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Conflict Resolution in the Nigerian Oil and Gas Construction Industry

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Abstract

Purpose: The high incidence of conflicts within this sector has significant ramifications, such as project delays, exceeding budgeted costs, and project abandonment (Oyewunmi et al., 2018). Cultural and linguistic disparities, inadequate communication, and competing interests among stakeholders are some of the causes of these conflicts. These conflicts are made worse by the intricate contractual arrangements, weak conflict resolution procedures, and weak regulatory frameworks that characterize the sector. Even though Nigeria's economy greatly benefits from the oil and gas sector, the frequency of conflicts impedes the sector's expansion and stability.

Materials and Methods: The methodology adopted is by secondary data which entails the examination of pre-existing data from many sources, including academic journals, industry reports, and government papers. The quality of the secondary data used in these studies depended on the reliability and validity of the sources, the methodology used in data collection, and the rigor of the analysis.

Findings: The ecological consequences of oil production are a significant cause for conflict in the Nigerian Oil and Gas Construction sector. It is critical for all parties involved to collaborate to reduce this impact and ensure the industry's long-term viability. Regional interests frequently influence the oil sector, particularly in areas with abundant oil resources. These interests may occasionally result in confrontations with other parties.

Implications to Theory, Practice and Policy: The research recommends that fairness and equity should be the watchword in distribution of the gains and pains of the economy so that no regions of the country will feel cheated. There should be transparent allocation of proceeds. The active participation of young individuals in the Niger Delta region in the formulation of policies that will directly impact their welfare is crucial and should be adopted.

Keywords: *Conflict, Resolution, Oil, Gas, Construction, Industry*

1.0 INTRODUCTION

The Nigerian oil and gas construction industry is a significant sector that contributes substantially to the country's economy (Adeyemi et al., 2020). However, the industry is plagued by numerous conflicts that hinder its growth and stability (Oyewunmi et al., 2018). Conflict resolution is a critical aspect of effective project management, and the oil and gas construction industry is no exception (Fatile et al., 2017). The Nigerian oil and gas construction industry is characterized by complex projects, involving multiple stakeholders, including international oil companies, contractors, subcontractors, and government agencies (Okoro et al., 2019). This complexity creates an environment conducive to conflicts, which can arise from cultural and linguistic differences, poor communication, and conflicting interests among stakeholders (Ezeokoli et al., 2020). The industry's contractual arrangements are often intricate, with multiple contracts and subcontracts, leading to confusion and misunderstandings (Ibem et al., 2018). Additionally, the regulatory framework governing the industry is sometimes ineffective, leading to conflicts between stakeholders and the government (Nwosu et al., 2019).

The prevalence of conflicts in the Nigerian oil and gas construction industry has severe consequences, including project delays, cost overruns, and even abandonment (Oyewunmi et al., 2018). These conflicts also damage relationships among stakeholders, undermine trust, and discourage foreign investment (Adeyemi et al., 2020). Despite the significance of conflict resolution in the industry, existing mechanisms for resolving conflicts are inadequate (Fatile et al., 2017). Litigation is often the primary approach, which is time-consuming, costly, and may not address the underlying issues (Ezeokoli et al., 2020). Alternative Dispute Resolution (ADR) methods, such as mediation and arbitration, are underutilized, and their effectiveness is hindered by factors like inadequate training, cultural biases, and lack of institutional support (Ibem et al., 2018).

Despite Nigeria's huge reserves of oil, gas, and other valuable minerals, these resources have had a negative impact on the country's growth rather than being a benefit (O'Brien, O'keefe, Rose, & Wisner, 2006). The Nigerian economy displays many of the symptoms associated with the "Dutch disease" condition, like other growing countries that rely on natural resources. The management of national wealth in Nigeria is influenced by a rentier mindset (Donwa, Mgbame, & Julius, 2015). Design flaws and inadequate execution have diminished the expected benefits of various adjustments (Egunjobi, 2013). There has been increasing worry about Nigeria's capacity to endure as a nation amidst escalating violent conflicts, especially in the Niger Delta, which is the country's southernmost region (Okpan & Njoku, 2019).

