

**IMPLEMENTATION OF CONTRIBUTORY PENSION SCHEME AND ITS IMPACT ON THE WELFARE OF RETIRED FEDERAL PUBLIC SERVANTS IN PLATEAU STATE: 2016-2023**

**Apollonia Akuenyinwa Kalu<sup>1</sup>· Okoye Christiana Ph.D<sup>2</sup> & Umoh Nandi Ph.D<sup>3</sup>.**

**<sup>1</sup>Faculty of Social Sciences, Department of Political Science University of Jos, Plateau, Nigeria**

*Email Address:modesterkalu@yahoo.com Phone No: 08036044234*

**<sup>2</sup>Faculty of Social Sciences, Department of Political Science University of Jos, Plateau, Nigeria**

*Email Address:okoyechritie@yahoo.com Phone No: 08035984650*

**<sup>3</sup>Faculty of Social Sciences, Department of Political Science University of Jos, Plateau, Nigeria**

*Email Address:nanjiumoh@gmail.com Phone No: 08035984650*

**ABSTRACT**

The concern of the public and private sectors about the welfare of retirees, their families and their contribution to the society have attracted academic scholarships and policy debates in recent years. Pension schemes such as the contributory pension scheme is expected to play a significant role in supporting retirees' wellbeing, whereby they receive their pensions and gratuities. However, the efficacy of these pension schemes has been questioned with calls to understand the root causes of the problems. This has resulted in the quest to embark on this study to examine the implementation of contributory pension schemes and its impact on welfare of retirees. Specifically, the study explored the nature of the implementation strategies, how prompt it is in paying the pension benefits and the link it has on employees' social life. The study adopted the Social Contract Theory. The study adopted secondary method of data collection through thematic and content analysis of the data collected. The finding revealed that although the Contributory Pension Scheme has the potential to improve retirees' welfare through effective implementation and prompt payments, its impact is significantly constrained by systemic governance gaps, corruption, weak enforcement and lack of punishment to fraudsters. The study recommends that there is need in highlighting for transparency, structural reforms, and inclusive governance to achieve sustainable welfare outcomes and restore public confidence in Nigeria's social protection system.

***Keywords: Pension, Contributory Pension.***

**Background to the Study**

The history of pension dates back to 1645 during the reign of Duke Ernest of Gotha, in Germany, when he created a fund to support the widows of clergymen in his territory. Later in 1662 the scheme included widows of teachers. The obvious implication was that the widows of clergy men and teachers were the first modern examples of what we may call pension funds today. Between the 17<sup>th</sup> and 18<sup>th</sup> Centuries, pension became more common across Europe as compensation for those who lost their spouses, especially those men of rank who were wounded or killed in action (during the war). Later in 1889, a legislation to include all eligible workers was enacted and implemented by Otto Von Bismarck as "The Old-Age and Disability Bill". In other words, the German Empire was the first European country to establish a full-fledged pension system for workers aged 70 years and above (Davison, 2019).

In Great Britain workers began to enjoy pension in 1908 and it was called the "Old Age Pension Act of 1908". In the USA pension was established during World War II and it was based on defined benefit plan until the 1980s when Defined Contributory Plan became common and acceptable by most Western Countries. Other nations followed up much later (Davidson, 2019). The Nigerian Government, being a colony of the British Government, keyed into the old pension Act of 1908. In this arrangement about ten to twenty-five pounds were paid to those that were 70 years and above and were considered to be of good character. Several other changes took place and by

1<sup>st</sup> January 1946 an act on pension ordinance by the colonial administration as a Defined Benefit Scheme on pay- as-you- go basis was founded (Sule & Ezugwu, 2009). This was funded by the Federal Government from budgetary allocation. It was followed by the National Provident Fund Act of 1961. This was the first formal pension scheme in Nigeria.

In 1979, a pension decree 102, with retroactive effect from 1<sup>st</sup> April 1974 Decree No. 73 of 1993 established the Nigeria Social Insurance Trust Fund Scheme. These pension policies were meant to take care of civil servants who have worked for Ten (10) years, thirty-five (35) years or Sixty (60) years of age and above with the government and retired from active service (PRS 2021). On the old pension platform, the government bore the whole burden of paying retired workers, both gratuity and pension. The 1951 Pension movement ordinance was a non-contributory approach whereby retired civil servants were paid using their last payment as well as the length of service to calculate gratuity and pension. This means that pension and gratuity depended on the length of service and the last pay-slip.

