

Challenges of Insecurity and General Wellbeing of Civil Servants in Ondo State, Nigeria

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Abstract

Security of life and property is germane and a critical panacea for the pursuit of stability, development and sustainability of growth and general wellbeing of any society. However, insecurity is the order of the day in most countries of the world. Based on this, the ensuing paper examined the challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria. A descriptive research design was adopted and the research data was collected using a well-structured, self-developed and validated questionnaire tagged challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria (CIGWCS). Participants were selected from the 13 ministries in Ondo state Nigeria using the multistage sampling technique. Simple random sampling technique with replacement was used to select 8 out of the 13 ministries. Simple random sampling technique was also used to select 25 participants from each of the 8 selected ministries making a total of 200 participants that took part in the study out of the over 5000 civil servants in Ondo state. Simple frequency count, percentages and mean was used to describe the demographic characteristics of the population while the hypotheses were tested using of T-test analysis to test the significant differences of each of the 5 hypotheses stated in the study at 0.05 level of significance. In conclusion, the study showed that kidnapping, armed robbery job insecurity, food insecurity and social insecurity all have significant difference on the general wellbeing of civil servants in Ondo state. Recommendations that could enhance security and better the wellbeing civil servants were suggested in the study.

Keywords: Security, Insecurity, Insurgency, Kidnapping, Wellbeing.

Introduction

The high level of insecurity around the world has been observed to become a social problem and one that cannot be overemphasized because of the far-reaching effects and direct consequences on virtually all the sector of governance especially on the general wellbeing of the people. In the view of Ndubuisi-Okolo and Anigbuogu (2019), security is protection from or resilience against potential harm or other unwanted coercive change caused by others by restraining the freedom of others, while beneficiaries of security may be of persons and social groups, objects and institutions, ecosystems or any other entity or phenomenon vulnerable to unwanted change. From the submission of Gylych, Kemal and Sontonye (2018) insecurity is a feeling or condition of inadequacy and uncertainty; it produces anxiety about goals, relationships, ability to handle certain situations and general

wellbeing. It can appear in all areas of life and come from a variety of causes. Insecurity might stem from a traumatic event, patterns of previous experience, social conditioning or local environments such as school, work place, or home, there are limitless types of insecurity among which are insurgency, kidnapping for ransom or otherwise, armed robbery, banditry, ritual killings and general instability (Alhassan and Daudu, 2020).

According to McCawley (2019), the challenges of insecurity in Nigeria can be traced back to the early years of military rule when large quantities of arms were imported into the country for the use of the military during and after the Nigerian civil war, some of which sneaked into the hand of the civilians. Nwanegbo and Odigbo (2021) opined that insecurity is a critical issue that has hampered industrialisation and sustainable development in many parts of the world, Nigeria in particular and Africa at large. Nigeria witnessed unprecedented incidences of insecurity ranging from the activities of Fulani herdsmen, book-haram insurgencies, armed robber attacks, kidnapping, political and or religious crisis, murder, destruction of oil facilities by Niger-Delta militants, child abduction, trafficking and so on. These challenges have made security a pivotal issue that has culminated into serious crisis of protection of lives and properties. Consequent upon this, the Global Peace Index (2018) rated Nigeria below average as regards security matters. However, Ndubuisi-Okolo and Anigbuogu (2019) argued that the menace of security and insecurity is a crosscutting and multi-dimensional concept which has over the last century been the subject of global debate affecting the general wellbeing of the populace.