The high incidence of conflicts within the sector has significant ramifications, such as project delays, exceeding budgeted costs, and potentially even project abandonment (Oyewunmi et al., 2018). Conflicts have detrimental effects on relationships among stakeholders, erode trust, and deter foreign investment (Adeyemi et al., 2020). Although dispute resolution is important, the current methods are insufficient, with litigation being the main way (Fatile et al., 2017). The utilization of Alternative Dispute Resolution (ADR) methods is not fully maximized, and their effectiveness is impeded by variables such as insufficient training, cultural prejudices, and the absence of institutional backing (Ibem et al., 2018). The industry's dependence on litigation results in protracted conflicts, which harm relationships and erode trust (Ezeokoli et al., 2020). Inadequate

dispute resolution processes lead to project delays, cost overruns, and potential project abandonment (Oyewunmi et al., 2018).

Problem Statement

Study has shown that dishonest African Leaders misappropriate National resources, redirecting them towards individual accounts and firms instead of meeting the needs of all citizens. This hinders social and economic growth and has led to instability and conflict. Since the country went to democracy in May 1999, the country, especially the oil-rich Niger Delta area, has experienced a series of violent confrontations, often resulting in devastating consequences for the well-being of individuals and the progress of society. Analysts generally believe that the federal government's multiple injustices, particularly the deficiencies in the current revenue sharing agreement that fail to adequately compensate oil-producing states, are the primary cause of this conflict.

Research Aims and Objectives

The main aims and objectives of this study is to examine the conflict resolution in the Nigerian oil and gas industry. Specific objective of the research includes.

- i. To analyze the primary sources of conflicts in the Nigerian oil and gas construction industry.
- ii. To identify how different stakeholders (companies, government, local communities) perceive and experience conflicts in this sector
- iii. To identify strategies and mechanisms that are currently employed for conflict resolution in the industry
- iv. To identify the key challenges faced in implementing effective conflict resolution practices
- v. To provide recommendations for enhancing conflict resolution mechanism and promoting sustainable practices in the oil and gas construction industry

Research Questions

The following questions will guide this study:

- a. What are the primary sources of conflict within the Nigerian oil and gas construction industry?
- b. How do different stakeholders (companies, government, local communities) perceive and experience conflicts in this sector?
- c. What strategies and mechanisms are currently employed for conflict resolution in the industry?
- d. What are the key challenges faced in implementing effective conflict resolution practices?
- e. What are the types of conflicts that are prevalent in the oil and gas construction sector (e.g., contractual, regulatory, interpersonal) and how they differ from conflicts in other industries.

2.0 LITERATURE REVIEW

Conceptual Review

The Concept of Conflict

Conflict originates from the Latin word "conflictus," which refers to a battle or struggle for dominance, as well as a disagreement or argument. Relationships often involve conflicting interests when two or more people with interdependent relationships have different aims, limited rewards, and feel interference from one another (Levels et al., 2001). Akpuru-Aja (2009) defines it as an attitude or protest that arises from irritation due to a lack of opportunity for personal growth, as well as a lack of acknowledgment and identity. It refers to a conflict that arises when two or more parties, who rely on each other, have different goals and limited resources, and feel that the other party is obstructing their aims (Adler, 2001).

Conflict Resolution

Resolution is the act of simplifying intricate entities into a more straightforward form. It encompasses both the fundamental concept and the systematic approach implemented to address conflict and establish harmony. It implies a feeling of conclusiveness when the individuals involved in a dispute are both content with the result of an agreement and the problem is genuinely settled (Best, 2009)

Types of Conflict

Intrapersonal conflicts refer to internal arguments that arise within an individual regarding various aspects of life, such as time management, professional choices, and marital troubles, among others. Dissonance arises from the inherent complexities and contradictions of human nature, leading to confusion, perplexity, and a lack of internal harmony.

Intra-group conflict, also known as societal conflict, refers to the expression of disagreement among members within a group or organization.

Conflict can have a significant impact when individuals realize that their feelings and emotions are not compatible. A conflict of interest arises when individuals have divergent views on a certain course of action or intended pursuit. Value conflict arises when individuals hold divergent views regarding matters of existence. Cognitive conflict refers to the state in which two or more individuals become conscious of the fact that their cognitive processes or views does not agree with that of the other. Goal conflict arises when individuals hold divergent views regarding a desired outcome or final condition. Societal conflict is caused by inequitable or imbalanced social connections.

Theoretical Review

Resource Curse Theory

Countries with little or nonexistent resources face both possibilities and problems in the realms of economics, politics, and society. Efficient utilization of resource wealth can lead to increased prosperity for current and future generations. Nevertheless, if not effectively controlled, they might potentially instigate economic instability, social discord, and enduring harm to the environment. The resource curse theory refers to the phenomenon where countries with abundant natural resources fail to successfully utilize their wealth for the development of their country and its

people. We attribute this failure to their institutions' inability to adequately meet public welfare needs. The concept of the resource curse refers to the notable social, economic, and political difficulties that are specific to countries with abundant resources. Although one could argue that the discovery of natural resources in a country leads to improved development outcomes, resource-rich countries typically experience a higher number of conflicts and authoritarian institutions, as well as greater economic instability and slower economic development, when compared to countries without significant natural resources (Williams 2016).

According to political and economic theories, experts in political science and economics argue that mineral wealth, especially hydrocarbons, differs from other forms of wealth due to its significant profits, fluctuating prices, unpredictable production, limited availability, and the industry's secretive nature (Beblawi & Luciani, 2016). The resource curse argument suggests that many countries with abundant mineral resources have struggled or failed to fully utilize their wealth to their full potential. Overall, these countries have a higher tendency towards authoritarianism, conflict, and economic instability in comparison to countries that lack these resources (Williams 2016). Mineral-rich countries frequently encounter specific difficulties associated with oil, mining, and gas extraction. However, governments have the potential to make policy choices that might mitigate the adverse effects of extraction and maximize the advantages. Nevertheless, what specific characteristics of natural resource revenues could potentially cause further difficulties for nations? The following notable observations and theories aim to clarify this inquiry.

Furthermore, the lack of disclosure regarding resource revenues deprives citizens of a transparent understanding of the management of these funds and their rational allocation. Advocates of this perspective (Okunola & Ikuomola 2012; Green & Otto 2014) argue that promoting openness and accountability in revenue management fosters confidence between the government and its citizens. By engaging citizens in the processes of planning and direct wealth distribution, we can perhaps reduce the inclination towards authoritarianism.

Regarding conflict, some studies (Picton-Turbervill 2014; Beblawi & Luciani 2016; Williams 2016) have demonstrated that natural resources can serve as catalysts for internal conflicts. This occurs when various armed groups vie for control over these resources or use them to finance their military activities. Since 1990, Chidi (2010) and Williams (2016) have conducted research recommending that oil-rich countries in Africa are twice as prone to experiencing civil wars as non-oil producing countries. Resource-rich countries often exhibit a tendency towards inefficient spending and excessive borrowing. Several scholars in the field have reached a consensus that mineral-rich governments may experience significant fluctuations in the amount of revenue they collect from resources due to changes in commodity prices and production levels (Downey, Bonds, & Clark 2010; Okunola & Ikuomola 2012; Green & Otto 2014). Essentially, these experts argue that in countries with abundant resources, governments have a tendency to excessively spend on items such as government salaries, ineffective fuel subsidies, and grand monuments, while allocating a meager budget to health, education, and other social services. Spending changes and uncertain revenues are both problematic. An ongoing issue in many countries with abundant mineral resources is that governments often find themselves in a difficult situation during periods of economic boom and bust. When revenues increase, governments tend to allocate funds towards long-term projects like airports and monuments.

Rentier State Theory: Oil Rents

A rentier state is defined by political and international relations scholars as a state that generates its income by leasing local resources to overseas clients (Omeje, 2006; Basedau & Lay, 2009). People commonly define rents as the income that comes from exporting natural resources (Beblawi 1990:85). Hussein Madhavy's research (Madhavy 1970) forms the theoretical foundation of the rentier state model. Hussein Madhavy developed the notion of the rentier state to analyze the economic patterns and challenges faced by oil-producing countries in the Middle East, including Iran and the Gulf Monarchies. Later, resource-rich countries in Africa and South America applied the theory to examine the origin of institutional instability (Basedau & Lay 2009; Beblawi & Lucianai 2016). Rents are considered exogenous to the economy as they are not generated from internal productive systems but rather obtained from external sources, thanks to global capital. From this perspective, we can describe a rentier state as one that heavily depends on the tax and royalty payments made by multinational enterprises (MNCs), as well as the profits derived from its ownership stakes in MNCs' investments (Karl, 1997). In the World Bank's classification, a rentier economy or rentier state refers to a country whose mineral production contributes to at least 10% of the gross domestic product (GDP) and whose exports comprise at least 40% of the overall exports (Nankani, 1979). We can categorize many African countries with abundant natural resources, like Nigeria, as rentier states due to their heavy reliance on the mining, oil, and gas industries. These sectors contribute to 80% of their revenue (GDP) and 90% of their export revenues (Lapin & Rossiasco, 2011).

The central tenet of rentier theory asserts that the ruling elites invariably monopolize the rents produced by rentier states, primarily allocating these rents for their own benefit rather than for the overall welfare of society. Because they rely on unearned income, such as mineral rents, the governmental elites have little motivation to establish a system of mutual duties with citizens through domestic taxation. Therefore, the state has the freedom to allocate the rent in a manner that it considers appropriate, particularly in a way that will ensure peace and stability. Although reliance on rents can lead to the erosion of institutional value, development, and democracy, it also provides ruling elites with substantial resources, offsetting the indirect impact on stability (Beblawi, 1987; Luciani, 1987).

3.0 MATERIALS AND METHODS

Research Approach and Design

Utilizing secondary data in a qualitative research approach is an appropriate methodology for investigating dispute resolution in the Nigerian oil and gas construction business. This methodology entails the examination of pre-existing data from many sources, including academic journals, industry reports, and government papers (Creswell, 2014). To initiate qualitative research using secondary data, the initial step is to ascertain pertinent data sources (Bryman, 2012). This entails performing a comprehensive examination of the literature to ascertain the current body of research on conflict resolution within the Nigerian oil and gas construction sector. This served the purpose of identifying deficiencies in current research and provided guidance for the study question and objectives (Fatile et al., 2017). The advantage of utilizing secondary data was the ability to conduct a thorough examination of pre-existing research on conflict resolution in the Nigerian oil and gas construction industry (Creswell, 2014). This helped identify deficiencies in

current research to guide the creation of a conflict resolution framework. In addition, the secondary data offered a cost-efficient and effective means of doing research by eliminating the necessity of collecting original data (Bryman, 2012).

Research Sampling & Description and Sources of Secondary Data Selected

Academic journals and articles (e.g., Journal of Construction Engineering and Management, Journal of Conflict Resolution) (Creswell, 2014), Industry reports and publications (e.g., Nigerian National Petroleum Corporation (NNPC) reports, Oil and Gas Journal) (Yin, 2014), Government documents and policies (e.g., Nigerian government policies on conflict resolution, Ministry of Petroleum Resources reports) (Krippendorff, 2013), Online databases and repositories (e.g., Google Scholar, ResearchGate) (Bryman, 2012) and Books and book chapters (e.g., Conflict Resolution in the Construction Industry by Fatile et al., 2017) (Fatile et al., 2017).

The rationale for using secondary sources of data is to provide a comprehensive review of existing literature on conflict resolution in the Nigerian oil and gas construction industry (Creswell, 2014), gain insights into industry best practices and current trends in conflict resolution (Yin, 2014), understand government policies and regulations related to conflict resolution in the industry (Krippendorff, 2013), access a wide range of data and information from various sources (Bryman, 2012), build on existing research and knowledge in the field (Fatile et al., 2017), by using secondary sources of data, this study can gain a deeper understanding of conflict resolution in the Nigerian oil and gas construction industry, identify gaps in existing research, and develop a comprehensive conflict resolution framework for the industry.

The sample size is not limited, as the study aims to analyze existing data from various sources. The sample is purposive, as the sources are selected based on their relevance to the research topic (Bryman, 2012).

Quality of Secondary Data

When conducting research using secondary data, ethical considerations are crucial to ensure the study is conducted in a responsible and respectful manner. In this study of conflict resolution in the Nigerian oil and gas construction industry using secondary data, several ethical measures were considered.

I ensured that the secondary data sources are credible and reliable (Creswell, 2014). This means that I evaluated the sources for bias, accuracy, and relevance to the study. Using credible sources ensures that the data is trustworthy and generalizable.

I had to respect copyright and intellectual property rights (Bryman, 2012). This means that in the carrying out the research, I ensured that the use of secondary data does not violate any copyright laws or intellectual property rights. In this case, I did proper citation and referencing to avoid

Secondary Data Ethical Measures

Secondary data ethics entailed that during the research I followed all the guidelines in ensuring the data collected are credible, valid, gotten from the real source and proper permission are gotten from the owners of that data. Using secondary data usually will not require ethics approval, as secondary data has already been collected by other researchers for the purpose of other research projects. When organizing and carrying out this research, one thing I did was to keep in mind the ethical issues that come with using secondary data. The risks of identification of the original

research participants, issues with participant consent to use the data for purposes other than the original research, issues with the research outcome negatively affecting the participants or a group of participants, and other ethical concerns.

4.0 FINDINGS

The primary causes of conflict within the Nigerian oil and gas construction industry include the federal system of governance, feelings of neglect and marginalization, the exploration and exploitation activities of oil companies, a lack of corporate responsibility, oil bunkering, media activities, and the disruption of the youth transition structure.

The analysis uncovered those conflicts in this sector involve a range of perspectives and experiences, including those of international oil companies (IOCs), government local communities (host communities), environmental impact, regional interests, civil society and NGOs, labor unions, and workers. These conflicts involve diverse players, such as companies, the government, and local communities.

The industry presently employs several strategies and procedures for conflict resolution, including public involvement, equitable allocation of resources, regulation of oil and gas activities, market-based instruments, and a fortified development agency.

The study revealed that the main obstacles faced in implementing effective conflict resolution practices are resource control and allocation, environmental concerns, community discontent and marginalization, security challenges, a legal and regulatory framework, corruption and bureaucracy, a lack of trust and communication, cultural and ethnic differences, and political interference.

Analysis of the Findings

Evaluation of Findings

The primary factors contributing to conflict within the Nigerian oil and gas construction industry include the federal system of governance, feelings of neglect and marginalization, the exploration and exploitation activities of oil companies, insufficient corporate responsibility, oil bunkering, media activities, and the disruption of the youth transition system.

Re-Assessment of Research Questions in Relation to Research Findings and Literature

The oil industry is an intricate network including various individuals and groups, each possessing their own distinct viewpoints and backgrounds.

Effectively handling conflicts in the oil industry necessitates a fair and equitable strategy that considers the concerns and viewpoints of all parties involved. To achieve sustainable and fair development in the sector, it is essential for all parties involved to actively participate in open communication, demonstrate mutual respect, and collaborate with one another.

The study's findings highlight the necessity of considering the intricate interplay and connections among corporations, government entities, local communities, and other parties involved in the oil and gas industry (Adeyemi et al., 2020). The study revealed that IOCs, governments, and local communities hold distinct viewpoints and encounter conflicts differently. IOCs prioritize profit motives, the government concentrates on revenue generation, and local communities emphasize

environmental and social sustainability (Adeyemi et al., 2020). This emphasizes the necessity for a more sophisticated comprehension of the intricate dynamics involved in the oil and gas industry.

The study's third findings indicate that the industry today employs several methods and procedures for conflict resolution, including public involvement, equitable distribution of resources, regulation of oil and gas activities, market-based instruments, and a reinforced development agency.

5.0 CONCLUSION AND RECOMMENDATIONS

Conclusion

The primary aim of this study is to analyze conflict resolution within the Nigerian oil and gas Construction industry. The study aims to analyze the different types of conflicts (such as interpersonal and intergroup conflicts) that are common in the Nigerian oil and gas industry. It also seeks to identify the underlying causes of conflicts related to resource exploitation in the Niger Delta region. Additionally, the study aims to evaluate the effectiveness of current conflict resolution mechanisms and suggest improvements. Lastly, it aims to provide recommendations for enhancing conflict management and promoting sustainable practices in the industry.

The study uncovered the main barriers faced when putting effective conflict resolution methods into action. In this context, factors contributing to the issues include resource control and allocation, environmental concerns, community discontent and marginalization, security concerns, a legal and regulatory framework, corruption and bureaucracy, a lack of trust and communication, cultural and ethnic differences, and political interference. These obstacles impede the successful execution of conflict resolution tactics, thereby perpetuating the cycle of conflict and instability. Overall, the study's conclusions offer a thorough comprehension of the intricate matters pertaining to the Nigerian oil and gas construction business. The interconnectedness of the causes of conflict, viewpoints of varied stakeholders, methods for conflict resolution, and obstacles to efficient conflict resolution procedures necessitates a holistic approach to address them in order to foster sustainable development and peace in the region. The study's findings provide useful insights for policymakers, industry leaders, and local communities aiming to address disputes and advance sustainable development in the Nigerian oil and gas construction industry.

This study enhanced our understanding of the obstacles faced by the Nigerian oil industry. It exposed the prevalence of hoarding, speculation, and smuggling, as well as the activities of oil cartels and contract racketeering, all of which, along with widespread corruption, have impeded the industry's potential to contribute to national development. Sustainable development encompasses a social system that puts an end to unbalanced development, a production system that values and protects the environment, a technology-based system that focuses on finding solutions, an international system that promotes sustainable trade and finance practices, and an administrative system that is adaptable. It is worth noting that the oil and gas industry remains the primary source of income for the Nigerian government and its people. Regrettably, instances of corruption are pervasive across the business, spanning from the exploration of oil and gas to the refining and marketing of petroleum products. Due to the country's heavy reliance on the oil and gas industry for sustainable development and national economic growth, the pervasive corruption inside the business has far-reaching consequences for all other sectors of the nation's socio-political economy.

Recommendations

The report proposes a comprehensive investigation of all public looting incidents, with the subsequent prosecution of guilty individuals and the recovery of stolen items based on their monetary value. It is imperative that all anti-corruption authorities perform their core duties without any external interference. The governing authority should not employ them as a means of coercion against individuals who dissent. The allocation of oil blocks, contracts, licensing, and production rights should follow a fair and transparent procedure, free from any intervention by the government or its representatives. We should discourage the practice of granting oil blocks to individuals and instead grant them to corporate entities with broad ownership. The study's findings suggest the comprehensive recommendations listed below:

1. **Governance Reform:** The federal system of governance should undergo restructuring in order to effectively address the pervasive feelings of neglect and marginalization experienced by local communities. Implementing decentralization and devolution of authority can accomplish this, ensuring that local communities have a stronger influence in decision-making procedures
2. **Corporate Social Responsibility:** Oil firms should give utmost importance to corporate social responsibility, ensuring that their actions do not do any harm to local residents or the environment. Active community involvement, thorough environmental impact studies, and adoption of sustainable practices can achieve this.
3. **Resource Control and Allocation:** The Nigerian government should implement an equitable and transparent system for resource control and allocation, ensuring that local communities receive a fair proportion of resources and associated benefits
4. **Environmental Protection:** The Nigerian government should give utmost importance to environmental protection by enacting stringent regulations and laws to effectively avoid occurrences of oil spills, pollution, and habitat loss
5. **Community Engagement:** It is imperative for oil firms and the Nigerian government to actively interact with local communities, considering their concerns and actively incorporating them in the decision-making processes.
6. **Conflict Resolution Mechanisms:** We should develop a robust development agency to effectively address conflicts by involving the public, ensuring fair distribution of resources, regulating oil and gas activities, employing market-based tools, and utilizing other methods.
7. **Capacity Building:** The Nigerian government and oil firms should allocate resources towards enhancing the skills and knowledge of local communities and stakeholders in conflict resolution, environmental management, and sustainable development through training initiatives.

It is important to promote the establishment and growth of micro-, small-, and medium-sized enterprises (MSMEs) in regions where oil and gas production takes place. Micro, small, and medium enterprises (MSMEs) serve as the catalyst for economic growth by generating millions of job possibilities. (Okonkwo and Adekole, 2019). The Bank of Industry will then receive funds to finance micro, small, and medium enterprises (MSMEs) through banking institutions. Each bank will establish a dedicated channel for eligible MSMEs to get funds at a significantly reduced interest rate. To be successful, the program design must be intentional and carefully planned, and it should also function as a means of political patronage.

To mitigate the occurrence of abduction in Nigeria, which is primarily driven by unemployment, and address the alarming increase in kidnapping cases in the country due to the growing number of disgruntled and jobless young individuals, as well as the pervasive poverty levels, the Nigerian government should adopt the following measures:

1. Ensuring fairness and equity should be the guiding principle when distributing the benefits and burdens of the economy.
2. The active participation of young individuals in the Niger Delta region is crucial in the formulation of policies that will directly impact their welfare.
3. When creating policies that affect the younger generation, we should ignore religious and ethnic attitudes.
4. Efforts to alleviate poverty in the Niger Delta region should focus on empowering the youth.
5. Skill acquisition centers can provide training for young individuals in the use of phones, computers, and other skills.
6. The government can offer initial funding to support their livelihoods.
7. It is imperative that we provide practical training to children and allow them to establish enterprises that will provide employment opportunities for others. (James, 2019)
8. The Nigerian government must establish a legal and regulatory framework. An effective legal and regulatory structure is in place to ensure that oil corporations comply with the law and are responsible for their conduct.
9. Corruption and Bureaucracy: The Nigerian government must prioritize addressing corruption and bureaucracy by implementing measures to ensure transparency, accountability, and efficiency within its institutions.
10. Cultural and Ethnic Cultural and Ethnic Differences: It is imperative for the Nigerian government and oil firms to recognize and honor cultural and ethnic disparities by actively involving themselves with local populations and addressing their grievances.
11. Political Interference: The Nigerian government should reduce political intervention, ensuring that dispute resolution methods are unbiased and effective.
12. International Cooperation: The Nigerian government ought to engage in partnerships with international organizations and other nations to tackle global challenges, such as climate change and sustainable development.

Limitations and Practical Implications of the Research

I would like to identify the limitations of my research work and how to overcome the limitations in the future. The research limitations are mainly related to the following:

1. Goals and Objectives: This study has been narrowed to conflict in the Nigerian Oil and Gas Construction industries. Conflict in Nigeria as pertains to other sectors of the economy is not discussed and this reduced the level of the study focus. The study focused to the Niger Delta area of the Country where Oil is produced.
2. Relevance of Data Collection in the Research work: There were few data relevant to the research topic and this limited my research work. Most data collected were not detailed enough to elaborate on the research study.
3. Accuracy of Data collected: In the process of the research work, I had the problem of determining the accuracy of the data I collected.

To get a wider knowledge of Conflict resolution and how it affects the economy, future researchers should consider the norther part of Nigeria where armed herdsmen are the cause of conflict in Nigeria. This research shows that conflict has negatively affected the industry and it will help the key players in the industry to resolve the conflict ravaging the oil and gas construction industries for maximum output. If the conflict in the sector is resolved properly, it will create a strategic business advantage for all.

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