Ahmed (2006) has written that the scheme was marred with many problems among which were the inability of the government to cope with payment of pension and gratuity of workers. This was because there were no reliable records, uncoordinated administration and inadequate funding, outright fraud and irregularities, diversion of allocated funds, and presence of ineligible pensioners on the payroll. Due to these issues, the Federal Government by virtue of the provision of the 1999 Constitution had power to legislate on pension matters. The executive arm of government sent a bill to the national assembly in 2003. Subsequently, the Pension Reform Act of 25<sup>th</sup> June 2004 during the administration of President Olusegun Obasanjo was passed.

The Act known as Contributory Pension Scheme took effect on the 1<sup>st</sup> July 2004 with the aim to ensure that every person who worked in either the public service of the Federation, Federal Capital Territory (FCT) and the private sector, receives his/her retirement benefits as and when due. To assist improvident individuals to cater for their livelihood during old age and to establish a uniform set of rules, and standards for the public service of the Federal, FCT and the Private sector (PRA, 2004). The 2004 pension reform Act was meant to correct the identified problems in the old defined benefit pension scheme and provide efficient and effective pension administration that would enable retired workers to live a fulfilled retirement life devoid of pain, agony and dependency that was felt by pensioners in the old scheme.

According to Odia and Okoye (2012), and Nwanne (2015), the scheme was guided by the key principles of sustainability, accountability, equity, flexibility and practicability. The employers and employees are partners in progress in this scheme because each contributes 7 1/2 % on a monthly basis at the initial stage into individual Retirement Savings Accounts (RSA) opened by Pension Fund Administrators (PFA) who are monitored by the National Pension Commission (PENCOM). Pension Fund Administrators' offices were opened as a result of the introduction of contributory pension scheme and are the third-party custodians of the funds and assets of the workers.

These fund custodians unlike the former scheme or policy which was managed by government owned organizations like the Nigeria Social Insurance Trust Fund (NSITF) which was established by the pension Act of 1993 and was funded from budgetary allocation. The contributory pension exempted those public servants who had less than three (3) years in service as at 30<sup>th</sup> June 2004. Judicial Officers, Ambassadors, Diplomats, politicians and the Military were also exempted from the scheme.

In 2014, the administration of Dr. Goodluck Jonathan signed into law the Pension Reform Act of 2014 with the aim of establishing a uniform set of rules, regulations, standard administration and payment of retirement benefits for the public service of the Federation, FCT, States, Local Government Councils (LGC) and private sector. This was designed to create an enabling environment for civil servants to have a secured retirement life through improved efficiency, accountability in handling of pension matters by the PFA and profitability to workers.

The contribution was increased to 10% for employers and 8% for the employees, raising the percentage from 15% to 18%. Eme and Uche (2014) have argued that this provided additional benefits to workers' retirement saving accounts thereby enhancing their pension benefits at retirement. In 2019, the Federal Government of Nigeria (FGN) established the Pension Reform Act 2019 under President Muhammad Buhari to raise the national minimum wage of the serving civil servants, so as to reflect in their salaries after retirement age.

In 2020, PENCOS enforced the provision of section 13 of Pension Reform Act of 2014 on Retirement Savings Account (RSA) Transfer which empowers contributors to change their PFA in the event of unsatisfactory performance. Similarly, the FGN, in 2021, set up the Employment and Labour Law of 2021 which covers common issues in employment, labour laws, regulations- terms and conditions of employment, employees' representation and industrial relations, discrimination, maternity leave rights and business sales in the thirty six states and the FCT. All these were to ensure efficiency in the welfare of employees and retirees.

The motivation for this study emanated from the fact that civil servants after their retirement age suffer financial difficulties as a result of non-payment of their gratuity, retirement benefits and other financial emoluments needed to be paid to the retiring workers. Oftentimes, it takes two to five years before the benefits are paid to these retiring workers. Some even die as a result of non-payment of retirement benefits. Hence, the federal government of Nigeria deemed it necessary to set up the new pension scheme policy to ameliorate or mitigate the sufferings of these retired civil servants. Based on the above therefore, this work undertook an in-depth study of the implementation of Contributory Pension Scheme and its impact on the Welfare of Retired Federal Public Servants in Plateau State.