To corroborate the submissions of other researchers, Alhassan and Daudu (2020) revealed that UNDP (2017) reported that insecurity in Africa is setting in motion a dramatic reversal of development gains and threatening to stunt prospects of development for decades to come. Tensions arising from conflicts and insecurity are detrimental to the economy as well as security and the wellbeing of a nation, due to the significant challenge it poses to the living condition of inhabitants, business operations and development in general. In this vein, human insecurity has taken various shapes and faces in Africa, specifically across the six regions and 36 states of Nigeria that has led to the loss of jobs, lives, properties and confidence in the state and security forces. In the South-South, kidnapping, militancy and armed robbery have taken over; while in the south-east, kidnapping, communal clashes and agitations for secession are on the increase. The North-central is characterized by cattle rustling, armed bandits, ethno religious violence and farmers-herdsmen crisis forms of insecurity. Also, Northeast Boko haram and terrorism are posing threats to human security; while kidnapping, armed banditry, cattle rustling, human captivity for ransom and displacement of rural farmers from rural communities persist in the North western states that is recently more threatening to the life of people thereby distorting economic activities of these settlements (Hazen and Horner, (2017) and (Adeola and Oluyemi, 2018). Likewise, Gylych, Kemal and Sontonye (2018) opined that the vast decrease in peace in Nigeria where Nigerian position dropped to 146th out of 158 countries in the 2012 Worldwide Peace ranking can be credited to recurring different forms of life-threatening violent crimes in the country. In this regard, Nigeria is viewed as the minimum serene nation in West Africa

(Global Peace Index-GPI, 2018). For instance, unemployment being a serious problem faced by every economy of the world at a varying degree most especially developing economy like Nigeria, nurtures the spreading wave of poverty that in turn exacerbated security challenges. According to Nigeria's 2011 annual socio-economic report of the National Bureau of Statistics (NBS), the unemployment rate and social insecurity has consistently remained high in the country at 23.9 percent in 2011, 21.1 per cent in 2010, 19.7 per cent in 2009 and 23.132% in 2019 (National Bureau of Statistics NBS, 2019).

General wellbeing of human beings as explained by McCawley (2019) has been used interchangeably in recent times, though some variances exist, proper attention must be given altogether. Wellbeing refers to an optimal state of health expressed as a positive approach to living. Wellbeing places emphasis on the constant search for good health as an utmost goal, wellbeing is a constant and dynamic process of change and growth in an effort to get to the pinnacle of potentials and overall wellness. In the light of this, it is observed that civil servants like teachers, doctors and others do not see Nigeria as a safe place for abode or work in because of the various forms of insecurity and risk to life. Hence, foreigner investors, expatriate and even citizens of Nigeria are scared of investing and committing hard earned resources in lucrative businesses in Nigeria. Not undermining the importance of this study, the study therefore was carried out to examine challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria. The civil service is a collective term for a sector of government composed mainly of career civil servants hired or employed on professional merit rather than appointed or elected, whose institutional tenure typically survives transitions of political leadership. A civil servant, also known as a public servant, is a person employed in the public sector by a government department or agency for public sector undertakings. Civil servants work for central and state governments, and answer to the government, not a political party. The extent of civil servants of a state as part of the civil service varies from country to country.

Ondo state is a state in southwestern Nigeria. It was created on the 3rd of February, 1976 from the former western state. Ondo State borders Ekiti state which is formally part of the state to the north, Kogi State to the northeast, Edo state to the east, Delta state to the southeast, Ogun state to the southwest, Osun state to the northwest, and the Atlantic Ocean to the south. The state's capital is Akure, the former capital of the ancient Akure Kingdom. Ondo state includes mangrove-swamp forest near the bights of Benin. Nicknamed the Sunshine state, Ondo state is the 19th most populated state in the country. It is also the 25th-largest state by landmass. The state is predominantly Yoruba, where the Yoruba language is commonly spoken. The state economy is dominated by the petroleum industry. Cocoa production, asphalt mining, and activities related to the state's extensive coastline also are part of the economy. It is the home to the Idanre inselberg hills, playing host to the highest geographical point in the western half of Nigeria at higher than 1,000 Meters in elevation (Bureau of statistics, 2019). Hence the ensuing paper intends to examine challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria.

Purpose of the Study

The purpose of this study was to examine challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria.

Statement of the Problem

The responsibility of any government is to secure the lives and properties of her citizenry, one of the features of a failed state is the inability of the government to provide security and basic amenities for the general wellbeing of the masses. The hazardous situation in which security challenges has placed this nation is unquantifiable, a nation endowed with both human and natural resources is suffering from severe pangs of hunger to the detriment of the citizenry as a result of insecurity. This has prompted many youths to engage in various nefarious and precarious activities such as armed robbery, kidnapping, child abduction and so on. The youths who are pivotal the development of any nation are left uncared for and neglected, hence, propelled then youth into vices that could triggered insecurity. It is evident that the state of insecurity in Nigeria is largely a function of government failure and the lackadaisical attitude towards the poor masses. The paucity of basic needs by the people of Nigeria created a pool of frustrated people who are ignited easily by any event to be violent.

