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ASSESSMENT OF NASARAWA STATE PENSION POLICY ADMINISTRATION ON STATE CIVIL SERVICE RETIREES' STANDARD OF LIVING, NIGERIA

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Abstract

The study examined the Defined Benefit Pension policy administration on the Standard of Living of Nasarawa State Civil Service Retirees. The beneficiaries of the scheme are wallowing in abject poverty and their standards of livings become more deteriorated. In spite of various reforms introduced to the pension system in Nigeria, Nasarawa State Civil Service has not implemented the 2004 and 2014 Pension Acts. The story of pensioners therefore remained the same. Their living standard continues to decline from the desired level. To achieve this, Survey research designed was adopted using primary data gathered through structured questionnaire and Secondary data from the reports of Nasarawa State Pension Bureau. 202 Sample size was drawn from a population of 505 retirees of Nasarawa Civil Service from 2013 to 2023 using Taro Yamane formula. Data were analyzed using multiple regression analysis. It was found that pension scheme have significant and positive effect on pensioners' standards of living. Conclusively, pensioners under Nasarawa State Civil Service are not enjoying the administration of pension scheme and the current practice does not have any impact on their standard of living. It is therefore recommends that pensioners should be given their entitlements based on the National Pension Standards as well as implementing the 2014 Pension reforms acts immediately.

Keywords: Pensioners, Pension Scheme, Standards of Living, Nasarawa State Civil Service.

1. Introduction

Employees are entitled to various benefits. Among these benefits is pension. Pension is one of the motivating factors that enhance high productivity, loyalty and discipline of the employees. In order to enforce this, compulsory saving towards life after active service are designed by government to improve the standard of living of pensioners after retirement. Experience and even literatures have shown that lives after active services have always proven unpleasant for pensioners even in spite of various schemes and frequent changes in pension reforms. These could be traced to various set back encountered by Pension schemes in Nigeria right from its inception in 1951 till 2014. These problems range from inadequate fund, proliferation of ineligible pensioners on the payroll, poor management of pension fund etc. In order to address this, pension reform Act, 2004 was introduced (Umar

and Tsado, 2012). Anazodo, Ezenwile, Chidolue and Chidinma (2014) opine that advent of Pension Reform Act, 2004 received massive support among employees and pensioners who witnessed limitations of the last reform Act. These lapses ranging from weak administration, lack of records keeping, corruption among others (Ohai and Awoyinfa, 2013). Pension Reform Act, (2014) followed suits of its predecessor scheme. There was loss of confidence in Pension Fund Administrators and Custodians, as many pensioners experienced delayed in payment of pension and lives became more unbearable for pensioners. Omoni, (2013) traced the lapses of Pension Reform Act, 2004 to little or no awareness and uncertainty of the retirement years. In 2014 New Pension Reform Act was introduced to alleviate the problem encountered in the previous schemes, in spite of all these changes, the standard of living of pensioners is not better off than while in active service.

This study therefore assesses the implementation of Nasarawa State Pension Policy Administration.

For the purpose of this research work, the following questions have been formulated:

- i. What is the Standard of Living of Pensioners who retired from Nasarawa State Civil Service from 2013-2023?
- ii. To what extent has the current Pension Scheme improve prompt payment of Pension Benefits to pensioners who retired from Nasarawa State Civil Service from 2013-2023?

In line with the above research questions, the main objective of the study is to assess the implementation of Nasarawa State Pension Policy Administration on Pensioners Standard of Living in Nasarawa State Civil Service. Other specific objectives include;

- i. To assess the Standard of Living of Pensioners who retired from Nasarawa State Civil Service from 2013-2023.
- ii. To examine the prompt payment of Pension Benefits to retirees of Nasarawa State Civil Service from 2013-2023.

2. Literature Review

2.1 Conceptual Issues

Concept of Pension Schemes

Pension is a certain amount of money paid to an employee after active service. Adam, (2005) describes pension as the sum of money paid by corporate organization and government to a worker after active service for certain period of time or when the worker is ill or of age or assume retirement age. Pension is a contribution against future liabilities after retirement. Nwafor (2017) attributes pension to be in agreement with the Igbo wise saying “the firewood that one gathers in the raining season, one uses to keep oneself warmth during the dry season” It is aimed at providing workers with security by building up plans that are capable of providing guaranteed income to them when they retire or to dependents when death occurs (Fapohunda, 2013).

Concept of Standard of Living

The three main, and sometimes conflicting, definitions of Standard of Living are the utility of life (Pigou 2019); economic provision or “opulence,” which measures the amount and quality of

commodities that the individual is free to use (Deutsch & Silber 2017); and a type of freedom, i.e., to be free to do something, the capability to live well for a certain socioeconomic class in a certain geographic area (Sen 2020). Among these, the last one is the most complete and complex definition; however, in practice, governments and institutions tend to use the second approach since it is easier to obtain data for this one.

Nasarawa State Pension Policy

Nasarawa State enacted the Nasarawa State Pension Reform Law in 2005. It repealed and re-enacted a new law in April 2009. The State further amended its law in 2019 and drafted a bill in 2021. The Nasarawa State Pension Bureau is in charge of Pension Administration in the State. The Bureau is operating under Defined Benefit Scheme. The scheme provides that a retiree is entitled to 300% of his basic salary as gratuity upon retirement and 80% of his basic salary as monthly pension (Nasarawa State Pension Bureau, 2023). Nasarawa State has not implemented the 2014 Pension Reform Act, to allow for among other things, uniform set of rules, regulations and Standard of Payment of Pension benefits to retirees under the State Civil Service, which is one of the objective of the 2014 Pension Reform Act. By law, State governments are expected to operate on pension administration that is based on the regulation of National Pension Commission. However, some states which include Nasarawa State are yet to implement the most recent Reform Act as state above.

Pension Reform Act, 2014

Pension Reform Act, 2014 was introduced to repeal the Pension Reform Act, 2004 to make provision for the uniform contributory pension scheme for both public and private sectors in Nigeria. This is applicable to all employees in the public service (Federal, States and Local Government) and private employment (PFA, 2014). Employees under this Act are expected to contribute 8% of their gross emolument and their employers are expected to contribute 10%. This rate actually placed employers as major contributors to the scheme (Oyedele, 2014). The Pension Reform Act, (2014) was enacted in order to ensure prompt payment of benefits to pension beneficiaries and encourage employees to save in order to provide for their future livelihood

during the old age. Pension Schemes in Nigeria
Various pension schemes have been in operation in Nigeria prior to 2014. The previous pension scheme includes the following:

a. The Pension Ordinance of 1949

As review by Mboto (2005), the first pension legislation in Nigeria was enacted in 1951 by the Colonial Masters, through its retroactive effect started in 1st January, 1949. It was termed the pension ordinance and was designed primarily for colonial officers that were deployed from one post to another in the vast British Empire. The essence was to facilitate continuity of service wherever they were deployed to serve. The scheme had a minimum coverage. That is, only few Nigerians who were opportune to work with the colonial masters benefited from the schemes.

b. The National Provident Fund 1961

This fund was the first social protection Scheme in Nigeria established in 1961 for the non-pensionable private sector employees (Anthony, 2009). Under this scheme, a lump sum benefit was provided for members or their dependents on retirement or death. The contributory rate was four naira (₦4.00) monthly, by both employer and employee. The upper limit of the total contribution was twenty five per cent (25%). This Scheme also had minimum coverage, as it was strictly for private sector employees and excluded employer under government (Anthony 2009).

c. The Pension Decree 102 OF 1979 (FRN 1979)

This Act was enacted in 1979 with retrospective effect from 1st April, 1974. This Decree repealed all pension laws from 1st January 1946 to 31st March 1974. Example of such repeal laws includes pension Act 1946, pension Act 1958 and the police pension Decree 1996. Under this decree, all enactments on pension, incorporated pensions and gratuity scales of all public officers recommended by the Udoji public services Review Commission Report 1974 was consolidated. It formed the basic pension law by which all recent pension laws consolidated. It formed the basic pension law by which all recent pension laws were built. For instance, at the level of Parastatal and Government owned companies, the rules are replica of the pension Act 102 of 1979. The scheme spelt out for payment of entitlements,

withdrawal from the scheme as well as forfeiture of pension right among others.

Despite the above provision, the scheme was marred with widespread corruption. There were rampant complaints of diversion of pension fund to other used by pension officials. This was possible because, prior to this time funds were remitted by the office of the head of service to states that in turn pay on behalf of the Federal Government. Also lack of proper monitoring of the payment process and procedures adopted by states led to the emergence of more ghost pensioner. Hence, the accumulated pension arrears still were plaguing the pension industry today.

d. The Nigerian Social Insurance Trust Fund 1994

This scheme came into being in 1st July, 1994 under the Nigeria Social Insurance Trust Fund Act of 1993 with emphasis directed towards enhancing social protection of private sector employee. It took over all assets of the National Provident Fund (NPF) to run a limited Economic security Program (Ndubuisi, 2004). The scheme was established through the agreement of the tripartite platform which consisted of the Government, organized labor and Employers, in response to the requirement of International labor Organization (ILO) Convention of 1952 which mandated member's countries to establish economic security program for its members. The scheme mandated all private employers of five or more employees to remit 10% of their monthly emolument in the ratio of 3.5% employee and 6.5% by employers. The initial monthly contribution prior to 2001 was 7.5% in the ratio of 2.5% employee and 5% employer. Like its counterpart, the scheme was plagued with numerous problems. For instance, the scheme suffered from poor public perception (Ndubuisi, 2004) this is so because it was viewed by the public as an off-shoot of the National provident fund, which has reputation problem also the scheme suffered from underfunding the reason being that bulk of the contributions (6.5%) rated on the employers. As a result, most employers were unable to contribute adequately but were still making deduction and not remitting same to NSITF official.

There was also lack of apex regulating agency to monitor the deduction and administration of the fund. This coupled with the frequent pension verification

exercise, with rampant complaints of loss of public confidence on the scheme (Amaechi & Alban 2009).

Prospects of Pension Reform Act, 2014

Under Pension Reform Act, 2014, employees are now given privilege to select the Pension Fund Administrators of their choices. This gives opportunity to prospective pensioners to monitor their pension contributions even while in active service. Withdrawal can also be made from the pension contribution by the employee in as much as he or she has reached the age of fifty years before retirement (PFA, 2014). Oyedele,(2014) opines that profit, dividends, interests on investments and other income accruable to pension funds are tax allowable expenses likewise the withdrawal made from the contribution is also exempted from tax if such withdrawal is made within five years. The returns on contributions within the periods of five years are not exempted from tax except where the returns relate to interest on government securities. Pension fund is adequately protected with right given to pensioners to seek for redress from Pension Commission if aggrieved with employers or pension administrator before proceeding to National Industrial Court or arbitration.

Concept of Civil Service

The public sector comprises a range of employment regimes. Unfortunately, there is no standard definition of civil servant or civil service. Arrangements vary between countries, though generally the civil service constitutes a distinct body of staff within the public sector. (In other words, there are often numerous groups' public employees in addition to civil servants.) The civil services are the public officials who advise and assist Government Ministers in the running of their Departments. Adamolekun (2002), states that the civil service is commonly used as the synonym of the machinery of the government, this is so in Britain and most common wealth countries of Sub-Saharan Africa. In the British conception, the civil service is used to refer to the body of permanent officials appointed to assist the decision makers. The civil service according to the 1999 constitution, section 318 sub sections 1 is: Service of the Federation (state) in a civil capacity, staff of the office of the President, (Governor), the vice President, (Deputy

Governor), a ministry or department of the federation (state), assigned with the responsibility for any business of the government of the federation (state).

'The term civil service is normally used when referring to the body of men and women employed in a civil capacity and non-political career basis by the Federal and state Governments primarily to render and faithfully give effect to their decisions and implementation (Ipinlaiye, 2001). Such career officers normally derive their appointment from the civil service commission, which also exercises power of delegating duties and responsibilities to department in accordance with laid down rules.(Abimiku, Elems & Bawa, 2020)'.

Drawbacks of Pension Reform Act, 2014

Application of the Act to organizations either private or public with fifteen or more employees reduces the number employers and employees to be beneficiaries of the scheme. The personnel cost incurs by the employers will be at increase side and this may force the employers to downsize or rationalize the labor forces. The Act is also silent about the interpretation of contributions of monthly emoluments. The definition is ambiguous. Monthly emolument could include all total or gross emoluments as described by the employment contract which is not other than employee The civil service according to the 1999 constitution, section 318 sub sections 1 is: Service of the Federation (state) in a civil capacity, staff of the office of the President, (Governor), the vice President, (Deputy Governor), a ministry or department of the federation (state), assigned with the responsibility for any business of the government of the federation (state). s' basic salaries and allowances. Another constraint on the application of the Act is the non-specification of commencement date of the Act. This throws confusion on the timing of the Act. The burden of the contribution falls on the employers who may not have adequate time to plan and strategize (Oyedele, 2014). Nwafor (2013) views pension reform in Nigeria as parametric reform; this involves adjustments to the parameters of the pension systems, such as increase in retirement age, reduction in annual accrual factor, change in benefit indexation and increase in contribution rate. This shows that pension reform Act may experience the same

problem of its predecessor.

Pensions Reforms and Standards of Livings of Pensioners

Commitment of workers to entity's goals is one of the critical success factors of the organization. This involves attitudes towards organization objectives (Nwosu and Agba, 2011). Dhameji and Dhameji (2009) opine that commitment that spurs employees to achieve the set objectives of organization is linked to motivation. Pension is one of motivating factors. Pension and other retirement benefits have effect on the commitment of employees. Nwafor (2014) opines that a good pension scheme influences how a worker will perform his job. Good pension scheme should guarantee better lives after active service and should help the employees to adjust properly into the society after retirement (Sule & Ezugwu, 2009). Olanrewaju (2011) opines that pension schemes should contribute to total well beings of the retirees. In his investigation, he established that Pension Reform Act, 2004 had failed to contribute to social security of retirees at old age. Since retirement is a common destiny of employees, there should be safe haven for employees after retirement (Omoni, 2013). Presentation of New Pension Reform Act, 2014 revives the hope of retirees and would be retirees. In the space of time the retirees and would be retirees voices would be echoed if the new scheme is jettisoning along the path of the old scheme. Employees' futures should be more secured when the scheme is seldom reviewed. Majorly, pension scheme should ensure a better old age of the pensioners and would be retirees. Retirement should be a glorious exit from active service if the future is secured. It should be a celebrated exit if the scheme actually achieves the set objectives.

2.2 Empirical Review

Abimiku, Elems and Bawa (2020) examine the effect of Pension Administration on Civil Servants in Nasarawa State Head of Service Lafia. The study adopted Survey design. Data were collected from both Primary and Secondary sources. The result was tabulated and analyzed using Simple Percentage. The study concluded that effective pension Administration can positively affect the productivity of Civil Servants in Nasarawa State Head of Service Lafia.

Nwanne (2015) examines the impact of contributory pension scheme on economic growth in Nigeria for the period of 2004 and 2012 using ex-post facto research design. Panel data extracted from Pension bulletins were analyzed using OLS regression. The study found that contributory pension scheme has achieved the objective of using pension funds to provide long term capital that will promote economic growth.

Anazodo, Ezenwile, Chidolue and Chidinma (2014) study the effect of new pension scheme on retirees in Nigeria. The paper used qualitative and exploratory method. The study found that most retirees are not aware of the operations of the pension managers in Nigeria.

Akpan and Ukpong, (2014) focus on the administration of pension scheme and its contribution to capital formation. Secondary data was obtained from the PENCON bulletin and RSA Fund account. The study established that effective pension administration and capital formation are capable of industrializing the Nigeria economy.

Fapounda (2013) investigates the features, prospects and challenges of pension management in Nigeria. Secondary data was obtained from official publications of the Pension Commission (PENCOM). The study concluded that there is no enough evidence to show that the pension scheme is leading Nigeria in the desired direction.

Olanrewaju (2011) examines the Pension Reform Act 2004 and well-being of Nigerian retirees and the sociological evaluation of its provisions. The study used the Marxist theory to analyze critically the 2004 pension policy of the government on the wellbeing of Nigerian retirees. The study finds that the PRA 2004 has failed to contribute to basic social security in old age for the majority of Nigerians employed in the informal sector while the minority of covered workers is likely to experience problems.

2.3 Gaps in Literatures

From the prior studies appraised, it was revealed that a number of studies (Fapohunda, 2013; Akpan & Ukpong (2014) and Nwanne, (2015) have actually examined the effect of the pension contributory schemes on economic growth and capital formation. Except Abimiku, Elems and Bawa, (2020) who

studied and analyzed the effect of Pension Administration on Civil Servants in Nasarawa State Head of Service Lafia, and Anozodo et al, (2014) who digressed and studied the impact of new pension scheme on retirees. Literatures have not really covered the assessment of the implementation of Nasarawa State Pension Policy Administration on the standard of living of pensioners under Nasarawa State Civil Service, Nigeria, considering the significant number of pensioners who have retired from the Service. Therefore, this study tends to fill the gap and add to existing knowledge.

2.4 Theoretical Framework

This theory is hinged on Productivity theory of Pension. This was propounded by Dorsey, Cornwell and Macpherson, (1998). Productivity theory of pension is of two sides: The demand and supply sides. Both sides of the theory however, agreed that pension schemes are established as incentives and motivation to encourage workers to increase their productivity or performance (Nwafor, 2013).

The demand side of the theory posits that employers make payments to employees' pension funds because workers are keen or prefer pension savings to cash payments to their emoluments. This is because of the benefits attached. These include reduction in income tax of the employee, the retirement benefits, such as social security from the employer's contributions, interest earnings and dividend earnings on pension fund investment or assets that are not taxed. Others include the prospect of future enhanced and acceptable pension benefits, from awards or (increases as may be offered by the government from time to time. Yet another benefit is an insurance cover of sorts against risks that pension provides.

Nwafor (2013) posits that the demand side also states that employees, especially the high income earners, prefer pension to cash payments because of a possible annuity for as long as the pensioner lives. There is the shifting of risk of poor asset or investment performance to the employer in Defined Benefit Pension Scheme (DBPS), which is not exactly so in the CPS where there is a PFA. In the CPS, it is the asset earnings that are distributed to contributors or pensioners. Thus, risk shifting is easier to operate in a DBPS where there is a promised or defined benefit than in CPS where the

value of the benefit is a function of the value of the asset or pension fund performance. Finally, on the demand side, there is the potential of improved performance or output of the employee merely by the institution of a pension fund or scheme. The implication of this is that the pension scheme must be well articulated; involve the workers in the decision processes, well-funded and sustainable, such that it can motivate the workers or employees.

The supply side of this theory posits that employees' gain from pension tends to raise the level of workforce productivity and reduce labor costs. This is because the employers' investments in the training of the workforce, improved condition of service, provision of adequate resources etc, are greatly offset by the workforce's improved output or productivity. There is also the perspective that the supply side to the theory serves as an incentive for personnel to remain in the organization for a long time. This means that there is a reduced personnel turnover as DBPS penalizes organization quits. In all this, the organization tends to gain, however, because of large workforce's high productivity and attachment to the organization (Nwafor, 2013).

3. Methodology

Survey research design was adopted using data gathered from the primary source through a structured questionnaire and Secondary source from Reports of Nasarawa State Pension Bureau. A sample size of 202 was drawn from the population of 505 retirees from Nasarawa State Civil Service using Taro Yamane formula as follow:

Where;

n=sample size

N=total population size

1 is constant

e = the assume error margin or tolerable error which is taken as 5% (0.05)

$$n = \frac{N}{1 + N(e)^2} = \frac{505}{1 + 505(0.05)^2} = \frac{505}{252.5} = 202 \text{ (sample size)}$$

Data were analyzed using regression analysis.

SOL= is standard of living of pensioners measured as per capita income of the pensioners.

Model Specification and Justification SOL is (PS)

$$SOL = \beta_0 + \beta_1 (PS) + \varepsilon$$

PS= stands for Pension Scheme.

$$n = \frac{N}{1 + N(e)^2}$$

4. Results and Discussion

Where;

Research Question 1.

Table 1: What is the Standard of Living of Pensioners under Civil Service in Nasarawa State?

	Frequency	Percent	Valid Percent	Cumulative Percent
Highly improved	31	15.2	15.2	15.2
Improved	28	11.3	11.3	73.8
Ineffective	1	.3	.3	74.0
Valid ighly unimproved	139	62.5	62.5	89.2
Undecided	34	10.8	10.8	100.0
Total	233	100.0	100.0	

Source: Survey 2023

Table 1 show that the majority of respondents agreed that the standard of living of retirees of Nasarawa State Civil Service is not highly improved, with 62.5% of participants expressing this viewpoint.

Additionally, 11.3% of respondents considered the pension scheme to be ineffective. On the other hand, 15.2% of participants regarded the scheme as highly improved. Finally, 10.8% of respondents were undecided about the standard of living of pensioners

Table 2: To what extent has the current Pension Scheme improved prompt payment of pension benefits to pensioners under Nasarawa State Civil Service?

	Frequency	Percent	Valid Percent	Cumulative Percent
Highly improved	33	30.5	30.5	30.5
Improved	26	8.1	30.4	71.9
Invalid	32	19.9	19.9	91.9
Valid Highly unimproved	142	41.5	41.5	100.0
Total	233	100.0	100.0	

Source: Survey 2023

Table 2 shows that adherence to the prompt payment of pension benefits is highly unimproved. Approximately 41.5% of the respondents reported that there is delay in the payment of pension benefits in the Nasarawa State Civil Service. Another 30.4% considered it unimproved, which means a total of 71.9% respondents found it to be ineffective in addressing the plight of pensioners. On the other hand,

19.9% of the respondents believed that there is prompt payment of pension benefits in Nasarawa State Ministry of Works, while 8.1% reported it to be highly effective. This suggests that a minority of respondents feel the impact of pension scheme in Nasarawa State Civil Service, which of course, is insignificant, comparing the number of Pensioners in Nasarawa State.

Table 3: Total number of Pensioners who retired under Nasarawa State Civil Service 2013-2023.

S/N	Years	Total Number of Pensioners who retired under Nasarawa State Civil Service	% of Pensioners who retired from Nasarawa State Civil Service
1	2013	17	15.04
2	2014	12	9.76
3	2015	9	4.51
4	2016	7	3.19
5	2017	14	13.49
6	2018	7	3.19
7	2019	12	11.93
8	2020	8	6.81
9	2021	23	18.48
10	2022	12	11.93
11	Total	121	58.44

Source: Nasarawa State Pension Bureau, 2022

The table 3 above shows that in 2013, about 17 Pensioners who retired under Nasarawa State Civil Service, representing 15.04% which indicates the significant number of retirees in that year. In 2014, 12 people retired, representing 9.76, in 2015,2016,2017,2018,2019,2020,2021, and 2022, the data revealed the number of retirees, which the total value for period under review as 121 representing

58.44 which indicates significant number of retirees under Nasarawa State Civil Service.

4.1 Data Analysis

Data were analyzed using regression analysis. The standards of living of the pensioners were regressed against the predictor,Pension Scheme.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.306 ^a	.094	.089	.98392

a. Predictors: (Constant), PS

The model summary table above showed the coefficient of determination. The coefficient of determination is 0.089, therefore, it can be deduced that about 8.9% of the variation in the Standard of living of pensioners is explained by the Pension Scheme. 91.1% represents other factors that are not considered in this study that can influence standards of living of pensioners. The model summary showed that the coefficient of determination is 0.444; therefore,

about 44.4% of the variation in the investment decision making is explained by elements of financial statement. 55.6% represents other variables that are not captured in the course of this study that can influence investment decision making of investors. The model specification does not satisfy the test of goodness fit. The model is therefore suitable to predict the standard of living of pensioners.

ANOVA

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	18.905	1	18.905	19.528	.000 ^b
Residual	182.970	189	.968		
Total	201.874	190			

a. Dependent Variable: Standard of Living

b. Predictors: PS

The table above showed the analysis of variance of Standard of living of pensioners and Pension Scheme in Nasarawa State. The F test showed the 19.528 ($p <$

0.05). This showed that Pension Scheme have significant effect on the standard of living of the pensioners.

Coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	1.840	.202		9.115	.000
PS	.322	.073	.306	4.419	.000

a. Dependent Variable: Standard of Living

The above table showed the coefficient of beta factor. The Pension Scheme has positive and significant effect on Standard of living of the pensioners at 0.322 ($p < 0.05$). It is therefore concluded that Pension Scheme has significant effect on Standard of Living of pensioners. This was in line with the studies of Anozodo et al (2014) and contrary to the studies of Fapounda, (2013) and Olanrewaju, (2011).

4.2 Summary of Major Findings

i. The standard of living of retirees of Nasarawa State Civil Service has deteriorated greatly. This is due to non- implementation 2014 pension reforms. The period under review witnessed pensioners wallowing in abject poverty, leading to the death of some pensioners. The Defined Benefits Scheme has suffered from serious corruption, thereby leading to non-payment of pension benefits. Even when they are paid, they receive peanut.

ii. Retirees of Nasarawa State Civil Service also suffer from delay in the payment of pension benefits. After retirement, pension benefits are being delayed for years before commencement. Sometimes, retiree die without benefiting pension.

5. Conclusion and Recommendations

The study has examined the Pension policy administration on Pensioners' Standard of Living in Nasarawa State Civil Service. The study focused on the major difference between the existing Scheme and various Pension Reforms Act which have not been implemented in the State. Various literatures were also reviewed. The finding of the study established that Pension Scheme has significant effect on the standards of living of pensioners. It was affirmed that majority of the Pensioners are not enjoying the impact of the scheme and are therefore cheated on the process. Their welfares as the major beneficiaries of the scheme are not taken into consideration.

The study therefore recommends the following:

i. The representative of pensioners should be carried along in any Pension discussion in the State. This is to enable pensioners become aware of the realities about their benefits.

ii. Nasarawa State Civil Service Should implement the 2014 Act enacted by the National Pension Commission in order to enable Pensioners enjoy the new dawn of the Pension Administration in the State.

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