in public sector, (ii) types of public sector in Nigeria and (iii) the benefits of security in public sector organization from the legal point of view.

### **Research Questions**

The following questions shall clarify the study objectives;

- (a) What are the different types of safety and security in a public sector organization?
- (b) What are the extents of types of public sectors in Nigeria.
- (c) What extent are the relationships between safety, security and public sectors in Rivers State, Nigeria

### **Research Hypothesis**

The following hypotheses shall be tested to provide relevant results to the objectives of the paper. The null formulated hypotheses are;

**H<sub>01</sub>:** There is no significant difference in types of safety and security in public sector Organizations in Rivers State.

**H<sub>02</sub>:** There is no significant difference in public sector organizations in Rivers State

**H<sub>03</sub>:** There is no significant relationship between safety, security and public Sector organizations in Rivers State.

### **Study Scope**

This paper limits its study on existing relationships between safety, securities and public sector organizations in Rivers State. The essence is to capture all shades of opinions in using the selected organizations in Rivers State, Nigeria.

This paper is significant in the following areas; it brings to reality what constitutes safety and security in the selected organization studied. It adds to the volume of literature in related topic. This study could be seen as part one of this discussion while further studies can be conducted on this same topic or issue.

### **Literature Review**

#### **Clarification of Concepts**

##### **Safety**

Safety is paramount in every facet of human live and cuts across. It involves a shared perception and acceptance of risk and reward. Human agents within an environment create a complex system that endangers operators of the system or those manipulating the activities or processes at work place (Cooper, & Cotton, 2000). Safety is defined as the state of being free from harm or danger. The term safety is used to refer to the condition of being protected from the aspects that are likely to cause harm. In addition, the term safety can be used to refer to the state at which one has the control of the risk causing aspects hence protecting himself or herself against risk that is fully unintended.

Safety management can apply to many heavily regulated industries like automotive, aviation, oil, healthcare, workplace, and food quality while its management system (SMS) is defined as an organization-wide process designed to manage safety risk in the workplace (Cabrera, Fernaud & Isla-Díaz, 2007). A safety management system can be created to fit any business type and/or industry sector. Generally, effective SMS processes and procedures:

## **Workplace Safety**

When it comes to workplace safety, there are two distinct schools of thought:

1. Traditional approaches and the Quality approaches. The Traditional approaches blame accidents on workers. Herbert W. Heinrich's 1930s theory that 85 to 95% of all accidents stem from unsafe actions by individuals dictated much of safety practice for decades, including behavior based safety (BBS) approaches. Improving safety the BBS way means rewarding safe behaviors and discouraging unsafe behaviors.
2. Quality approaches attribute accidents to causes within an organization's systems and processes. Most detractors of BBS approaches say the scientific community has disproved Heinrich's theory, and the validity of behaviorism in general.<sup>1</sup> Opponents of BBS propose applying quality control methods to workplace safety. They advocate systems improvement to eliminate processes that cause workers to make errors resulting in injury.

## **Security**

Security refers to the protection of individuals, organizations, and properties against external threats that are likely to cause harm. It is clear that security is generally focused on ensuring that external factors do not cause trouble or unwelcome situation to the organization, individuals, and the properties within the premises. Security has to do with physical aspect. Security is protection from, or resilience against, potential harm caused by others, by restraining the freedom of others to act. Beneficiaries of security may be of persons and social groups, objects and institutions, ecosystems or any other entity or phenomenon vulnerable to unwanted change (Sawacha, Naoum, & Fong, 1999). Not only does security protect people, but they also protect businesses and properties. Covered in security include protection of businesses, schools, banks, and other important places. It is found today that famous people in the society hire security to protect them and not the people. This is in contravention of the constitution of the federal Republic of Nigeria (Subramaniam & Mohd, 2016).

## **Public Sector Organizations in Nigeria (The Legal Perspective)**

Law vividly clarified issues concerning safety and security in both Public Sector Organizations in Nigeria as enshrined in both 1999 constitution as amended and Organizational Health Safety (OHS) regulations that;

- under the occupational health and safety Act in Nigeria, according to Article 17.3. c of the 1999 Nigerian Constitution (as amended), the government must ensure the health, safety, protection of all employees in her public sectors from the health and safety risks of business activities; eliminate workplace risks at the source and
- Section 33 of the Constitution of Federal Republic of Nigeria (CFRN), 1999 as amended provides that "every person has a right to life, and no one shall be deprived intentionally of his life, save in execution of the sentence of a court in respect of a criminal offence of which he has been found guilty in Nigeria". (public sector manager not excluded).

## **The principles of health and safety protection (Section 4)**

The Organizational Health and Safety (OHS) Act, 2004 clearly stated in section 4 of the principles of health and safety protection that;

- all people are given the highest level of health and safety protection that is reasonably practicable;
- those who manage or control activities that give rise, or may give rise, to risks to health or safety are responsible for eliminating or reducing health and safety risks, so far as is reasonably practicable;

- employers and self-employed people should be proactive and take reasonably practicable measures to ensure health and safety in their business activities;
- employers and employees should exchange information about risks to health or safety and measures that can be taken to eliminate or reduce those risks; and
- employees are entitled, and should be encouraged, to be represented on health and safety issues.

### **Position of the Law on security of lives and Property (Section 36)**

The Constitution of Nigeria operates 4 distinctive laws namely; English law, Common law, customary law, and Sharia Law. English law in Nigeria is derived from the colonial Nigeria, while common law is a development from its post colonial independence. They all have varying stands (positions) on issues and principles of law.

- On the Rule of law, it means that no one, including government is above the law, where laws protect fundamental rights, and justice is accessible to all.
- On security, in Nigeria, self-defence is indeed a constitutional right. Under section 14(2)(b) of Nigeria's 1999 Constitution, "the security and welfare of the people shall be the primary purpose of government.
- The right of the people to be secure in their persons, houses, papers, and effects, against unreasonable searches and seizures, shall not be violated, and no Warrants shall issue, but upon probable cause, supported by Oath or affirmation, and particularly describing the place to be searched, and the persons or things.

### **Key Selected Sectors of Nigeria Economy and their Public Sub-Sectors**

Nigeria pursues her economic growth through several sectors and sub-sectors. These sectors are not limited to the following;

The table 1 below revealed sub-sectors of the economy. They all have their attendant safety measures and are prone to risks. These sectors and their sub-sectors include and not limited to the listed below;

### **How to can Improve Functioning of the Public Sub-Sector**

There are a number of ways in which the public sector can be improved. These include:

- Increasing transparency and accountability: Increasing transparency and accountability will help to reduce corruption within the public sector.
- Improving efficiency: Improving efficiency will help to reduce waste and increase the quality of services provided by the public sector.
- Investing in training and development: Investing in training and development will help to ensure that public sector employees have the skills and knowledge necessary to provide high-quality services.

**Table 1. Compilation of Selected Economic Sectors and Sub-Sectors**

<b>AVIATION SECTOR</b>	
<b>Aviation Sub-Sectors</b>	<b>Aviation Sub-Sectors</b>
1 Federal Airports Authority of Nigeria (FAAN)	2 Nigerian Airspace Management Agency (NAMA)
3 Nigerian Meteorological Agency (NIMET)	4 Nigerian Civil Aviation Authority (NCAA)
<b>AGRICULTURAL SECTOR</b>	
<b>Agricultural Sub-Sectors</b>	<b>Agricultural Sub-Sectors</b>
National Veterinary Research Institute (NVRI)	National Root Crops Research Institute (NCRI)
Nigerian Institute for Oil Palm Research(NIFOR)	Agricultural Research Council of Nigeria (ARCN)
<b>EDUCATION SECTOR</b>	
<b>Education Sub-Sectors</b>	<b>Education Sub-Sectors</b>
1 West African Examination Council (WAEC)	3 National Examination Council (NECO)
2 National Teachers Institute (NTI)	4 National Open University of Nigeria (NOUN)
<b>COMMUNICATION SECTOR</b>	
<b>Communication Sub-Sectors</b>	<b>Communication Sub-Sectors</b>
1 Nigerian Broadcasting Commission (NBC)	3 Nigerian Communications Commission (NCC)
2 Nigerian Television Authority (NTA)	4 Nigerian Postal Service (NIPOST)
<b>ENERGY SECTOR</b>	
<b>Energy Sub-Sectors</b>	<b>Energy Sub-Sectors</b>
1 Energy Commission of Nigeria (ECN)	3 Rural Electrification Agency (REA)
2 Transmission Company of Nigeria (TCN)	4 Nigerian Electricity Regulatory Commission (NERC)
<b>HEALTH SECTOR</b>	
<b>Health Sub-Sector</b>	<b>Health Sub-Sectors</b>
1 National Agency for the Control of AIDS (NACA)	3 Nigerian Institute of Medical Research (NIMR)
2 National Drug Law Enforcement Agency (NDLEA)	4 Nigeria center for Disease Control (NCDC)
<b>WATER RESOURCES SECTOR</b>	
Nigerian Integrated Water Resources Commissions	3 National Water Resources Institute (NWRI)
1 River Basin Development Authorities	4 Nigeria Hydrological Services Agency (NIHSA)
2	
<b>MEDIA SECTOR</b>	
<b>Media Sub-Sector</b>	<b>Media Sub-Sector</b>
1 Nigerian Press Council (NPC)	3 News Agency of Nigeria (NAN)
2 Nigerian Television Authority (NTA)	4 Broadcasting Organization of Nigeria (BON)
<b>INTELLIGENCE SECTOR</b>	
<b>Intelligence Sub-Sectors</b>	<b>Intelligence Sub-Sectors</b>
1 State Security Service (SSS)	3 Defence Intelligence Agency (DIA)

2	National Intelligence Agency (NIA)	4	Nigerian Financial Intelligence Unit (NFIU)
<b>JUDICIARY SECTOR</b>			
<b>Judiciary Sub-Sectors</b>		<b>Judiciary Sub-Sectors</b>	
1	National Judicial Council (NJC)	2	Federal Judicial Service Commission (FJSC)
		3	National Judicial Institute (NJI)
<b>UNCATEGORIZED SECTOR</b>			
<b>Uncategorized Sub-Sectors</b>		<b>Uncategorized Sub-Sectors</b>	
1	National Sports Commission (NSC)	3	National Human Rights Commission (NHRC)
2	Nigeria Immigration Service (NIS)	4	Consumer Protection Council (CPC)

Sources; Author's Desk Research/Compilation, 2022

### Prevention of Safety and Security Crisis in Public Sector Organizations

It is said that prevention is better than cure. In every organization safety and prevention of whatever that constitutes insecurity is important. Deliverables of every organization hinges on peaceful environment (Burgess, & Rodin, 2008). It is the human security that translates to efficient work environment. In this regard, (Burgess, & Rodin, 2008) posited that human security addressees the following elements not limited to; (a) addresses root causes of human insecurities. (b) emphasis on early prevention rather than late intervention – thereby, more cost-effective and (c) encouragement of strategies concerned with the development of mechanisms for prevention, the mitigation of harmful effects when downturns occur and, ultimately, with helping victims to cope. According to (Burgess, & Rodin, 2008), from the legal perspective, human security aims to address complex situations of insecurity through collaborative, responsive and sustainable measures that are;

- people-centered, approaches.
- multi-sectoral.
- Comprehensive.
- context-specific, and
- prevention-oriented.

This explains that human security employs a hybrid approach that brings together these elements through a protection and empowerment framework.

### Benefits of security in public sector organizations

There are still some benefits derivable from working in a public sector organization as opposed to working in a private sector. It has been found that apart from job security, those working in public sector derive some gains. These benefits are not limited to the following discussed below;

- **Job Security;** The private sector is often influenced by changes within the market. Events such as an economic recession can greatly impact the inner workings of a business in the private sector, which often leads to big changes in the business' employee structure. Aside from this, the private sector is competitive and profit-driven, which creates a risk for workers to be easily dismissed from their jobs. Organizations in the public sector, however, are not profit-driven and are not influenced by the market. Since they are funded by the government, it is unlikely to have any changes despite external events.
- **Aiding the Community;** Public sector organisations are made to provide services to the public, which is opposite to the private sector whose goals are focused on generating profit.

The community, as well as individuals, greatly benefit when these public services are done quickly and effectively. By focusing on providing aid for the community, one can feel a greater sense of purpose in their work.

- **Employee Benefits;** When considering a job, it is often best to note the overall package rather than just the provided salary. And while public sector salaries can be lower than those in the private sector, public sector employees often enjoy a greater and better deal. In the public sector, employees can enjoy benefits such as better working hours, medical covers, and retirement benefits. The sector also provides employment awards and allows overtime to be accrued and paid back in flexible leave. This allows employees to create a good work-life balance.
- **Training;** Public sector organizations are dedicated to realizing their staff's potential and always want to invest their staff in skills development and training. As such, public sector employees are often encouraged or required to participate in training programs that can improve their work skills. This can be very helpful for employees as they are able to gain the skills needed to progress in their profession while also providing valuable work experience.
- **Better Job-Related Opportunities;** It's no secret that working in the public sector can bolster one's resume since the public sector can provide great opportunities to gain experience and build useful skills. Likewise, being an employee in a government-funded organization would mean encountering a variety of challenges that one can learn a lot from. The experience and skills gained from working in the public sector can show future employers the scope of one's abilities as one continues to progress in their career.
- **On-the-job training and employability;** employees in most public sectors are exposed to certain specialized lines of activities or trainings that make them professionals. This gives them an edge ahead of their colleagues and makes them employable by improving their Curriculum Vitae due to additional knowledge and development acquired. In this regard, they become hot cakes to other sectors that may need their services hence, will not lack employment opportunities.

## **Theoretical Framework**

### **Theory of safety and security**

This paper is hinged on "the theory of safety and security" linked to Abraham Maslow's Theory of Safety and Security. The theory assumes that crisis is an inevitable phenomenon which influences human society. Its negative effect reflects in the common identity of security breach and crisis. Its relevance can be found in safety public sector organizations and researches bordering on security. It explains that crisis theory is a scientific discipline that focuses on theoretical aspect of research on crisis with emphasis on nature and causes of crisis. Specifically, the theory focuses on how crisis can be prevented and handled. The theory is dynamic in character. It is independent from concrete reference object and investigates crisis creation and development. The bottom line is its relevance in managing crisis in organizations. In recent times it has been considered as both time contradictions culminate and as a complicated situation which are appropriate for time period designation and when existential complications arise. Crisis is explained as a situation when danger is coming out and simultaneously the aim function of the reference object is threatened or when there is a considerable change in object conditions as a result of uncoordinated or chaotic behavior in a system. During this time the conditions and environmental configurations are changed. This could be as a result of inputs, power supply faults or elements of production or escalated electrical voltage among other unfortunate situations.



Every change needs considerable system reactions for adaptation. Where the changes are pre-empted, the system can make provisions for suitable counter reactions. But, where unexpected and rapid crisis occur, in such a situation, an inappropriate reaction complications or crisis may arise. Basically, safety and security nets are created to manage unexpected and large negative situation,

### **Empirical Literature**

Empirical have been conducted by scholars to relate safety and security to public sector organizations in Nigeria; Velas, et al, (2021): Kozjek & Ferjan, (2015) and Boateng, Coffie & Hayford, (2018). Widening discussion on this issue is the work of Mbelwa, L. (2014) on determinants of the use of accounting information in the public sector budgetary decision-making processes: the case of Tanzanian local government authorities (LGAs). Focus of the paper was on accounting reforms. Developed models of Old Institutional Economics (OIE), New Institutional Sociology (NIS) and New Institutional Economics (NIE), were adopted for the analysis. Findings revealed that instrumental-conceptual use of accounting information increases both an organization's budget efficiency and its external financial legitimacy. Also, accounting information decreases the organization's budget efficiency and the actual external financial legitimacy but increases the promised external financial legitimacy. Security challenges in Nigeria and its implications for business activities and sustainable development was investigated by Ighomereho, & Akpor-Robaro, (2013). Focus of the study was on business investment, operations and sustainable development. Phenomenological interpretation analysis was adopted for the study. The study found that challenges of insecurity would continue unabated if nothing is done towards ameliorating insecurity in Nigeria.

In other climes, Velas, et al, (2021) conducted a study on security and safety culture within an organization in Slovak Republic. The study focused on assessing the security and safety of organizations. Model for evaluating safety and security in organizations was created. The essence was to help identify the contents, elements and sectors in order to gain deeper understanding of culture of safety and security and to be able to examine it. Phenomenological interpretation analysis was adopted for the analysis. It was discovered that indicators of security and safety culture could be identified. The paper adopted interpretive philosophical orientation for the analysis. It was found that there exists wide range of approaches in sensitizing members of an organization on the importance of not taking the distribution of information distribution seriously. Organizational flexibility, employee security, and organizational efficiency in Slovenian public and private sector organizations were studied by Kozjek and Ferjan, (2015). Focus of the paper was on flexibility and security with regard to work. The paper adopted a correlation analysis of data between variables in the analysis findings revealed that there is a low positive correlation level between different flexibility types and security between work securities and types of work and organizations.

Olutuase, (2014) investigated safety management in the Nigerian construction industry. The study focus was on the hazardous nature of the construction industry world over. The study involved both qualitative and quantitative investigations. One sample t-test analysis at 0.05 level of significance was adopted for the data analysis. It was discovered that public sector organizations in Nigeria adopted a poorly managed form safety management system characterized by ineffectiveness and poor documentation. Unraveling road safety challenges, measures, and strategies for improvement in Nigeria was investigated by Chinebuli, Samantha, and Marsde, (2021). The study focus was on occupational hazard and safety in public sector. The focus of this paper is to explore the issue of occupational health and safety in the Nigerian public sector in Edo state. Statistical Package for Social Sciences

(SPSS Version 16.0) was adopted for data analysis. Analysis result revealed that greater number of employees had one form of occupational hazard or the other. Management of these organizations was yet to imbibe safety and security rules in their organizations or sub-sector.

Akinwale, and Olusanya, (2016) evaluated the implications of occupational health and safety intelligence in Nigeria. The study focused on the adopted of various health and safety rules in the management of the organizations. Obtained data were subjected to content analysis and ethnographic technique. Results showed that occupational health, inadequate investment in safety intelligence programme were highly adopted and pursued in the selected organizations. Result also indicated that most organizations experienced more hazards explaining inadequate adoptions of occupational hazards in those organizations. Magaji, Akpa and Ogundiwin, (2021) investigated career development, job security and employee retention: an empirical study of selected private Universities in Ogun State Nigeria. Focus of the study was on retention of employees by management of public sectors. Descriptive and inferential statistics were adopted of the data analysis. It was found that career development has a significant positive effect on employee retention and there is a positive relationship between job security and employee retention the studied sectors. Development of career and security of jobs have significant effect on employee retention.

### **Methodology**

Data was gathered using face-to-face and Computer-Assisted Web and in depth Interview method. A link to an online questionnaire was e-mailed to randomly selected organizations across all economic sectors in Rivers State that had a published e-mail address, either in business directories or on a company website. Two hundred and fifty-two (252) employees were drawn from the population of employees in the three production companies involved in the productions of Confectionaries, Beverages, and Household products using the purposive sampling technique. We asked them to forward our e-mail to their employees. The correlation between different variables was used for data analysis.

The broader view of the role of safety and security prevails today. For instance, the American Society for Industrial Security (ASIS) International, the largest association of security professionals in the United States, defined security as —the non-governmental, private and public -sector practice of protecting people, property, and information, conducting investigations, and otherwise safeguarding an organization’s assets| (ASIS International, 2016). ASIS further argued that public security has a role in —helping the private sector secure its business and critical infrastructure, whether from natural disaster, accidents or planned actions, such as terrorist attacks, vandalism, etc. (ASIS International, 2009b). Experts attending an ASIS symposium were asked to develop a definition of the term safety and security. Safety and Security were found to be an embodiment of the following elements or variables that were use for analysis in the study.

### **The study Estimation**

y draws on survey data from various interview sources namely, Physical security (PS), Information systems security(ISS), Disaster Management (DM), Risk management (RM) Emergency and Contingency Planning (ECP), Fire Protection (FP), security architecture and engineering (SAE), Violence in the Workplace (VWP), Counter terrorism (CT), crime prevention through environmental design (CPTED), Loss Prevention (LP), Competitive intelligence (CI). Specifically, data were collected from three sectors; education, Agriculture and Health sectors.

The questionnaires that were properly completed were collated and coded into the system SPSS Software (Version 9.0) for the data analysis. The researcher utilized frequency count and simple percentage to describe the respondent's characteristics. Relationship between variables was tested using Ordinary Regression Analysis (OLS) Sub-sectors in these sectors were the public organizations where investigations were conducted.

### Data Presentation

Table 2. Sub-Sectors Organisations and the number of Respondents

S/N	Sub-Sectors	Data/Sample size
1	National Veterinary Research Institute (NVRI) -	12
2	Nigerian Institute for Oil Palm Research (NIFOR).	12
3	National Teachers Institute (NTI).	12
4	National Agency for the Control of AIDS (NACA)	12
5	West African Examination Council (WAEC).	12
<b>Total =</b>		<b>60</b>

### Analysis and Results

Objective of the study were addressed using descriptive statistics of table, frequencies, percentages and bar charts.

Table 3 Questions raised bordering on the following Security Issues (n = 60)

Sub-Sectors in the Economy	Departments/Units	Freq/Respond	(%)
National Veterinary Research Institute (NVRI)	Safety Unit Department	4	6.6
	Employee Health Insurance Policy	2	3.3
	Company Counter terrorism Unit	6	10
	<b>Total =</b>	<b>12</b>	<b>100</b>
Nigerian Institute for Oil Palm Research(NIFOR).	Safety Unit Department	2	3.3
	Employee health Insurance Policy	3	5
	Company Counter terrorism Unit	7	11.6
	<b>Total =</b>	<b>12</b>	<b>100</b>
National Teachers Institute (NTI).	Safety Unit Department	5	8.3
	Employee Health Insurance Policy	2	3.3
	Company Counter Terrorism Unit	5	8.3
	<b>Total =</b>	<b>12</b>	<b>100</b>
National Agency for the Control of AIDS (NACA)	Safety Unit Department	3	5
	Employee Health Insurance Policy	4	6.6
	Company Counter Terrorism Unit	4	6.6
	<b>Total =</b>	<b>12</b>	<b>100</b>
West African Examination Council (WAEC).	Safety Unit Department	5	8.3
	Employee Health Insurance Policy	5	8.3
	Company Counter Terrorism Unit	2	3.3
	<b>Total =</b>	<b>12</b>	<b>100</b>

Source: Author's Desk Research, 2022

The socio-demographic variable of the respondents analysis in table 3 revealed that those that accepted that their organization has safety unit department in National Veterinary Research Institute (NVIR) were 4representing 6.6 %. For employee Health Insurance Policy, 2 respondents accepted that such policy exists in the organization reflecting 3.3%. While those for Com[any Counter Terrorism Unit were 6 respondents. This explained 10%. This is an assurance that any inversion into the organization by terrorists to cause mayhem will be repelled by the squad.

In National Teachers Institute (NTI), the presence of Safety unit Department was accepted by 2 respondents representing 3.3%. Presence of Employee Health Insurance Policy had 3, Company Counter Terrorism Unit 7, reflecting 5% and 11.6% respectively.

Analysis on National Teachers Institute (NTI) showed that safety Unit had 5 respondents with 8.3% and Employee Health insurance Policy had 2 with 3.3 % while Company Counter Terrorism Unit had 5 representing 8.3%, 3.3% and 8.3 % respectively.

Throwing these same questions to employees of National Agency for the Control of AIDS (NACA). Questions relating to Safety Unit Department 3 reflecting 5%, on Employee Health Insurance Policy, 4 respondents were answered the question reflected 6.6% while question bordering on Counter Terrorism Unit was also 4 respondents with 6.6% respectively.

Finally on West African Examination Council (WAEC), Safety Unit Department revealed 5 persons with 8.3%. However, questions bordering on Company Counter Terrorism had 3.3%. This is a reflection of porous which allows infiltrations of terrorist into the country and possible sweated.

### **The analysis**

The secondary data and hypotheses were tested by first being established in log forms and the variables were Log transformed to understand the relationship between safety and security in an organization while auto-Regressive-Distributed Lag (ARDL) approach for testing the existence of co-integration relationship among the variables as developed by Pesaran et al. (2001).

Where;

CPSO	Crisis in Public Sector Organization
PS	Physical security
ISS	Information systems security
DM	Disaster Management
RM	Risk management
ECP	Emergency and Contingency Planning
FP	Fire Protection
SAE	Security Architecture and Engineering
VWP	Violence in the Workplace
CT	Counter Terrorism
	Crime Prevention through Environmental
CPTED	Design
LP	Loss Prevention
CI	Competitive Intelligence

The study intended to establish whether the above variables negatively affected by the growing level of lack of management, occupation and industrials safety and security and consequent crisis in public sector organization (CPSO) in sub-sectors in Rivers State, Nigeria in the long and short run. Conversely, improved standard of the variables and job safety and security improvement in the operations and management of public sub-sectors in the long and short run. This paper specified an Auto-regressive-Distributed Lag (ARDL) model, in an Error Correction

Model (ECM) form as follows:

$$\begin{aligned} \Delta \ln \text{CPSO}_t = & \beta_0 \text{CPOS}_{t=1} + \beta_1 \text{PS}_{t=1} + \beta_2 \text{ISS}_{t=1} + \beta_3 \text{DM}_{t=1} + \beta_4 \text{RM}_{t=1} + \beta_5 \text{ECP}_{t=1} + \beta_6 \text{FP}_{t=1} \\ & + \beta_7 \text{SAE}_{t=1} + \beta_8 \text{VWP}_{t=1} + \beta_9 \text{CT}_{t=1} + \beta_{10} \text{CPTED}_{t=1} + \beta_{11} \text{LP}_{t=1} + \beta_{12} \text{CI}_{t=1} \\ & + \sum_{t=0}^a 1 \Delta \ln \text{CPOS}_{t=1} + \sum_{t=0}^a \theta_1 \Delta \ln \text{CPSO}_{t=1} + \sum_{t=1}^a \theta_2 \Delta \text{PS}_{t=1} + \sum_{t=1}^a \theta_3 \Delta \text{DM}_{t=1} \\ & + \sum_{t=1}^a \theta_4 \Delta \text{RM}_{t=1} + \sum_{t=1}^a \theta_5 \Delta \text{DM}_{t=1} + \sum_{t=1}^a \theta_6 \Delta \text{PF}_{t=1} + \sum_{t=1}^a \theta_7 \Delta \text{SAE}_{t=1} \\ & + \sum_{t=8}^a \theta_9 \Delta \text{CT}_{t=1} + \sum_{t=1}^a \theta_{10} \Delta \text{CPTED}_{t=1} + \sum_{t=1}^a \theta_{11} \Delta \text{LP}_{t=1} + \sum_{t=1}^a \theta_{12} \Delta \text{CI}_{t=1} \end{aligned}$$

Auto Regression-Distributed Lag (ARDL) was adopted as an approach for testing the study data to observe the presence con-integration relationship among the variables as developed by Pesaran et al (2001) and adopted by Yusuf, and Mohd, (2022). The dependent and independent variables utilized in this analysis were chosen after considering fundamental economic theories, relevant empirical literature and the study’s objectives. The variables were demonstrated in regression in econometric models relevant in the regression not to cause or create bias as posited by Yusuf and Mohd, (2022). The paper drew data from both primary and secondary sources mostly from Nigeria’s insecurity and terrorism. Inability and endogeneity challenges to test the long run estimated coefficients associated with Engle Grander method. Firstly, endogeneity problems and inability to test hypotheses on the estimated were avoided. Another challenge is the long run coefficients and the long run parameters concurrently estimated in the adjustment of speeds together with the long run external shocks. This is however, relieved by the determination of integration of the variables and the unit test pre-testing. Efficiency reliability for small samples in analysis are comparable to this paper as posited by Nguyen (2020), the ARDL are superior for considerable samples

Table 4. Descriptive Statistics showing the effects of unsafe and insecurity elements on selected public sub-sectors

	Mean	Median	Max	Mini	Std Dev	Skewness	Kurtosis	J.B.Prob	Obsvtn
CPSO	13,682,235	120577340	12668145	12,668,145	22,261,565	0.73	1.22	0.054	60
PS	1.38	1.12	4.68	1.14	1.18	1.30	4.61	0.001	60
ISS	133,615	5034.44	2,233450	486.20	125,618	4.41	22.14	0.00	60
DM	110.12	31.64	582.22	31.64	2,233,450	1.18	2.38	0.002	60
RM	26.17	24.21	482.22	13.16	10.55	0.88	2.28	0.02	60
ECP	61.64	14.82	78.28	0.03	101.40	1.31	2.88	0.004	60
FP	131.222	31.334	277.26	7.10	182.501	1.21	2.50	0.01	60
SAE	22.78	15.25	558.621	6.15	11.03	0.55	1.16	0.12	60
VWP	17.81	11.28	61.73	4.28	15.81	1.71	4.14	0.00	60
CT	0.24	0.01	1.10	0.00	0.37	0.52	1.28	0.02	60
CPTED	0186.65	781.26	2087.88	160.11	0758.18	0.43	1.74	0.11	60
D									
LP	8.56	5.15	16.10	1.70	6.15	0.72	1.55	0.08	60

## Discussion of Results

Analysis of small samples is more efficient and reliable lily to be compared to this paper. According to the works of Pesaran et al (2001), ARDL methodology bound testing is explained to be better adoptable methodology than multivariate con-integration. In other words, better by using vector autoregressive (VAR) models, a greater number of variables can be accommodated by ARDL model. It is good and more reliable when it comes to structural Lag since its multiple optimal Lag structure can be accommodated for distinct variables.

## Study Analysis of Variables

Series of preliminary tests were conducted on the obtained data and characterized by the study properties to assess Ordinary Least Square suitability and reliability of the regression analysis. Separate variable’s descriptive statistics summary is provided in table 3. In the table, probability of Jarque-Bera value of CPSO, PS, ISS are > 5% significance level reflecting normal distribution of variables. Probability of other variables Juaque-Bera showed a clear normality lack in their residuals, shown in the Jargua-Bera significance

value levels of 0.05%. The residua normality can be attributed to susceptibility of disaster management and other job risks within the occupations which perhaps may have caused outliers, resulting to residual non-normality. The Jarqua-Bera probability of the log-transformed values of RM, ECP, FP, SAE and VWP were, however, to be normally estimated distributed. Again, normality of required distribution of the ARDL to adopted co-integration method in this study. Following estimated result report are all considered efficient?

Table 5. The Pearson Correlation Analysis

	CPSO	PS	ISS	DM	RM	ECP	FP	SAE	VWP	CT	CPTED	LP	CI
<b>CPSO</b>	1.00												
<b>PS</b>	-0.27	1.00											
<b>ISS</b>	0.21	-0.30	1.00										
<b>DM</b>	-0.23	0.38	-0.65	1.00									
<b>RM</b>	0.20	-0.31	0.77	-0.63	1.00								
<b>ECP</b>	0.25	-0.31	0.66	0.62	0.66	1.00							
<b>FP</b>	0.25	0.40	-0.37	0.34	0.27	-0.33	1.00						
<b>SAE</b>	-0.08	0.11	-0.13	0.11	-0.15	-0.12	0.17	1.00					
<b>VWP</b>	-0.27	-0.18	-0.27	-0.33	0.38	0.44	-0.38	-0.14	1.00				
<b>CT</b>	-0.18	-0.41	-0.17	-0.50	0.58	0.61	-0.51	-0.22	-0.14	1.00			
<b>CPTED</b>	0.34	-0.42	0.36	0.61	0.68	0.66	-0.32	-0.31	-0.32	0.64	1.00		
<b>ED</b>												1.00	
<b>LP</b>	0.43	-0.51	0.67	-0.74	0.34	0.32	-0.12	-0.16	-0.18	0.20	0.74	1.00	
<b>CI</b>	-0.23	-0.43	0.32	0.32	0.21	0.12	-0.11	-0.42	-0.11	0.26	-0.18	0.46	1.00

Table 6. Summary of Unit Root Test

Variables	ADF		PP Test		Remark	Zivot-Andrews			
	Level	1 <sup>st</sup> Diff	Level	1 <sup>st</sup> Diff		Break Date	Level	1 <sup>st</sup> Diff	Rmk
<b>PS</b>	-3.177 <sup>a</sup>	-4.383 <sup>a</sup>	1.567 <sup>n</sup>	-12.79 <sup>a</sup>	1(0)	1883 <sup>a</sup>	-4.150 <sup>n</sup>	-10.123 <sup>a</sup>	1(0)
<b>ISS</b>	-3.443 <sup>a</sup>	-3.443 <sup>a</sup>	-2.18 <sup>n</sup>	-3.528 <sup>a</sup>	1(0)	2012 <sup>a</sup>	-3.625 <sup>b</sup>	-4.010 <sup>a</sup>	1(0)
<b>DM</b>	-1.019 <sup>n</sup>	-3.354 <sup>a</sup>	-2.760 <sup>n</sup>	-3.628 <sup>a</sup>	1(0)	1884 <sup>b</sup>	-4.347 <sup>a</sup>	-4.557 <sup>a</sup>	1(0)
<b>RM</b>	-1.028 <sup>n</sup>	-3.275 <sup>a</sup>	-2.760 <sup>n</sup>	-3.26 <sup>a</sup>	1(1)	1887 <sup>a</sup>	-4.474 <sup>a</sup>	-4.557 <sup>a</sup>	1(0)
<b>ECP</b>	-1.405 <sup>n</sup>	-5.261 <sup>a</sup>	-1.461 <sup>n</sup>	-11.77 <sup>a</sup>	1(1)	1884 <sup>a</sup>	-4.478 <sup>n</sup>	-6.274 <sup>a</sup>	1(0)
<b>FP</b>	-1.653 <sup>n</sup>	-5.000 <sup>a</sup>	-1.461 <sup>n</sup>	-5.000 <sup>a</sup>	1(1)	1006 <sup>b</sup>	-3.362 <sup>n</sup>	-6.138 <sup>a</sup>	1(0)
<b>SAE</b>	-1.405 <sup>n</sup>	-3.654 <sup>a</sup>	-1.702 <sup>n</sup>	-3.654 <sup>a</sup>	1(1)	2017 <sup>n</sup>	-2.733 <sup>n</sup>	-5.461 <sup>a</sup>	1(0)
<b>VWP</b>	-1.831 <sup>n</sup>	-4.115 <sup>a</sup>	-1.081 <sup>n</sup>	-11.11.0 <sup>a</sup>	1(1)	2007 <sup>n</sup>	-4.828 <sup>n</sup>	-4.535 <sup>a</sup>	1(0)
<b>CT</b>	-2.832 <sup>n</sup>	-5.231 <sup>a</sup>	-0.658 <sup>n</sup>	-18.577 <sup>a</sup>	1(1)	2001 <sup>b</sup>	-2.532 <sup>n</sup>	-4.781 <sup>a</sup>	1(0)
<b>CPTED</b>	-0.132 <sup>n</sup>	-5.318 <sup>a</sup>	-0.031 <sup>n</sup>	-5.331 <sup>a</sup>	1(1)	1882 <sup>b</sup>	-2.257 <sup>n</sup>	-6.123 <sup>a</sup>	1(1)
<b>LP</b>	-0.629 <sup>n</sup>	-5.510 <sup>a</sup>	-0.628 <sup>n</sup>	-5.262 <sup>a</sup>	1(1)	1882 <sup>a</sup>	-2.467 <sup>n</sup>	-8.772 <sup>a</sup>	1(1)
<b>CI</b>	-0.272 <sup>n</sup>	-4.126 <sup>a</sup>	-0.272 <sup>n</sup>	-4.128	1(1)	1015 <sup>b</sup>	-2.711 <sup>n</sup>	-4.806 <sup>a</sup>	1(1)

Notes a, b and c denote the rejection of the null hypothesis at 1%, 5% and 10% significance levels, respectively, while n denotes Not Significant

Scrutinisatation analysis was conducted to magnify the multi-co linearity severity among the explanatory variables in the model. Highly collinear is the explanatory variable with correlation coefficient between any pair of variable with greater magnitude greater than ± 0.80. Table 2 is a display of test findings of display of multi-collinearity or linear dependency between variables in the model.

**ARDL Test for Co-integration**

Table 7 ARDL Bounds test for Co-integration Results

LnRGDP = f(FDI, GFCF, GTD, INFR, INS, LnFRR, LnGEE, LnGHE, LnGSS, LnPCI, UMP)	Model	F-statistics	K	Critical-Value	Decision
		15.114	9	% Lower Bound Upper Boun d	Reject H0 and Accept Hi
				1% 3.61 2.17	
				4 1.85 2.03	
				11 1.65 2.66	

The approach of bound of F-test is to determine the presence of long run relationship between investigated variables and its role in joint significance lag level in the investigation and its test for joint significance of the variables in the model. The correct choice lag length is important and critical for the F-test outcomes. Annual are the study observations with a sample size of 60 in 12 parameters. Since the number of observations is small, it was necessary to keep the degree of freedom and ideal length of lag 1 or 2 as chosen from the dependent variable and the regressors utilizing the criteria of Akaike information. The 1<sup>st</sup> equation was estimated with structural lag of between 0 and 1 written as; (1,1,2,2,2,2,2,2,2,2,0) considered as the most efficient estimation in the models. Obtained results or outcomes from the ARDL bounds testing Approach and F-test are contained in table 7 which indicated that calculated F-statistic.

The results obtained from the ARDL bounds testing approach and the estimated F-test are contained in Table 4 showed > the upper bounds. Table 4 indicated that the calculated F-statistic of 15.114 is > than the upper bound critical value of 3.151 at 1% level of significance for the due to existing long run relationship between safety, security and public sector jobs/employments. Influencers of insecurity in public subsectors in Rivers State clearly capture in the 1<sup>st</sup> equation. This reflects insecurity and risk behaviors work together in the long run perhaps any short run movement in interactions will return the crisis and insecurity situations to equilibrium to the state in the short run.

Table 8. Effects of Insecurity on Public Sector Organizations Sub-Sectors

Table 5 Estimated ARDL	Regressors	Coefficient	Std Error	t-Statistics	P- Value
long-run coefficients.	LnCPSO	-0.0560	0.0044	-12.1572	0.0000
Dependent variable: LnRGDP	PS	-0.0022	0.0008	6.9347	0.0102
	ISS	0.0078	0.0008	-2.5685	0.0002
	DM	0.00143	0.0003	8.7017	0.0000
	RM	-0.0022	0.0011	11.7118	0.0000
	ECP	0.0068	0.0008	-3.1765	0.0041
	FP	0.0213	0.0021	8.7117	0.0001
	SAE	-0.4411	0.0208	-17.3127	0.0000
	VWP	0.6215	0.0340	12.7106	0.0000
	CT	-0.6253	0.1106	-4.5457	0.0001
	CPTED	0.4636	0.0285	13.4124	0.0000
	LP	-0.0023	0.0006	-3.8616	0.0014
	CI	12.4767	0.5201	18.8641	0.0000

### Long Run Effects of Insecurity on Public Sectors in Nigeria

In understanding the long run effect of insecurity on public growth in Rivers State, Nigeria, the ARDL long run model. In order to capture the effect of unsafe and insecurity in public sector organizations bordering on job insecurity and occupational hazards in Rivers State, it became necessary to estimate ARDL conditionally using long run model stated in equation 1. As established in table 5 above. The long term effect of emergency and Contingency Planning (ECP) reflected a significant negative relationship with public sector organization jobs and activities in Rivers State. Nigeria being a developing country with poor security intelligent formation and lack of important security architecture needs reasonable build up of intelligent gathering and investment in security outfits to guarantee safety at manufacturing/production factories to spur adequate security and safety of human beings and environment. This has created lack of locally produced goods and services, job provisions and at the same time scared away investors especially in the oils and gas sector.

No investor be it local or foreign will feel free to invest in a country with hostile environment devoid of safety and security. The redirection of investment approach in Nigeria has been attributed to terrorism and militancy activities in both North and Southern part of the country. The resultant effect is scarcity of goods and services, inflation

occasioned by lack of goods and eventual inflation adjusted value (prices of goods produced available in the country. Apparent incapacitation of the government to fight system disturbances is a major setback to everlasting peace in the country. This level of ineptitude has created both long and short run potential negative effect. Portfolio investors are daily updated of the attacks or both expatriates and locally sourced manpower and has also discouraged growing human capital development

The government's apparent incapacity to provide a secure and safe environment for people, property, and the performance of business and economic operations and the country's dismal economic state is responsible for the gradual withdrawal of Portfolio as well as foreign direct investment from Nigeria and other African developing countries. The result is in concord with previous studies of Chinebuli, Samantha, and Marsde, (2021) and Akinwale, and Olusanya, (2016) who reported a significant negative impact of safety and Security in public sector organization.

Table 9. Error Correction Model

Table 9 Error correction representation for the selected ARDL model ARDL (1, 1, 2, 2, 2, 2, 2, 2, 0)	Regressors	Coefficients	Std. Error	t-Statistic	P-value
	LnCPSO	-0.0034	0.0011	-1.1158	0.0575
	DPS	-0.0150	0.0007	-19.2166	0.0000
	DISS(--1)	0.0217	0.0014	17.3130	0.0000
	DDM	0.0131	0.0004	20.4561	0.0000
	DRM(1-)	-0.0212	0.0075	-8.1471	0.0000
	DECP	-0.0116	0.0077	-21.8685	0.0001
	DFP(-1)	-0.0115	0.0017	-21.8685	0.0000
	DSAE	-0.0614	0.0016	-7.3215	0.0002
	DVWP(-1)	-0.0207	0.0181	-24147	0.0338
	DCT	-0.0415	0.0081	-15.1465	0.0000
	DCPTED(1-)	-0.0316	0.0085	-17.2653	0.0000
	DLP	0.1483	0.0122	15.4163	0.0000
	DCI(-1)	-0.1324	0.0386	21.6621	0.0000
	CointEqtn(-1)	-0.3046	0.04339	19.3792	0.0000

Cointegration Equation = LnCPSO - (-0.0034\* DPS -0.0150\* ISS + 0.0217\* DDM 0.0131\* DRM -0.0212\* ECP -0.0116\*LnCPTED - 0.0316 LnSAE -0.0614\*LnVWP - 0.6264\*LnLP 0.1483\*LnCT - 0.0034\* )

### Short-Run Effects of Insecurity on Economic Growth in Nigeria

It was found that after the long run estimation of the coefficients, the ARDL model utilized the value of the lags of all the variables in equation 1 consisting of combinations of linear estimates represented by error-correction term (ECT) in the model estimation in the short run dynamics in combination of the long run relationship effect. The analysis in table 9 revealed correction of errors in the model which is highly significant and signed appropriately and with error correction model of -0.3046 coefficient. This explains that 30% of the long run safety derivations are inputs from past years. The level of insecurities can be accumulated from past activities due to long run equilibrium in the present year. Ultimately, increase in insecurity in the present century accounts for the insolvency and closure of public sub-sector organizations in Rivers State.

Table 10. ARDL model Diagnostics test indicators.

Test	Null Hypothesis	F-statistic	P-value
Jarque-Bera	There is Normal Distribution	0.2383	0.7716
Breusch Godfrey	No Serial Auto-Correlation	2.0000	0.1631
Breusch-Pagan-Godfrey	No Heteroscedasticity	0.5147	0.7342
Ramsey RESET	No misspecification	1.2167	0.2451

In the stability test of squares conducted in table 10 showed that the presence of the variables was justifiable. Measure in millions is LnCPSO being the dependent variable as justification of the employed socio-economic indicators in the analysis. The analysis



evaluated the crisis in selected public Sub-Sector organizations in Rivers State. Based on the reviewed literature theory, CPSO is used as a gauge/measure of the level of safety and security challenges in Public sub-sectors in the economy of a country and Physical security (PS) is the control variable used in the model to assess the insecurity level in public sub-sectors. Disaster management (DM), Risk management (RM), Emergency and Contingency Planning (ECP), Violence in the Workplace (VW), and many more are the presence of insecurity in the selected sub-sectors in organizations. The study adopted Crime Prevention through Intelligence and Planning (CPIP) as proxy for mounted strategy for countering insecurity in public sub-sector organizations.

### **Conclusion**

States exist to provide certain public goods to those living within their borders. The most important of these is the creation of a safe and favourable environment that ensures lives, livelihoods and investment. Insecurity has reached frightening proportions in Nigeria, rearing its ugly head in numerous aspects of our national life. Public Sub-sectors are strategic to every economy as they are positioned in different sectors. Public sectors are effectively manned by sub-sectors for better service delivery to the members of the public. The most essential is the safety and security related sub-sectors which ensures conducive business environment for businesses to thrive in every country and economy. On daily basis lives and properties are lost through unsafe environment and lack of job security. These may be through unwholesome practices relating to Crisis in Public Sector Organization Physical security, Information systems security, Disaster Management, Risk management Emergency and Contingency Planning Fire Protection, Security Architecture and Engineering Violence in the Workplace, Counter Terrorism, Crime Prevention through Environmental. Day after day, lives are lost, the population is depleted, businesses are paralyzed, investments incomes are dropping. Are plummeting, multinational corporations are shutting their operations and leaving the country, unemployment is skyrocketing, and the citizenry terrified and acutely impoverished. Insecurity retards peace and profitability in investments and increases income loss. Design occupational hazards, Competitive Intelligence as strategies for curbing insecurity at work place in Rivers State. Clearly, absence of these strategies makes public sub-sectors prone to unsafe place and insecure. The study revealed highly significant and signed long run safety derivations are inputs from past years. Sub-public organizations' incapacity to provide a secure and safe environment for their workers is responsible for the recorded loss of lives and properties at work place. Insecurity in the state is responsible for Nigeria's dismal economic state and also responsible for the gradual withdrawal of foreign direct investment in Nigeria and other African developing countries. Long term effect of emergency and Contingency Planning (ECP) reflected a significant negative relationship with public sector organization jobs and activities in Rivers State. Insecurity is significantly responsible for the long run existing relationship between safety, security and public sector jobs/employments.

### **Recommendations**

If public sub-sector organizations are to function effectively with adequate deliverables in the state, the following recommendations should be adhered to;

- (i) Public sector organizations should ensure that security frameworks are adopted in every sub-sector organizations under them.
- (ii) Further studies should be conducted in public sub-sector organizations to examine what and what constitutes safety and security risks in them and make recommendations as way forward.

- (iii) Government should create bodies or organizations to be in charge of the operations of public sub-sectors as a way of regulating their activities to increase safety and security confidence of workers.
- (iv) Public Sub-sector organizations should from time-to-time organize safety and security trainings for their staff to equip them on the actions to take on event of any insecurity occurrence.

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