The submission here, is that, Nigeria has the resources to provide for the needs of her people, but corruption in public offices at all levels has made it impossible for office holders to focus on the provision of basic needs for the people. Nigeria earns a great deal of revenue through oil sales, but fails to use these earnings to meet the needs of its people and to develop infrastructure as well as the economy. When these situations exist, crime rate is bound to rise and the security of lives and properties cannot be guaranteed. Without security, the economic, social and political stability of the nation is in jeopardy. Insecurity in the country not only affects foreign direct investment and business activities, it also affects business confidence and stability as numerous firms lost confidence in establishing businesses in some states in Nigeria. There cannot be any meaningful development or stability in a state of insecurity. What then can be done to curb the incidences of insecurity in Nigeria? Going by the above submission, this study therefore is to examine challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria.

Objectives of the Study

The specific objective of the study sought to:

- i. Examine the challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria.
- ii. Recommend solutions to cater for the challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria.

Research Questions

1. Will there be any significant difference between kidnapping and general wellbeing of civil servants in Ondo state, Nigeria?
2. Will there be any significant difference between armed robbery and general wellbeing of civil servants in Ondo state, Nigeria?
3. Will there be any significant difference between job insecurity and general wellbeing of civil servants in Ondo state, Nigeria?
4. Will there be any significant difference between food insecurity and general wellbeing of civil servants in Ondo state, Nigeria?
5. Will there be any significant difference between social insecurity and general wellbeing of civil servants in Ondo state, Nigeria?
6. Will there be any significant effect of kidnapping, armed robbery, job insecurity, food insecurity, and social insecurity on the general wellbeing of civil servants in Ondo state, Nigeria?

Hypotheses

The following research hypothesis were formulated and tested at $p < 0.05$ level of significance.

1. There will be no significant difference between kidnapping and general wellbeing of civil servants in Ondo state, Nigeria.
2. There will be no significant difference between armed robbery and general wellbeing of civil servants in Ondo state, Nigeria.
3. There will be no significant difference between job insecurity and general wellbeing of civil servants in Ondo state, Nigeria.
4. There will be no significant difference between food insecurity and general wellbeing of civil servants in Ondo state, Nigeria.
5. There will be no significant difference between social insecurity and general wellbeing of civil servants in Ondo state, Nigeria.
6. There will be no significant effect of kidnapping, armed robbery, job insecurity, food insecurity, and social insecurity on the general wellbeing of civil servants in Ondo state, Nigeria.

Conceptual Framework

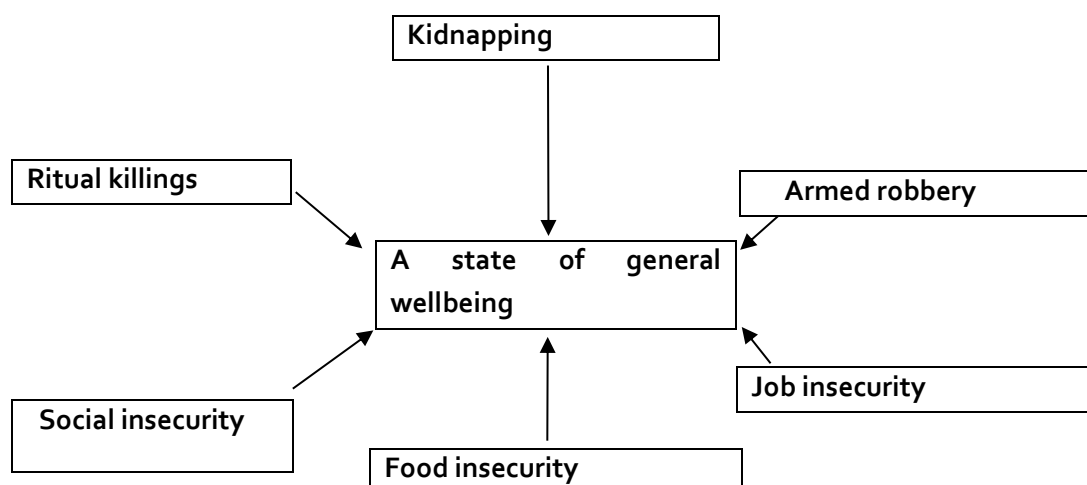


Figure 1: Flow chart of insecurity and general wellbeing

Source: Forest-Quill and Martinez Model 2019.

The conceptual framework presents the problems associated with insecurity and general wellbeing of human beings. The flow chart revealed the relationship between the dependent variable and the independent variables. When any or all of the indices of insecurity interferes with the wellbeing of man, then it could be said that there is a state of insecurity. On the other hand, when the wellbeing of man is devoid of any of the indices of insecurity, then there could be growth, development and stability which are characteristics of general wellbeing of individual, society or nation. It could also be deduced from the flow chart that when man is in a state of wellbeing, vices that could trigger insecurity could be averted.

Methodology

The study adopted a descriptive research design because it examined the challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria in which self-reported data were collected from sampled participants in describing the population on the relevant variables of interest without manipulating any of the variables. The population for the study consisted of a total of 200 civil servants in Ondo state, Nigeria. Participants were selected from the 13 ministries in Ondo state Nigeria using the multistage sampling technique. Simple random sampling technique with replacement was used to select 8 out of the 13 ministries. Simple random sampling technique was used to select 25 participants from each of the 8 selected ministries making a total of 200 participants that took part in the study out of the over (5000) civil servants in Ondo state. A self-designed questionnaire tagged challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria (CIGWCS) was used to elicit information from the participants. The instrument consisted of two sections identified as sections A and B. Section A contained demographic characteristics of the respondents. In section B, the items were designed to ask specific

questions directed towards challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria. The 15 item questionnaire in this section was assessed on a four-point rating scale ranging from 4 strongly agreed, 3 agreed, 2 disagree and 1 strongly disagree as indicated below.

Items	SA	A	D	SD
Positive items	4	3	2	1
Negative items	1	2	3	4

A reliable coefficient of 0.84 was obtained through the use of Pearson Product Moment Correlation Analysis. Therefore, the instrument was considered adequate and appropriate enough to be used for data collection for the study.

Administration of Research Instrument

Copies of the questionnaire were administered to the participants through the help of the permanent secretaries. The participants independently spent a minimum of 5 minutes on the average to carefully and accurately complete the questionnaire as it decreased the possibilities of sharing opinion and discussing the questionnaire items. Submission was done individually and a hundred percent return rate was achieved.

Data Analysis

Completed copies of the questionnaire were collected, coded and analyzed using both descriptive and inferential statistics. The descriptive statistics of frequency count and percentage were used to analyze the demographic information, while inferential statistics of T-test was used to test hypotheses 1 to 5 all at 0.05 alpha level of significance.

Demographic Information

Table 1: Demographic information of respondents

Variables	Description	Frequency	Percentage
Gender	Male	140	70%
	Female	60	30%
	Total	200	100%
Years of experience	1-5	5	2.5%
	6-10	5	2.5%
	11-15	30	15%
	16-20	40	20%
	21-25	60	30%
	26-30	30	15%
	31-35	30	15%
	Total	200	100%

Academic qualification	Primary 6	5	2.5%
	JSS 3	0	0%
	SSCE/WAEC	50	25%
	OND	20	10%
	HND/BSc	80	40%
	MSc/Med	40	20%
	Ph.D	5	2.5%
	Total	200	100%

The analysis of the demographic variables is presented in table 1.

Table 1 showed the demographic characteristics of participants. The result showed that male participants are 140 (70%), female participants are 60 (30%). Participants between 21-25 years of working experience are 60 (30%), while participants within 1-5 and 6-10 years are 5 (2.5%) respectively. Majority of the participants are holders of HND/BSc academic qualification 80 (40%), while there are 5 (2.5%) participants with primary 6 leaving certificate and Ph,D respectively.

Hypotheses Testing

Hypothesis 1

There will be no significant difference between kidnapping and general wellbeing of civil servants in Ondo state, Nigeria.

Table 2: Summary of T-test analysis showing difference between kidnapping and general wellbeing of civil servants in Ondo state Nigeria

Variable Description	$\bar{x}$	Std. Dev	N	Mean Diff.	t	Df	Sig. (2-tailed)	Remark
Kidnapping	3.0875	0.6168	200	0.4425	13.565	199	0.000	Reject hypothesis
General wellbeing of civil servants	3.530	0.4637	200					

$P < 0.05$

The results in table 2 showed that there is significant difference in the mean score of kidnapping and general wellbeing of civil servants (mean difference = 0.4425, $t = 13.565$, $df = 199$, $n = 200$). The difference was found to be statistically significant ($p < 0.05$). This implies that there is significant difference between kidnapping and the general wellbeing of civil servants in Ondo state Nigeria. Therefore, the null hypothesis which states that there will be no significant difference between kidnapping and the general wellbeing of civil servants was rejected.

Hypothesis 2

There will be no significant difference between armed robbery and general wellbeing of civil servants in Ondo state, Nigeria.

Table 3: Summary of T-test analysis showing difference between armed robbery and general wellbeing of civil servants in Ondo state Nigeria

Variable Description	$\bar{x}$	Std. Dev	N	Mean Diff.	T	Df	Sig. (2-tailed)	Remark
Armed robbery	3.2888	0.50630	200	0.2413	6.833	199	0.000	Reject hypothesis
General wellbeing of civil servants.	3.5300	0.4637	200					

$P < 0.05$

The results in table 3 showed that there is significant difference in the mean score of armed robbery and general wellbeing of civil servants (mean difference = 0.2413, $t = 6.833$, $df = 199$, $n = 200$). The difference was found to be significant ($p < 0.05$). This implies that there is significant difference between armed robbery and the general wellbeing of civil servants in Ondo state Nigeria. Therefore, the null hypothesis which states that there will be no significant difference between armed robbery and the general wellbeing of civil servants was rejected.

Hypothesis 3

There will be no significant difference between job insecurity and general wellbeing of civil servants in Ondo state, Nigeria.

Table 4: Summary of T-test analysis showing difference between job insecurity and general wellbeing of civil servants in Ondo state Nigeria

Variable Description	$\bar{x}$	Std. Dev	N	Mean Diff.	T	Df	Sig. (2-tailed)	Remark
Job insecurity	3.3975	0.47829	200	0.1325	3.770	199	0.000	Reject hypothesis
General wellbeing of civil servants	3.5300	0.4637	200					

$P < 0.05$

The results in table 4 showed that there is significant difference in the mean score of job insecurity and general wellbeing of civil servants (mean difference = 0.1325, $t = 3.770$, $df = 199$, $n = 200$). The difference was found to be significantly significant ($p < 0.05$). This implies that there is significant difference between job insecurity and the general wellbeing of civil

servants in Ondo state Nigeria. Therefore, the null hypothesis which states that there will be no significant difference between job insecurity and the general wellbeing of civil servants was rejected.

Hypothesis 4

There will be no significant difference between food insecurity and general wellbeing of civil servants in Ondo state, Nigeria.

Table 5: Summary of T-test analysis showing difference between food insecurity and general wellbeing of civil servants in Ondo state Nigeria

Variable Description	$\bar{x}$	Std. Dev.	N	Mean Diff.	t	Df	Sig. (2-tailed)	Remark
Food insecurity	3.4113	0.5648	200	0.1188	3.432	199	0.001	Reject hypothesis
General wellbeing of civil servants	3.5300	0.4637	200					

$P < 0.05$

The results in table 5 showed that there is significant difference in the mean score of food insecurity and general wellbeing of civil servants (mean difference = 0.1183, $t = 3.432$, $df = 199$, $n = 200$). The difference was found to be significantly significant ($p < 0.05$). This implies that there is significant difference between food insecurity and the general wellbeing of civil servants in Ondo state Nigeria. Therefore, the null hypothesis which states that there will be no significant difference between food insecurity and the general wellbeing of civil servants was rejected.

Hypothesis 5

There will be no significant difference between social insecurity and general wellbeing of civil servants in Ondo state, Nigeria.

Table 6: Summary of T-test analysis showing difference between social insecurity and general wellbeing of civil servants in Ondo state Nigeria

Variable Description	$\bar{x}$	Std. Dev.	N	Mean Diff.	T	Df	Sig. (2-tailed)	Remark
Social insecurity	3.4423	0.6318	200	0.2261	3.211	199	0.001	Reject hypothesis
General wellbeing of civil servants	3.6320	0.6631	200					

The results in table 6 showed that there is significant difference in the mean score of social insecurity and general wellbeing of civil servants (mean difference = 0.2261, $t = 3.211$, $df =$

199, n = 200). The difference was found to be significantly significant ($p < 0.05$). This implies that there is significant difference between social insecurity and the general wellbeing of civil servants in Ondo state Nigeria. Therefore, the null hypothesis which states that there will be no significant difference between social insecurity and the general wellbeing of civil servants was rejected.

Hypothesis 6

There will be no significant effect of kidnapping, armed robbery, job insecurity, food insecurity, and social insecurity on the general wellbeing of civil servants in Ondo state, Nigeria.

Table 7: Summary of T-test and Cohen's D analysis showing effect of kidnapping, robbery, job insecurity, food insecurity, and social insecurity on the general wellbeing of civil servants in Ondo state Nigeria

Variable Description	$\bar{x}$	Std. Dev.	N	Mean Diff.	T	Df	Sig. (2-tailed)	Cohen's D
kidnapping, armed robbery, job insecurity, food insecurity and social insecurity	3.1925	0.4667	200	0.3375	13.048	199	0.000	0.7255
General wellbeing of civil servants	3.5300	0.4637	200					

$P < 0.05$

The results in table 7 showed that the t-value was significant at probability value of 0.05 ($t = 13.048$, $df = 199$, $p < 0.05$). It further reveals that the Cohen's D was significant ($d = 0.7255$). This implies that kidnapping, robbery, job insecurity, food insecurity and social insecurity had a very significant effect on the general wellbeing of students. Therefore, the null hypothesis which states that there will be no significant effect of kidnapping, armed robbery, job insecurity, food insecurity, and social insecurity on the general wellbeing of civil servants in Ondo state, Nigeria was rejected.

Discussion of Results

The study presented challenges of insecurity and general wellbeing of civil servants in Ondo state Nigeria. Table 1 showed the demographic characteristics of participants. The result showed that male participants are 140 (70%), female participants are 60 (30%). Participants between 21-25 years of working experience are 60 (30%), while participants within 1-5 and 6-10 years are 5 (2.5%) respectively. Majority of the participants are holders of HND/BSc academic qualification 80 (40%), while there are 5 (2.5%) participants with primary 6 leaving certificate and PhD respectively.

Hypothesis 1, table 2 revealed a strong significant difference in the mean score of kidnapping and general wellbeing of civil servants (mean difference = 0.4425, $t = 13.565$, $df = 199$, $n = 200$) at ($p < 0.05$). In view of this result, the null hypothesis which stated that there will be no significant difference between kidnapping and the general wellbeing of civil servants was rejected. To corroborate the findings of this result, Hazen and Horner, (2017) and Adeola and Oluyemi (2018) revealed that apart from youth unrest that could lead to kidnapping for ransom, one major immediate factor which has enhanced insecurity in Nigeria is the porous frontiers of the country, where individual movements are largely untracked. The porosity of Nigeria's borders has serious security implications for the country, given the porous borders as well as the weak and security system; weapons are brought in easily into the nation from other countries. Small arms and light weapons proliferation and the availability of these weapons have enabled militant groups and criminal groups to have easy access to arms. Nigeria is estimated to host over 70 percent of about 8 million illegal weapons in West Africa. These migrants which are mostly young men are some of the perpetrators of crime in the country.

Hypothesis 2, table 3 revealed a strong significant difference in the mean score of armed robbery and general wellbeing of civil servants (mean difference = 0.2413, $t = 6.833$, $df = 199$, $n = 200$) at ($p < 0.05$). In view of this result, the null hypothesis which stated that there will be no significant difference between armed robbery and the general wellbeing of civil servants was rejected. The youths are the largest population of people involved in crime in Nigeria and this is because of so many factors among which are Corruption form the leaders; Corruption is already a part of life in the country and, unfortunately, is now part of Nigeria's economic problems, and public appropriation. It has gained popularity in the system of government. This creates financial insecurity which has exacerbated poverty, there is corruption in public office at all levels and this has created a lot of instability in our country thereby warranting the youths to take to armed robbery. Another is unemployment; According to statistics, a tenth of the youths of the nation are unemployed. Young people are overwhelmed by the high unemployment rate in Nigeria. Every year, universities produce many graduates who were unfortunately thrown onto the job market with no prospect of job opportunities. And this has led a lot into criminal acts like kidnapping, armed robbery and so on. Nigeria shares porous borders with Niger, Burkina Faso, and Mali. These borders are poorly secured by the Nigerian immigration and customs authorities. The porous nature of these borders has encouraged the possible spread of terrorist activity and other criminal activities in Nigeria. Glanz, Karen, Barbara, Rimer, & Viswanath (2018). (Chukwuemeka, 2022).

Also the result in hypothesis 3 table 4 revealed strong significant difference in the mean score of job insecurity and general wellbeing of civil servants (mean difference = 0.1325, $t = 3.770$, $df = 199$, $n = 200$) at ($p < 0.05$). In view of this result, the null hypothesis which stated that there will be no significant difference between job insecurity and the general wellbeing of civil servants was rejected. Job insecurity as explained by McCawley (2019) occurs when one is anxious about a continued employment or about the continuation of certain benefits

attached to the employment, it can be triggered by anxiety over job performance or anxiety over factors beyond control, such as the economy, insecurity, industry trends, workplace conflict, or the danger of company restructuring or failure. High rates of unemployment and temporary work increase job insecurity on a national scale and contribute to widespread mental health problems. Brennan (2020) opined that job insecurity can work to motivate some people, but it more often results in poorer performances. It can lead to absenteeism, wanting to change jobs soon after starting, disengagement from colleagues and in group projects, and poor work attitudes. In contrast, Nwagboso (2015) affirmed that terrorism, war, insurgency and other forms of insecurity is a major factor contributing to job insecurity, in the same vein, youths that are unemployed are empowered with weapons and used as tugs for politicians to rig election and thereafter those weapons become the property of the ideal youths to cause mayhem in the society.

Furthermore the result in hypothesis 4 table 5 revealed strong significant difference in the mean score of food insecurity and general wellbeing of civil servants (mean difference = 0.1183, $t = 3.432$, $df = 199$, $n = 200$) at ($p < 0.05$). In view of this result, the null hypothesis which stated that there will be no significant difference between food insecurity and the general wellbeing of civil servants was rejected. Food security seems to be a major insecurity challenge that cuts across the rich and poor. Mukhtar (2014) stated that food insecurity can happen as a result of unrest in the community, owing to the fact that bandits and kidnappers hibernate in the bush and farmlands to abduct and kidnap and even kill anyone found. Hence, farmers abandoned farm site thereby resulting in food scarcity and the available food cannot be trusted.

Furthermore, the result in hypothesis 5 table 6 revealed strong significant difference in the mean score of social insecurity and general wellbeing of civil servants (mean difference = 0.2261, $t = 3.211$, $df = 199$, $n = 200$) at ($p < 0.05$). In view of this result, the null hypothesis which stated that there will be no significant difference between social insecurity and the general wellbeing of civil servants was rejected. To support the findings of this result, Global Peace Index (GPI, 2018) revealed that in place of insecurity, trust for one another is hard to come by. Social insecurity in Africa and particularly in Nigeria has affected the economy and sociality of Nigerians such that investors find it unwise to invest in Nigeria.

Conclusion

The findings of this study clearly showed that kidnapping, armed robbery, job insecurity, food insecurity, and social insecurity all have positive strong significance on the general wellbeing of civil servants in Ondo state, Nigeria.

Recommendations

Based on the findings of this study, it is therefore recommended that:

1. The government should create enabling environment to engage the youths thereby making them abstain from vices capable of causing insecurity and instability.

2. The government and relevant stakeholders should make cost of living affordable for the common man thereby bringing about wellbeing.
3. Health education should be given its rightful place in the curriculum where morals, values and dignity in labour will be taught and enforced.
4. Condition of service for civil servants should be improved upon as that will enhance good quality of life
5. Non-governmental Organizations and other relevant stakeholders should partner with the government on the issue of insecurity and general wellbeing of the masses.

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