### **Statement of the problem**

The Contributory Pension Scheme has been packaged with the following four objectives; to establish a uniform set of rules, regulations and standards for the administration and payments of retirement benefits for the public service of the federation and the private sector; make provision for the smooth operation of the contributory pension scheme, to ensure that every person who worked in either the public service of the federation or the private sector receives his retirement benefits as and when due and assist improvident individuals by ensuring that they save in order to cater for their livelihood during old age. The objectives are meant to remedy the mistake of the old pension policy known as Defined Pension Scheme. The former policy was marred by many problems including non-availability of records, uncoordinated administration and inadequate funding to outright irregularities such as diversion of funds and suppression or hiding of records of beneficiaries (Odia & Okoye, 2012; Nwanne, 2015; Ahmed, 2006).

The issue now is that even the reformed policy of the Contributory Pension Scheme seems to be suffering from the same problems of the former scheme. Accordingly, Oga (2016) observed that some Nigerian workers have retired from their various places of work without pension and gratuity due to the inability of their employers to key into the scheme or failure to remit to the appropriate pension managers the monthly contributions meant for the employees. In some cases, despite the 8% deductions from employees' salary, the 10% and the 8% deducted were not remitted. Apart from non-remittance of deducted contributions by some employers, the status of the Contributory Pension in States and FCT as at 31<sup>st</sup> December 2022 showed that only ten (10) states are remitting both employer and employees' contributions.

Two states remit employees contributions, twenty-five states (25) enacted the law, 7 States including Plateau are at bill stage, States that are paying pension under CPS are 7 (PENCOS, February 2023). If the status of implementation above is anything to go by, it then means that remittance as well as keying into the scheme by many state governments still pose problems then we may be facing serious problems with the scheme.

There are many recorded examples of how pension custodians frustrate retired public servants to the point of the retiree contemplating suicide and in some cases committing suicide. According to Bararabe (2019), in Bauchi State a civil servant was rescued while attempting suicide. Other examples were beneficiaries not able to access the benefits of their deceased spouse or relatives for five and seven years respectively (Moses, 2019; Omobola, 2019). The inadequacies of pension fund administration in the country have led to the untimely death of many retired Nigerians. These problems have led to certain concerns that raise questions on the nature of the implementation strategies of the Contributory Pension Scheme. It is against this background that the study was carried out.

### **Research Questions**

The following research questions were addressed in this study.

1. What is the nature of the implementation strategies of the contributory pension scheme in Plateau State?
2. How has prompt payment of pension benefits impacted on the welfare of Federal retirees in Plateau State?
3. To what extent has the contributory pension scheme improved the basic/ medical/ social needs of retirees in Plateau State?
4. What are the factors that have militated against the implementation of the contributory pension scheme among retired Federal public servants in Plateau State?

### **Aim and Objectives of the Study**

The aim of this study was to assess the implementation of Contributory Pension Scheme and its impact on the Welfare of Retired Federal Public servants in Plateau State. The objectives include:

1. To evaluate the nature of the implementation strategies of the contributory pension scheme among retired federal public servants in Plateau State.
2. To examine how prompt pension benefits are paid to retired federal public servants in Plateau State.
3. To assess whether the contributory pension scheme has improved the retirees basic/ medical/social needs in Plateau State.
4. To identify the factors that have militated against the implementation of the contributory pension among retired federal public servants in Plateau State.

### **Theoretical Review**

This study is anchored on the Social Contract Theory (Rousseau, 1762). The theory states that people are born into the world with ideas or opinions for their safety, gain or problems. It further states that society gradually develops this idea to suit the society they found themselves. This means that the society has capacity to change peoples' ideology for their interest. Underlying the Social Contract Theory is the fact that people and organisations work in harmony by reaching an agreement. The government and the employees agreed to partner together for the good of the working environment whereby the government provides the system to work while the employees provide the services that help the system to survive. The reason for adopting this theory is because in contributory pension scheme, the government and the employees agree that both should contribute certain percentages that would serve as pension benefit for the employee after retirement. Both have the obligation to ensure that social contract law of joint contribution is kept.

### **Conceptual Clarifications**

#### **a. Pension**

Many scholars have offered detailed explanations of what pension means. Generally, pension refers to the payments exclusive of the earnings that an individual receives after he reaches a designated age- an age that is usually related to the time at which workers retire from regular employment. According to Duffy and Giesecke (2023), pension is a fund into which amounts are paid regularly during an individual's working career, and from which periodic payments are made to support the person's retirement from work. It provides financial security and income after retirement, allowing individuals to maintain their standard of living.

Armstrong (2009) wrote that pension provides an income to employees when they retire and their surviving dependents on the death of the employee. Armstrong added that pension provides deferred benefits to employees who leave formal employment on the attainment of specified age or period of service or on a voluntary basis. This means that pension is not only for those who retire on grounds of age or completion of specified years of service, rather, it extends to those who withdraw or resign from service due to personal reasons but have put in pensionable years.

Pension is a tool to guarantee that a worker may continue to live on a steady income after retirement (Etim et al., 2023). Obasi (2012) defined pension as a promise of a particular amount of income by an employer of labour and which can only take effect after retirement. This definition can be modified; Pension is not just a promise of a particular amount, rather it is real payment of a certain amount paid periodically to any employee who retired from service. It is a scheme that every person who has served an organization looks up to.

Tola (1999) in his view, saw pension as an amount of money paid regularly by an employer or principal to a member of staff considered too old or ill to work. Tola argued that there is a time when the body can no longer carry a worker and that the worker will retire and rest. In the same vein, he also likened pension to the termite and noted that failure to prepare for the rainy day is to prepare to be swept by the rain. That is to say that it is very important to prepare for retirement. It is quite sad that some people still associate pension with old age; the large percentage of employees who have been involved in contributory pension scheme have a better idea of what the scheme is all about and it is important for every employee in their days of active service to concentrate on their pension contribution from the first day of employment (Eme, Uche & Uche, 2014).

While Tola (1999), is of the view that pension is basically for old people, Eme, et al (2014) holds that pension is not basically for old people but should be seen as an important venture that should be embarked upon from the 1st day of employment. Meaning that the preparation of retirement should start as soon as you are employed, so that you retire early and strong. The young people who started work at age 21 and retire at 33, who are involved in contributory pension are not old.. This is why they recommend contributory pension for workers. From the above views, we can concede that there is a time for everything. Employees must, as a matter of necessity, prepare to retire well so that, at old age when the body can no longer work, they will not suffer. This can be achieved through adequate pension contribution. Consequently, pension schemes exist to provide retirement benefits to employees. Balogun (2006) affirmed that the primary goal of a pension scheme should be to provide adequate, affordable, sustainable and robust retirement income for employees.

An adequate system seeks to provide sufficient benefits to prevent old age poverty, smoothen a reliable means to lifetime standards and acceptable lifestyle. Similarly, a pension scheme is essentially an income security program which provides benefits to beneficiaries who may be retirees/pensioners. The benefits are in three dimensions; as defined benefits in which the employer funds the pension scheme. It could also be a defined contribution plan which is a situation whereby the employer and employee contribute and fund the scheme. Lastly, Non-contributory Pension Scheme which involves a pure cash transfer to beneficiaries rather than savings or insurance scheme. It is also a social pension targeting the elderly, destitute, the unemployed etc. to alleviate poverty, sickness and reduce crime (Abromovits, 2003).

Pension benefits are sustainable income aimed at alleviating poverty, sickness and a means of improving social life for retirees. Sometimes, the government alone funds the pension, and it can

also be co-funded by the employee and employer. It may also be a benefit given to the elderly, unemployed for their social welfare in order to help them avoid crime or social menace. In Nigeria, pension is a form of social security against old age poverty and other uncertainties. A pension scheme is a transfer program which serves as a channel of redistributing income to the elderly or retirees after a stipulated number of service years (Aluko, 2007). The above scholars are of the view that pension can be accorded to a retired employee based on factors like age, ill health, incapacitation etc.

Ugbaja (2013) has argued that pension is one indispensable form of employees/workers solid benefit/reward that has positive impact on their discipline, loyalty and willingness to remain in service of an employer and commitment to attainment of service goals as well as concern for the survival of the organization. He also opined that it is only a well-funded pension scheme that helps to spread the cost of benefits equally over time to eliminate the problem of economic misfortune. This can be achieved if the pension fund is responsibly managed or handled. Meaning that responsible management of pension is determined by the quality of staff.

Ayegba, James and Udoh (2013) have described pension as payment a retiree receives after retirement that is a monthly pre-determined legal or contractual term. It is a contract for a fixed sum to be paid regularly to a retiree as a result of retirement from service. It is different from severance pay (Eme & Uche, 2014). Pension is internationally recognized and occupies a strategic place in national socio-economic development. It is not only a vital component of social security. It is also a veritable/imperative vehicle for nation building. Indeed, investment in pension has a profound impact on the well-being of pensionable retirees, society and the economy (Jonathan, 2014).

It was observed that pension is a contract for a fixed sum to be paid frequently to a retiree, as a result of retirement from service. This is not the same with severance pay; the former is paid in regular instalments while the latter is paid in a single sum. The plan of pension benefit in the lives of retirees from all indications cannot be ignored. It is important to note that all the two scholars have agreed that pension is an essential part in the lives of pensioners/retirees and the nation at large. From the foregoing, many scholars have given their insight on what pension is, some authors saw it as an income provider, a tool to guarantee a steady live income, an indispensable form of solid benefit that has positive impact on their discipline.

In this study, pension is the amount of money paid monthly to retired public servants who have served the organizations meritoriously from ten to thirty-five years or 60 years and above to enable them take care of their welfare during their period of rest from work. The main objective should be to provide an adequate, affordable and robust retirement fund that desires to bring about improved welfare that should be able to prevent old age poverty, improve lifetime standard of living and ensure an acceptable lifestyle.

### **Contributory Pension**

The National Pension Commission (2020) defined contributory pension as a pension plan in which an employer/employee contributes in varying percentages to build a retirement fund for the employee. Oscar (2012) and Akor (2006) defined contributory pension as an income security program that links contributions to the history of providing minimum pension. This implies that the criteria for pension eligibility includes a history of a set aside contribution that was made by the employee hoping to retire someday and his employer. The goal is to ensure that a portion of their income is guaranteed for pension purposes. So, a contributory pension as a system is a saved income or an insured income for retiring workers' welfare. Since a pension system is majorly an income security that provides benefits to retirees, the benefit is a valuable payment that is made in accordance with established rules for participation whereas a flat benefit is one that pays a unitary value to their retirees.

On the other hand, a non-contributory pension is purely a cash transfer to beneficiaries (Akor, 2006). The implication of this is that employees on this system eligibility is based on socio-

economic, political factors like poverty, old age etc. It is usually regarded as a social pension scheme. Kalu and Attamah (2015) considered a contributory pension scheme from another dimension. To them, contributory pension is a funded one because the returns from the investment of the funds provided resources for meeting the pension obligations. The funded and unfunded pension system is the defined benefits pension scheme and the contributory scheme (DBPS/CPS) respectively.

The contributory pension scheme under government institutions mostly faces the political market mechanism risk and the private institution faces investment risk (PENCOM, 2014). Sule (2009) and Egbe (2013) view contributory pension as money set aside by the employer, employee or both to ensure that at retirement, pensioners have income to spend. In other words, it is a system where employer and employee remit a certain amount monthly, to a pension fund custodian which aggregates to the employees' retirement benefits at the end of service. Diverting from the views of others, Ahmed and Oyadiran (2013) saw the contributory pension scheme as a form of savings or insurance scheme.

As an insurance scheme, it should have a positive impact on the retirees since the money is expected to yield value or interest that should enhance or create marginal impact on the retirees and all insurance benefits accrue to the person will be able to take care of both social, emotional and economic needs of his family. Mainoima (2005) maintained that the value of benefits varies; that it depends on contribution levels and earnings received from the invested contribution, meaning that those with high contributions should be able to receive enough funds that will support their welfare. This study reveals that the Contributory Pension Scheme is a plan by the government that mandates employer and employee to save a certain percentage of the employee's salary to be kept with PFA. It is a lifesaving scheme for sustaining the worker during retirement.

Different scholars have provided their definition of contributory pension scheme based on their understanding. This study has adopted the work of Sule (2009) and Egbe (2013) who viewed contributory pension as money set aside by the employer and employee or both to ensure that at retirement, pensioners have income to spend. For the purpose of this study, contributory pension is money set aside monthly by the employer and employee as a savings towards the employee's retirement. The employer remits 10% of the employee's monthly salary while the employee remits 8% to his retirement savings account through his fund manager to cater for his needs during his inactive years.

### **Retirees' Welfare**

A retiree is someone who has served his employer or organization (government or private) and stops work for reasons like attaining/reaching the mandatory retirement age or the stipulated number of years of service. They may also be a worker who has left service due to ill-health. It is obvious that retirees having been used to the regular and daily chores of employment have to be taught the process of re-socialization, refocusing, and restarting a fresh lifestyle. The new lifestyle enables retirees to adjust to different economic, social, cultural and potential conditions which may not have weighed so much on them (Akhiojemi, Iheanacho & Abu, 2018).

Corroborating this view, Manheimer and Lassey (2000) stated that to succeed as a retiree and adjust to new life of retirement, depends upon some factors such as pre-retirement life, pre-retirement programme and planning, non-payment of retirement benefits. It is important to note that among categories of workers in the labour force in Nigeria, the workers approaching retirement and the retired, are our concern in this study. Retirement is a social status that implies moving from one formal status of a worker to that of an ambiguous status of retirement (Uzoma, 2003). Generally, it implies the terminal cessation, relaxation or change in one's economic activity, socially/legally prescribed for workers in later life. Retirement also represents a final stage of life when one leaves an occupation which one has been involved in for considerable length of one's working life.

Armstrong (2009) stated that retirement is a major change with challenges and should be prepared for. Since most of these challenges are persistence in the life of retirees, this present

study is focused on finding out factors that are militating against the achievement of the scheme objectives on the general welfare of retirees. This is in collaboration with the work of these scholars who are still of the opinion that retirees' welfare has not been taken care of even in this new pension policy, notwithstanding that the provision of adequate, affordable, sustainable and robust retirement income for employees was the major factor that engender the wave of privatization of pension that overtook the world in the last decade (Oscar, 2012).

Akhiojemi et al. (2018) defined welfare as provision of a minimal level of well-being and social support for people that lack adequate means of providing for their basic needs. The authors argued that in the Western world, governments render social support otherwise known as welfare to indigent people in the society. Religious groups, non-government organizations (NGOs), social groups, philanthropists etc. also provide welfare services to those members of the society who cannot cater for their daily needs. To put it differently, welfare can also be referred to as the provision of some level of social support for the wellbeing of the citizens that lack adequate means of taking care of their basic needs. Retiree welfare as defined by law is a welfare plan that provides continuing coverage or benefits for any participant or any beneficiary of a participant after such participant's termination of employment (Insider, 2023).

The ability of government and pension managers to provide for the welfare of their pensioners is a task that must be fulfilled, for them to be able to attend to the socio-economic needs of their families. This responsibility (welfare provision) forms the bedrock of this study and is relevant to retirees survival in the society. A retiree in this study is an individual who is no longer in active service but is receiving a monthly income while welfare is regarded as the provision of basic social needs that are necessary for the well-being of retired public servants such welfare include the provision of healthcare, accommodation and meeting their immediate social needs.

## **METHODOLOGY**

In line with this philosophical foundation, this study adopted secondary method of data collection which includes Books, Newspapers, Magazines, Internet sources, E-Learning among others.

### **Empirical Review**

In the following paragraphs we undertook a review of some past empirical studies in order to demonstrate how the studies are related to the present study. The review takes cognizance of the variables in the research questions and research hypotheses.

Ibeme & Aniche (2006) conducted thorough research on diagnosing the elephantine problems in the implementation of 2004 Pension Act in Enugu state Civil Services. The researchers used questionnaires to collect data as well as face to face interviews/ focus group discussions to collect data. Chi-square was adopted in testing hypotheses. The study revealed among other things that the government of Enugu State has not put an efficient financial control mechanism in place to ensure efficiency in pension fund management.

The study was on the problem of implementation; it was impactful to the present study but not the same because the authors beamed their light on diagnosing the elephantine problems in the implementation of 2004 pension Act. The present study is on the implementation of CPS and retirees' welfare used questionnaires and interviews to collect data. Though they mentioned prompt payment as one of the reasons for the study, they did not examine the nature of implementation strategies which this study is interested in.

Also, Sule and Ezugwu (2009) studied the application of the Contributory Pension Scheme on employee retirement benefits of quoted firms in Nigeria. In order to actualize their research objective, Sule and his colleagues adopted an ex-post facto type of research design where the sample was drawn randomly using judgmental sampling. Data was gathered through secondary sources. Student T-test for paired observation was employed to test hypotheses after the analysis,

the findings revealed that the application of the CPS has positive impact on employees retirement benefit.

The authors recommended that the Commission should intensify efforts at ensuring timely remittance to RSA by stakeholders and that regulatory agencies must ensure effective implementation of the penalties provided by the Act on non-compliers regardless of their status. The study is of relevance to the present study but not the same while the study is on evaluation of application of CPS in selected firms. The reviewed study used T-test pair observation to test their hypotheses, whereas this present study used simple regression to test hypotheses on Implementation of Contributory Pension and its impact on the welfare of retired federal public servants in Plateau State.

Similarly, Yusuf (2016) carried out a study on assessment of the effects of the implementation of Contributory Pension Scheme on retirement benefits in Kano state. The study examined Kano state pension fund trustees from 2007 to 2015. The purpose was to ascertain whether retirement benefits are being paid as and when due, compliance with the state pension and gratuity law of 2006 in remittance and whether investment of contributions will affect payment of retirement benefits positively. The Survey design was employed; data were gathered through primary and secondary sources. Respondents' opinion was obtained through the use of questionnaire and interview.

The respondents were selected using randomized systematic stratified sampling a total of one hundred and eighteen (118) questionnaires were administered and retrieved. The data gathered from the field work were presented in tables and expressed in percentages. Chisquare statistics was used in testing hypotheses. The findings revealed that non-compliance with CPS law significantly affects the payment of retirement benefits in the state. The study is relevant to the present study as it interrogated the effect of CPS on retirees' benefits in the state as regards to remittance, promptness of payment among others.

In a similar development, Uwakwe and Nkwagu (2020) carried out a study on post 2014 Pension Reform Act and Nigeria economic growth. The aim was to ascertain the effect of post 2014: retirement savings account (RSA) portfolio performance; closed pension fund administrators (CPFA) portfolio performance; and contributory pension scheme performance, the study was anchored on two theories - deferred and endogenous growth theory. Ex-post facto research design was adopted; from the National Pension Commission they obtained secondary data from 2011 to 2019. Ordinary least squares were employed in estimating hypotheses as stated in the study's model specification.

The findings revealed that savings account portfolio performance; closed pension fund administrator portfolio performance and contributory pension portfolio performance have positive and significant effect on Nigeria economic growth. This study has provided vital information on the activities of the pension managers who are the agents for the government and retirees that manage the contributions properly to the point of creating a positive impact on Nigeria economy, it is expected that the welfare of the retirees should also receive a boost which is the main focus of this study.

Another review was also carried out by Ekpunobi (2015) on pension fund management: A Sustainable Development on Nigeria Public Servants. In the course of the study, the author tried to investigate the influence of pension fund management sustainable development in Nigeria with Kaduna State as the index state. The total population for the study was 11,065 (eleven thousand and sixty-five) pensioners. The sample size was obtained using Cochran's Fruit Population formula (1977) from eight (8) Local Governments out of Twenty-three (23) LGAs in the state. Random sampling was used to select Forty-Seven (47) pensioners from each local government selected bringing the sample size to 376. Data obtained from the respondents were analysed using percentage statistics.

Findings from the study revealed that pension management influences sustainable development of Nigeria Public Servants. Based on the study, it was suggested that Government and Labour Unions should work together to set out modalities that will be used to monitor the activities

of PENCOM and Pension Managers to curtail fraud in order to avoid the collapse of the scheme. Though this study did not address specifically the welfare of retirees and the objectives of the present study, it is still relevant to this study. This is because the Sustainable development the author talked about has a direct influence on the development of public servants whose income is being used by these fund managers.

In another study, Umar (2015) carried out an overview of contributory pension schemes. The reason for the study was to examine the rationale for the pension reform and it showed that the public sector prior to the CPS operated a defined benefit (DB) scheme that was marred by weak, inefficient and poor administration, prone to financial malpractices with endless and painful annual physical verifications. He summed this up by agreeing that the CPS can boost the activities of the capital market as well as enhance transparency in pension administration. How this was realized was not expounded by the author.

The study no doubt is related to this study and will be very helpful. The postulations regarding the benefits of the new scheme as against the old one bothers on employees and retirees' welfare. If the acclaimed benefits are real and implemented, there is no denying the fact that employees and retirees' welfare would be boosted. Conversely, if the envisaged benefits are not well managed, the welfare of the retirees which this present study is concerned with will be marred.

Kalu and Nicholas (2015) study examined the extent to which contributory pension impacted on workers' savings and investment in Anambra state and policy options that the government can use to ensure efficiency of the contributory pension scheme. Primary and secondary data was used in data collection and the instrument used in obtaining data was questionnaire. The total population is 400 from the Ten (10) local government areas sampled and random sampling was used to select forty respondents. In analysing the data, simple percentage was used while chi-square statistics was employed to test hypotheses which revealed that there is a strong relationship between contributory pension scheme and workers savings and investment. From their findings, it was gathered that most respondents prefer to save on their own but stated that they do not know how much they need to sustain them throughout their retirement period. Trusting their finances to pension managers posed serious challenges to them. Based on their findings they recommended that the government should create awareness on CPS to help workers understand its benefits.

They stated that PENCOM is not active in monitoring the activities of pension managers which is jeopardizing the efficiency of the scheme. The study has positive impact on the present study though the topics are not the same. Their study was on the impact of CPS on workers' savings and investment while the present study is on Implementation of CPS and retirees' welfare. Though the study differs from the present study, it is very important to the present study as it dealt with workers' savings and investment which is the bedrock of increase in retirees' benefits. Without savings and investment, the employees may not go home with any tangible income at the end of their service and pension as well will be small.

Onukwu (2017) in his study discussed the rationale, objectives and features of the CPS, using secondary data. The investigation by the author revealed that, inability of employees to open and own a retirement savings account (RSA) and the inability of retired employees to access their pension benefits and inability of the government to fund the guaranteed minimum pension (GMP) are the challenges of the scheme. Onukwu found that the Federal Government and many state governments have been defaulting and had not kept to their own obligation of ensuring regular remittance to the employees savings accounts which contradicts the provisions of the Pension Act of 2004.

The author further found that the numerous challenges encountered in the implementation of the scheme are hindering the objectives. Therefore, he recommended that the National Pension Commission should as a matter of urgency seek enabling laws to ensure compliance by both the federal and state Universities so that pension benefits of the University retired employees are paid promptly. Onukwu also recommended proper orientation of all employees of the university system to enable them appreciate the benefit of the scheme and key into it. This study is very relevant to

the present study as it served as guide to it though not the same with the present study as his study was on challenges of CPS in public universities while the present study is on implementation and retirees' welfare; this study will as well look at the nature of implementation strategies of CPS on retirees' welfare which was not captured on the reviewed work.

Furthermore, Okechukwu, Nebo and Eze (2016) examined the strategic management of pension schemes in selected private manufacturing organizations in South East Nigeria. The aim was to evaluate the extent to which strategies adopted by the government on the management of pensions can improve employees' confidence in the pension scheme. The study used survey design to obtain data from the population of four selected companies totalling 3451, the sample size used was 358. Data was obtained from the respondents using a structured questionnaire. Tables, frequencies and mean were used to analyse data. The Z-test was used to test hypotheses. In their findings they expressed that the ability of PENCOM to adhere to the objectives of the scheme will encourage employees and employers to be committed to remittance. They also discovered that lack of punishment to offenders is also a hindrance to the achievement of the objectives. The study acknowledged that the contributory pension scheme has a positive impact on the retirees' benefits. This study is of relevance to the present study even as it is on strategic management of pension. