

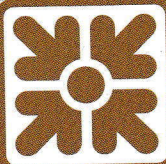
Jurnal

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Jilid 22

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PERSATUAN KAUNSELING ANTARABANGSA MALAYSIA

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Pada awal tahun 70-an, Persatuan Kaunseling Vokasional dan Bimbingan (PERKAVOB) di Bimbingan Selangor dapat mengekalkan terdapat mengikut akta

Pada tahun 1982, Persatuan prihatin serta mempunyai bimbingan di Malaysia Maru (ITM) untuk menubuhkan Persatuan telah dipilih mengikut Kaunselor Malaysia tahun 1989 namanya (PERKAMA). Pada PERKAMA Internati

Tujuan utama Persatuan profesional sepunya Malaysia, dari segi or

Selain dari itu

- i. Memajukan a
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LATAR BELAKANG PERSATUAN KAUNSELING MALAYSIA (PERKAMA International)

Pada awal tahun 70-an peranan aktiviti persatuan dilakukan oleh Persatuan Vokasional dan Bimbingan Malaysia dan Persatuan Vokasional dan Bimbingan Selangor. Walau bagaimanapun kedua-dua persatuan ini tidak dapat mengekalkan kegiatan mereka sehinggalah pendaftaran mereka terbatal mengikut akta Pertubuhan Persatuan.

Pada tahun 1980 sekumpulan kaunselor dan individu yang prihatin serta mempunyai minat yang tinggi dalam bidang kaunseling dan bimbingan di Malaysia telah mengadakan pertemuan di Institut Teknologi Mara (ITM) untuk mewujudkan Jawatankuasa Penaja yang kemudiannya menubuhkan Persatuan Kaunselor Malaysia (PERKAMA). Fauziah Elyas telah dipilih mengetuai jawatankuasa ini. Pada 16 Januari 1982, Persatuan Kaunselor Malaysia telah didaftarkan oleh Pendaftar Pertubuhan dan pada tahun 1989 namanya ditukar kepada Persatuan Kaunseling Malaysia (PERKAMA). Pada tahun 2011, namanya telah ditukar kepada PERKAMA International.

Tujuan utama persatuan ini ialah mengadakan satu asas profesional sepunya untuk kaunselor atau ahli profesional berkaitan di Malaysia, dari segi orientasi profesional dan semangat setia kawan.

Selain dari itu, tujuan profesional PERKAMA International ialah:

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- iv. Menyediakan sumber tenaga profesional dalam bidang kaunseling bagi membantu masyarakat dalam menangani isu-isu sosial dan kesihatan mental.

PERKAMA International telah berkembang maju dari tahun ke tahun sejak penubuhannya, di bawah pimpinan Puan Sri Fauziah Elyas (1982-1983), Profesor Dato' Dr. Amir Awang (1983-1984), (1989-1993), Profesor Dato' Dr. Abdul Halim Othman (1984-1989), Dato' Mohd Yunus Noor (1994-1999), Profesor Dato' Dr. Muhamad Mansur Abdullah (2000-2003), Profesor Dr. Suradi Salim (2003-2005), Tan Sri Dr. Nordin Kardi

(2005-2013), Dr. Ismail Alias (2013-2015) dan Dato' Dr. Abdul Halim Mohd Hussin (2015 -kini) sebagai Presiden.

Keahlian PERKAMA International dibuka kepada mereka yang berkelayakan dalam kaunseling, pelajar dalam program kaunseling, dan mereka yang tidak mempunyai kelayakan dalam bidang kaunseling tetapi sangat berminat dalam bidang ini. Kini, PERKAMA International mempunyai seramai lebih kurang 5000 ahli berdaftar (merangkumi Ahli Seumur Hidup, Ahli Biasa, Ahli Bersekutu dan Ahli Pelajar). Sehingga 2017 sebanyak 24 konvensyen telah diadakan di samping penerbitan-penerbitan profesional seperti jurnal PERKAMA, Suara PERKAMA dan risalah-risalah lain demi untuk memajukan bidang kaunseling dan bimbingan di Malaysia. Ahli-ahli persatuan juga giat dalam kegiatan kemasyarakatan dan perundangan, dan berusaha memantapkan keprofesionalisme dalam perkhidmatan bimbingan dan kaunseling menerusi pengendalian kursus pengembangan profesional (CPD).

Usaha PERKAMA International untuk mendapatkan pengiktirafan dari pihak kerajaan mula berhasil apabila satu jawatan Ketua Pegawai Psikologi dan Kaunseling dilantik di Jabatan Perkhidmatan Awam (JPA) pada tahun 1992. Kini Pusat Perkhidmatan Psikologi JPA memainkan peranan penting dalam menangani permasalahan kakitangan awam di tempat kerja. Keprihatinan pihak kerajaan tentang keperluan kaunseling dan pengiktirafan yang wajar terbukti apabila Akta Kaunselor 580 diluluskan oleh Parlimen dan diwartakan pada 1 Disember 1998. Ramai Ahli Majlis PERKAMA International yang telah terlibat dalam penggubalan akta ini dan Pengerusi Lembaga Kaunselor pertama dilantik oleh Menteri Perpaduan Negara dan Pembangunan Masyarakat ialah Profesor Dato' Dr. Abdul Halim Othman adalah mantan Presiden PERKAMA International yang begitu banyak menyumbang kepada perkembangan profesion kaunseling di Malaysia.

Salah satu sumbangan bermakna PERKAMA International ialah penggubalan etika profesion kaunseling yang telah dibuat pada tahun 1983. Dokumen ini menjadi asas kepada Etika Kaunselor Sekolah 1997 dan Kod Etika Kaunselor (Lembaga Kaunselor, 2011). Ketiga-tiga dokumen etika ini dijadikan panduan amalan untuk kaunselor.

Kini setelah 37 tahun kewujudannya, PERKAMA International adalah sebuah persatuan profesional yang diiktiraf oleh Jabatan Perkhidmatan Awam Malaysia. Fungsi PERKAMA International kini bukan sahaja hanya untuk kaunselor dan ahli, namun ianya telah menjadi sebuah badan penting dalam membantu kerajaan menangani pelbagai isu.

Dato' Dr. Abdul Halim

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Jelas, PERKAMA International telah berjaya mencapai objektif penubuhannya. PERKAMA International akan terus bergerak ke hadapan dan merangka pelan hala tuju masa depan yang lebih gemilang demi melihat masyarakat Malaysia berada dalam keadaan sejahtera dan aman.

DARI MEJA EDITOR

Syukur alhamdulillah, Jurnal PERKAMA terus mendapat sumbangan penulisan dari pengamal kaunseling dan pelajar dari bidang kaunseling dan bimbingan.

Perkhidmatan kaunseling menjadi satu keperluan dalam pembangunan masyarakat. Ia diambilkira dalam merancang kesejahteraan psikologi anggota masyarakat. Sehubungan dengan itu kaunselor perlu melengkapi diri dengan pengetahuan dan kemahiran yang lebih khusus sesuai dengan peranan mereka sebagai kaunselor profesional. Kebanyakan artikel yang diterbitkan dalam edisi ini menunjukkan trend pengembangan pendekatan ekspresif terapi dan pendekatan kualitatif dalam memahami pengalaman klien sebagai penerima bantuan kaunseling.

Selain dari artikel yang meneroka pengalaman subjektif klien, artikel yang menekankan kepada pengumpulan data secara kuantitatif terus diterima. Gabungan kedua-dua pendekatan ini meningkatkan kreadibiliti perkhidmatan kaunseling di mana pengalaman klien mampu difahami secara saintifik dan holistik.

Melalui penerbitan edisi ini, kami berharap pengamal kaunseling dapat mengintegrasikan peranan mereka sebagai penolong profesional sekaligus merangkap pengkaji yang mampu memantapkan proses menolong menjadi lebih sistematik dan efisien. Kami berharap para pembaca dapat menghargai keunikan dan kreativiti yang ada pada setiap artikel yang mengisi edisi ke 22 ini.

Seterusnya, Jurnal PERKAMA menjemput para pengamal dan pelajar kaunseling untuk terus meneroka, merekod, menghurai dan berkongsi pengalaman dan kajian melalui penulisan ilmiah supaya semua kerja murni kita dijadikan bahan rujukan dalam dunia akademik dan badan profesional lain.

Akhir kata, Jurnal PERKAMA ingin mengucapkan jutaan terima kasih kepada semua yang terlibat dalam penerbitan edisi ini. Sumbangan anda mengkayakan dunia kaunseling tanahair.

Sekian. Selamat Berkarya
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ADJUSTMENT STRATEGIES TO JOB LOSS AMONG INTERNALLY DISPLACED PERSONS IN ABUJA, NIGERIA

Adebayo David Obafemi
Mohd Tajudin Ninggal
Adebiyi Damilola Ruth

Abstract

Internal displacement is a growing menace in countries, particularly, sub-Sahara Africa. Affected persons are made to flee their shelters due to occurrences like armed conflicts, natural disasters or war. This study examined adjustment strategies to job losses among internally displaced persons (IDP) in Abuja, Nigeria. A total of four hundred IDPs in Yimitu village, Waru District participated in the study. A self-designed questionnaire entitled "Adjustment Strategies of Internally Displaced Persons Questionnaire" was used for data collection. Four research questions and four null hypotheses were raised and tested respectively at 0.05 level of significance. Descriptive statistics, t-test and Analysis of Variance (ANOVA) were employed for data analysis. Findings revealed that common adjustment strategies adopted by internally displaced persons included trading, accessing low interest loans either from banks or NGOs, group/collective ownership of business activities, acquisition of skills, as well as furthering of one's education. There was significant difference in adjustment strategies between male and female IDPs. Recommendations include involving rehabilitation and career counsellors in the various programmes designed for assisting IDPs.

Keywords: Adjustment strategies, IDPs, displacement, job loss

Abstrak

Penempatan dalaman yang tidak diancang adalah ancaman yang semakin meningkat di negara-negara, terutamanya, sub-Sahara Afrika. Orang yang terjejas terpaksa melarikan diri dari kediaman mereka kerana kejadian seperti konflik bersenjata, bencana alam

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atau perang. Kajian ini mengkaji strategi penyesuaian untuk kehilangan kerja di kalangan orang-orang yang berpindah secara dalaman di Abuja, Nigeria. Seramai empat ratus penghuni di kampung Yimitu, daerah Waru terlibat dalam kajian ini. Soal selidik yang direka bentuk sendiri yang bertajuk "Strategi Penyelarasan Kuesioner Orang Terpulang Dalaman" telah digunakan untuk pengumpulan data. Empat soalan penyelidikan dan empat hipotesis nul telah dibangkitkan dan diuji masing-masing pada tahap signifikan 0.05. Statistik deskriptif, ujian t dan analisis varians (ANOVA) digunakan untuk analisis data. Penemuan mendedahkan bahawa strategi penyesuaian biasa yang diterima pakai oleh orang yang berpindah dalaman termasuk perdagangan, mengakses pinjaman faedah yang rendah sama ada dari bank atau NGO, pemilikan kumpulan/kolektif aktiviti perniagaan, pengambilalihan kemahiran, serta melanjutkan pendidikan seseorang. Terdapat perbezaan yang signifikan dalam strategi penyesuaian antara IDP lelaki dan wanita. Cadangan termasuk melibatkan kaunselors pemulihan dan kerjaya dalam pelbagai program yang direka untuk membantu IDP.

Kata kunci: strategi penyesuaian, IDPs, penempatan, kehilangan kerja

INTRODUCTION

A menace that has continued to confront many nations across the world, particularly in sub-Sahara Africa in recent times has to do with the unabated increase in the population of internally displaced persons (IDPs). Individuals get displaced when they are forced to move from their homes, environment or occupational activities. Internal displacement implies a social change driven by certain factors, and the most common being armed conflicts, natural disasters, famine, development and economic changes (Adebayo, 2015).

Those who fall under this category are persons who are forced to flee their homes, occupations or geographical settlements and communities, perhaps for the very same reasons as refugees. Reasons for internal displacement range from disruption of peace, conflicts, leadership tussles, as well as abuse of people's fundamental human rights (as experienced in troubled regions in Nigeria today). Although these people require urgent help and succor, the international community often finds it difficult to assist them because they are still

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moving in their country. International laws make provisions only for individuals that have crossed the border to another country, and these particular people are referred to as refugees (UNESCO, 2013). IDPs are therefore not eligible for protection under the same international system as refugees. Their home countries as well as non-government agencies and philanthropies sometimes provide some immediate necessities for them. In Nigeria, it is the National Emergency Management Agency (NEMA) which often comes to the aid of such displaced persons, establishes camp settlements tentatively for their welfare, and provides them with relief materials to meet their basic immediate/primary needs.

Birkeland (2009) concluded that this type of experience alters people's means of surviving and also sometimes resulting in disruption of access to the basic necessities of life including food, clean water, shelter, adequate clothing, health services, and sanitation. The right of IDPs to these necessities of life is strongly anchored on existing international human rights and humanitarian laws and should be protected both in emergency and non-emergency situations (Birkeland, 2009).

Adjustment strategies refer to various processes and methods that could be used in order to improve something or make it work better. Adegbite (2002) described adjustment strategies as support systems which have different types and sides. Adjustment strategies in this context could be described as the possible ways by which internally displaced persons could be occupationally brought back to functioning either on the same job or a new one for which they could be better equipped adequately. Adjustment strategies that could be employed by internally displaced persons include though not limited to petty trading, sourcing soft loans that is devoid of whooping interest rates from NGOs and even financial institutions, enrolling for higher studies, pooling resources with other IDPs to jointly fund business activities, returning to occupations initially done before suffering displacement, engaging in skills acquisition even in shelter camps in vocational trainings like fashion designing, stylist, barbing, mechanical engineering activities, soap and bead making, catering skills, etc. Supports can be in the form of a set of assistance for the IDPs, a programme or an event in order to enhance desirable adjustments. Such assistance could be from individuals, philanthropists, cooperate bodies,

governments, non-governmental organizations, communities, international agencies, among others (Ajiboye, 2013).

Beyond the provisions of humanitarian, the rights of internally displaced persons to adequate and meaningful standard of living (as emphasized in Guiding Principle 18 of the United Nations Report on Internal Displacements) can become realizable if their rights to partake in economic opportunities are guaranteed, that is meaningful occupations or occupational activities for which they are well suited. Internally displaced persons suffer denials in terms of opportunities to be self-sufficient or to earn means of livelihood as well as working privileges (Birkeland, 2009).

This is a huge challenge for persons caught in the web of situation of continuous displacement as is experienced in troubled North-Eastern and North-Central Nigeria. This study is therefore geared towards appraising the various occupational challenges and adjustment strategies of those internally displaced. It seeks to offer workable solutions to the identified occupational challenges so that the displaced could be assisted to get back to comfortable positions and be productive both to themselves and the larger society rather than live the usually dependent lifestyle on government agencies and other non-governmental organizations for survival their livelihood.

Problem Statement

Dada (2006) found that internally displaced persons could be labeled as those who may have moved for the same or similar reasons as refugees, but who have not crossed an international border. There is no single agency charged with the responsibility of looking after internally displaced persons; yet upon request, the United Nations High Commissions for Refugees (UNHCR) may take responsibility for them and in this case, they are included in statistics as "people of concern" to UNHCR. Persons who moved as a result of the consequences of natural disasters, drought, floods, earthquakes, environmental factors or even famine and not as a result of persecution are excluded, even though they require international protection and assistance due to the inability of their home countries to provide them with reliefs. It has been established through research that women and children are particularly vulnerable to violence and abuse of all kinds (Dada, 2006).

organizations, communities, (Ajiboye, 2013).

humanitarian, the rights of internally displaced persons to a meaningful standard of living (as defined by the United Nations Report on Human Development) is not realizable if their rights to partake in economic, social and cultural life are not guaranteed, that is meaningful standards for which they are well suited. Displacement in terms of opportunities to improve their livelihood as well as working

for persons caught in the web of displacement as is experienced in troubled Nigeria. This study is therefore concerned with occupational challenges and the plight of internally displaced persons. It seeks to offer solutions to occupational challenges so that the displaced persons can move back to comfortable positions and be able to contribute to the larger society rather than live the marginal existence of government agencies and other non-productive activities that devalue their livelihood.

Displaced persons could be labeled as refugees if they are displaced across the same or similar reasons as refugees across an international border. There is no responsibility of looking after internally displaced persons. In the United Nations High Commissioner for Refugees (UNHCR) may take responsibility for them in statistics as "people of concern" as a result of the consequences of natural disasters, earthquakes, environmental factors and persecution are excluded, even though they are in need of protection and assistance due to the displacement. It has been found that women and children are more vulnerable to abuse of all kinds (Dada, 2006).

The intensity of internal displacement arising from different factors, which include violent conflicts and natural disasters, has become a global challenge. It has emerged as one of the most threatening tragedies bedeviling humanity in the 21st century. At the end of 2008, estimates of 26 million IDPs were found across many countries with Nigeria is one of them (Internal Displacement Monitoring Centre, IDMC, 2009).

It is rather unfortunate that various factors have accounted for forceful eviction, movements (migration and mobility of both occupational and geographical nature) and relocation of large portions of the population from their original places of abode to strange and unfamiliar environments. This situation is, of course, as a result of internal displacement (Ajiboye, 2013). The definition of internal displacement reflects two major components of the IDPs. The first one is about the coercive or otherwise involuntary character of the movement and the second is about the fact that such movement takes place within national borders. First, some of the most common causes of involuntary movements are armed conflicts (like the *Boko Haram* insurgency in North-Eastern Nigeria), violence, human rights violation and disaster (IDMC, 2009). It is pertinent to note that these causes have common features of giving no other choice to victims (vulnerable individuals) than to leave their homes and be deprived of the most essential protection mechanisms such as community networks, access to services and livelihood. Displacement severely affects the physical, socio-economic and legal safety of people irrespective of their ages and status. The situation could therefore be considered as an indicator of potential vulnerability (Ajiboye, 2013).

The second component of the IDPs is the movement within national borders. Since IDPs remain legally under the protection of national authorities of their habitual residence, unlike refugees who have been deprived of the protection of the state (country) of origin, they are expected to enjoy the same rights as the rest of the population. It is rather unfortunate that the condition is not as it is supposed to be. Perhaps, this informed the promulgation of the International Guiding Principle on Internal Displacement (IGPID) published in 2002, which reminds national authorities and relevant actors of their responsibilities to ensure that IDPs' rights are respected and fulfilled irrespective of the level of vulnerability generated by their plight condition.

It should be noted that one of the factors that brought the internal displacement subject to international limelight is the increasing number of IDPs across the globe. A first counting in 1982 found 1.2 million in 11 countries. By 1986, the total had risen from an estimated 11.5 million to 15 million with 20 countries affected. By 1997, more than 20 million were reported in 35 – 40 countries (IDMC, 2005). However, the statistics obtained from IDMC (2018) for 2017 record of the global report on internal displacement (GRID) indicated that there are 30.6 million IDPs associated with conflicts and disasters in 143 countries and territories. The main reason that accounted for the rapid increase was internal conflicts which became far more prevalent than inter-state wars in the post-cold war era of the 20th century. Natural disasters accounted less compared to conflicts. The situation has continued unabated, even against the military personnel in the frontline states in northeast Nigeria. Several attacks have resulted in the loss of the military personnel engaging the insurgents, with some reported to have abandoned their duty posts because of the volatility of the region, hence, the continued increase in the number of IDPs in the region (Premium Times, November 22, 2018).

Research Objectives

The main focus of this study is to examine the adjustment strategies to job loss among internally displayed persons (IDPs) in Abuja, Nigeria's Federal Capital Territory (FCT). It is aimed at determining whether there are significant differences in IDPs' adjustment strategies when categorized into gender, religious affiliation, years of working experience before experiencing internal displacement and highest educational qualification attained.

Research Questions

The following research questions were raised to guide the conduct of the study:

1. What are the adjustment strategies used by internally displaced persons in Abuja, Nigeria?
2. Is there any difference in the adjustment strategies to job loss among IDPs in Abuja, Nigeria based on gender?

3. Is there any difference in the adjustment strategies to job loss among IDPs based on religious affiliation?
4. Is there any difference in the adjustment strategies to job loss among IDPs based on years of working experience?

Research Hypotheses

The following null hypotheses were formulated:

1. There is no significant difference in the adjustment strategies to job loss among IDPs in Abuja, Nigeria based on gender.
2. There is no significant difference in the adjustment strategies to job loss among IDPs in Abuja, Nigeria based on religious affiliation.
3. There is no significant difference in the adjustment strategies to job loss among IDPs in Abuja, Nigeria based on years of working experience.
4. There is no significant difference in the adjustment strategies to job loss among IDPs in Abuja, Nigeria based on highest educational qualification.

METHODOLOGY

This is a quantitative research design. An instrument titled 'Adjustment Strategies of Internally Displaced Persons Questionnaire' was developed by the researcher, which requires utmost reliability. Hence, the need for a pilot study to specifically address the adjustment strategies to job loss and livelihood (jobs). The study sought the demographic characteristics on adjustment strategies. A four-point Likert scale was adopted, ranging from 'strongly disagree' (1) to 'strongly agree' (4). The reliability of the instrument was established using Cronbach's alpha coefficient, which yielded a value of 0.85, indicating high reliability.

3. Is there any difference in the adjustment strategies to job loss among IDPs in Abuja, Nigeria based on years of working experience?
4. Is there any difference in the adjustment strategies to job loss among IDPs in Abuja, Nigeria based on highest educational qualification?

Research Hypotheses

The following null hypotheses were formulated and tested in the study:

1. There is no significant difference in the adjustment strategies of IDPs in Abuja, Nigeria on the basis of gender.
2. There is no significant difference in the adjustment strategies of IDPs in Abuja, Nigeria on the basis of religion.
3. There is no significant difference in the adjustment strategies of IDPs in Abuja, Nigeria on the basis of years of working experience.
4. There is no significant difference in the adjustment strategies of IDPs in Abuja, Nigeria on the basis of highest educational qualification.

METHODOLOGY

This is a quantitative study using the descriptive correlational research design. An instrument entitled Adjustment Strategies of Internally Displaced Persons Questionnaire (ASIDPsQ) was used. The instrument was developed by the researchers. This is due to the nature of the study, which requires utmost care as it deals with already traumatized people; hence, the need for a carefully prepared instrument that would specifically address the issue of concern to the researchers, that is, adjustment strategies of IDPs after losses of shelters and means of livelihood (jobs). The questionnaire had two sections, A and B. Section A sought the demographic information, while section B had 20 items on adjustment strategies of IDPs to job loss in Abuja, Nigeria. It adopted a four-point-Likert type scale, i.e. strongly agree (4), agree (3), disagree (2) and strongly disagree (1); where the highest score obtainable for each was 80 and the lowest score was 20. The instrument had a reliability co-efficient of 0.73 which was established through a

test-re-test reliability. Purposive sampling technique was used to select 400 IDPs to participate in the study. There were three IDP camps at Yimitu, Waru district of Abuja operated by NGOs at the time of data collection. The respondents were clustered into male and female; religious affiliations; years of working experience and highest educational qualification. This procedure applied to all three IDP camps in the district. The researchers directly administered the inventory on the respondents after securing approvals from the security personnel in charge of each camps. Although the IDPs' with requisite qualification for participation in the study were hard to come by, the researchers were able to get the required number of respondents for three camps combined. Descriptive statistics, t-test and analysis of variance (ANOVA) statistical tools were used to analyze the data collected. All hypotheses were tested at 0.05 alpha levels of significance.

RESULTS

Table 1 reveals that more female IDPs participated in the study than male IDPs. Adherents of Islam were more than those practicing Christianity and African Traditional Religion. IDPs who had worked for between 6 to 15 years prior to the displacement outnumbered their counterparts who had worked for 26 years and above, 16 to 25 years as well as below 5 years of working experience. Those with ordinary diploma (ND), NCE and HND were more in number than IDPs who had both B.Sc/B.Ed or B.A and masters degree holders.

Table 1: Distribution of respondents by gender, religion, years of working experience and highest educational qualification

Variable	Frequency	Percentage
Gender		
Male	171	42.8
Female	229	57.2
Religion		
ATR	4	1.0
Christianity	165	41.2
Islam	231	57.8
Working Experience		
Below 5 years	75	18.8

Variable	Frequency	Percentage
6-15 years	174	43.5
16-25 years	125	31.2
26 years and above	26	6.5
Highest Educational Qualification		
ND/NCE/HND	348	87.0
Bachelor's Degree	49	12.2
Master's Degree or Higher	3	0.8

Research Question 1: *What are the adjustment strategies used by internally displaced persons in Abuja, Nigeria?*

Table 2: Mean and rank order of adjustment strategies of internally displaced persons in Nigeria

Item No.	As an IDP, I cope with occupational challenges by:	Mean	Rank
1	engaging in petty trading	3.53	1 st
17	acquiring new skills	3.08	2 nd
2	sourcing soft loans from NGOs	3.08	2 nd
15	getting attached to organizations before being discharged from rehabilitation camp	2.998	4 th
3	setting up small-scale businesses in groups	2.96	5 th
19	seeking the assistance of the community	2.96	5 th
16	engaging in further education	2.95	7 th
18	seeking the assistance of family members	2.94	8 th
20	seeking the support of non-governmental agencies	2.92	9 th
14	seeking non-financial support from NGOs	2.90	10 th
12	organizing vocational training with other IDPs	2.87	11 th
13	maintaining previously acquired vocational skills	2.84	12 th
11	advocating for employment	2.81	13 th
10	securing loan for career development	2.79	14 th
9	involving in casual work	2.76	15 th
8	being creative	2.67	16 th
4	joining various religious organizations	2.58	17 th
7	serving as volunteer staff to various NGOs	2.57	18 th
6	learning new vocational skills before leaving rehabilitation camp	2.51	19 th
5	begging on the street	2.33	20 th

The results in Table 2 indicated that item 1 ranked 1st with a mean of 3.53 and it stated that IDPs cope with occupational challenges by engaging in petty trading. This was followed by items 17 and 2 which ranked 2nd with same mean score of 3.08, which stated that IDPs cope with occupational challenges by acquiring new skills and by sourcing soft loans from NGOs respectively. The least rated item was number 5 with a mean of 2.33 and it stated that IDPs cope with occupational challenges by begging on the street. It is also considered a high mean because it is above 2, whereas the highest mean score was 4 point. Therefore, using the cut-off score of 2.50 as the baseline for determining the respondents' views on adjustment strategies for occupational challenges, items which were ranked 1st to 19th have mean scores above 2.50. This implied that the respondents agreed with almost all the items as being adjustment strategies to occupational challenges.

Hypothesis 1: *There is no significant difference in the adjustment strategies of internally displaced persons in Abuja, Nigeria based on gender.*

An Independent-sample t-test was conducted to compare adjustment strategies of IDPs to job loss based on gender. There was a significant difference between males ($M=58.78$, $SD=9.06$) and females ($M=55.68$, $SD=7.92$) $t(398) = 3.64^*$; $p=0.00$ in applying adjustment strategies.

The result of the independent-sample t-test reveals that the t-value (3.64) is greater than the critical t-value (1.96). Thus, the null hypothesis which states that there is no significant difference in the adjustment strategies for occupational challenges by male and female IDPs is rejected; $t(df = 398) = 3.64$, $p < .05$.

Hypothesis 2: *There is no significant difference in the adjustment strategies of IDPs for occupational challenges in Abuja, Nigeria based on religion.*

Table 3: Analysis of variance (anova) results showing IDPs' adjustment strategies based on religion

Source	Sum of Squares	df	Mean Squares	Cal. F-ratio	Crit. F-ratio	Sig.
Between Groups	419.182	2	209.591			
Within Groups	28808.808	397	72.566	2.88	3.00	0.57
Total	29227.990	399				

* Significant, $p > 0.05$

The result in Table 4 indicate that the F-ratio of 2.88 is obtained, while the critical F-ratio is 3.00, whereas, the p-value (.57) was greater than .05. Since the calculated F-ratio was less than the critical f-ratio, and the p-value was greater than .05, the null hypothesis was accepted. Hence, the null hypothesis which states that there is no significant difference in the adjustment strategies of IDPs with respect to religion is accepted.

Hypothesis 3: *There is no significant difference in the adjustment strategies of IDPs for occupational challenges in Abuja, Nigeria based on years of working experience.*

Table 4: Analysis of variance (anova) results showing IDPs' adjustment strategies based on years of working experience

Source	Sum of Squares	df	Mean Squares	Cal. F-ratio	Crit. F-ratio	Sig.
Between Groups	349.998	3	116.666			
Within Groups	28877.992	396	72.924	1.60	2.60	0.19
Total	29227.990	399				

* Significant, $p > 0.05$

The result in Table 5 show that the calculated F-ratio is 1.60 while the critical F-ratio is 3.00 and a p-value of .19, higher than .05. Since the calculated F-ratio was less than the critical F-ratio, the null

hypothesis which stated that there is no significant difference in the adjustment strategies of IDPs with respect to years of working experience is accepted.

Hypothesis 4: *There is no significant difference in the adjustment strategies of IDPs for occupational challenges in Abuja, Nigeria based on highest educational qualification.*

Table 5: Analysis of variance (anova) results showing IDPs' adjustment strategies based on highest educational qualification

Source	Sum of Squares	df	Mean Squares	Cal. F-ratio	Crit. F-ratio	Sig.
Between Groups	101.242	3	50.621			
Within Groups	29126.748	397	73.367	0.69	3.00	0.50
Total	29227.990	399				

* Significant, $p > 0.05$

The result in Table 6 indicates that the F-ratio obtained is 0.69 while the critical F-ratio was 3.00, with a p-value of .50 which was greater than .05. Since the calculated F-ratio is less than the critical F-ratio, the null hypothesis which states that there is no significant difference in the adjustment strategies of IDPs with respect to highest educational qualification is thus accepted.

DISCUSSION, IMPLICATION AND SUGGESTION

Analysis of the 20 items in section B of the questionnaire reveals that IDPs employed series of adjustment strategies to their various occupational challenges as indicated by the mean scores. It largely centers on adjustment strategies adopted by internally displaced persons in addressing their occupational challenges. Item 1 had the highest mean, i.e. 3.53. It states that IDPs adjust to occupational challenges by engaging in petty trading. IDPs could undertake trading opportunities that require little amount of money to start and such business could be expanded as several other financial opportunities

present themselves. This could largely reduce the rate at which IDPs are vocationally discriminated against by the larger society. Items 17 and 2 were ranked 2nd with mean scores of 3.08 which stated that IDPs cope with occupational challenges by acquiring new skills and sourcing soft loans from NGOs. These adjustment strategies are quite commendable. Soft loans obtained by IDPs could immensely assist them procure required working tools for optimal functioning on the newly acquired skills, thus, becoming creators of jobs themselves as well as providers of needed materials in the society. Soft loans obtained by IDPs could also help in expanding the scope of their trading, should they opt for petty trading activities.

Hypothesis one states that there is no significant difference in the adjustment strategies employed by male and female IDPs in coping with occupational challenges. The t-value obtained is greater than the critical t-value, hence, the hypothesis is rejected. This implies that male and female IDPs significantly differ in terms of strategies employed in adjusting to occupational losses during situations of internal displacement. This agrees with Dada's (2007) findings and the 2016 report of the National Emergency Management Agency (NEMA) that female refugees adjusted to occupational challenges faster than their male counterparts, particularly, when in serious search for means of survival. This is further corroborated by Amnesty International's report of 2017 that female internally displaced persons were sexually abused by military personnel in exchange for food supplies. In this scenario, it was difficult for male IDPs to request for food.

Hypothesis two states that there is no significant difference in the adjustment strategies of IDPs on the basis of religion. Since the calculated f-ratio was less than the critical f-ratio, the null hypothesis which states that there is no significant difference in the adjustment strategies of IDPs on the basis of religion is accepted. In other words, IDPs irrespective of religious affiliations cope with occupational challenges alike. This supports the claim earlier made by IDMC (2012) that the risk of IDPs losing paid employment is very high in both urban and rural displacements especially for those employed in enterprises, services, as well as agriculture before their forced eviction; hence, the reason for non-hesitation by IDPs to adjust to occupational challenges by taking up available jobs for survival regardless of their religious affiliations. However, there are exceptions to this claim because findings revealed that Muslim IDPs would frown at taking up certain

occupations because tasks expected of them on such jobs contravene their religious beliefs and practices.

Hypothesis three states that there is no significant difference in the adjustment strategies of IDPs on the basis of years of working experience. Result obtained indicates a significant difference. This implies that the null hypothesis which states that there is no significant difference in the adjustment strategies of internally displaced persons on the basis of years of working experience is accepted. This is consistent with Dada's (2007) findings that internally displaced persons are taught various occupational skills, including fashion designing at Labuje camp Uganda. This is done in order to assist IDPs, regardless of whether they have spent enough number of years as workers in their respective societies.

Hypothesis four states that there is no significant difference in the adjustment strategies of IDPs on the basis of highest academic qualification. The calculated f-ratio is less than the critical f-ratio, hence, the hypothesis is accepted. This equally implies that IDPs, regardless of educational qualifications adjust alike to occupational challenges. This is evidently revealed in IDPs' reactions to most of the listed adjustment strategies in the process of instrument administration and data gathering exercises.

Conclusion

From the findings of this study, it can be concluded that there is a statistically significant difference between male and female IDPs' adjustment strategies to challenges posed by occupational losses due to their experience of internal displacement. However, IDPs do not differ in their adjustment to occupational challenges irrespective of their highest academic qualifications, years of working experience before the displacement, and religious affiliations. In other words, other than gender differences, internally displaced persons' adjustment strategies are not different.

Recommendations

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

- i. Internally displaced persons should be encouraged to engage in petty trading. This can immensely assist in making IDPs become less dependent on the governments, NGOs, and the larger society which is evidently observed in the street begging culture of some of them. Networking with IDPs in other camps or states should equally be encouraged in order to extend the practice to them.
- ii. Internally displaced persons should be encouraged to actively participate in skill acquisition trainings organized in shelter camps for their benefit.
- iii. Rehabilitation counsellors should be actively involved in the various rehabilitative and shelter programmes designed for internally displaced persons. This could help to deal with various psychological issues that IDPs grapple with at different times even as they sojourn in shelter camps.
- iv. Comprehensive occupational assessment of IDPs should be incorporated into IDPs' programmes in ways that will make the various programmes ultimately beneficial to them. Such assessments could be done through the use of various tests and non-test devices like vocational interest inventory (VII), motivation for occupational preference scale (MOPS), occupational interest inventory (OII), self-designed questionnaire, structured and unstructured interviews, etc. These will afford counsellors the opportunity of appraising IDPs' occupational strengths, limitations and weak areas.
- v. Adequately equipped counselling centres should be built in various IDP camps across the country for occupational and psychological assistance as may be required at any point in time during the period that IDPs take shelter and receive other welfare packages in camps.
- vi. Qualified counselling practitioners should be employed to take active roles in the implementation of various programme plans for the internally displaced persons. It is equally imperative that the counselling body in Nigeria be fully involved in the integration of internally displaced persons back to their homes and occupational engagements.

- vii. In terms of the analysis used in this study, future studies may consider other analytical tools like standard deviation in place of the mean and rank order of the items. The mean may be divided into three different categories (low, medium and high) to determine the actual strengths of each item.

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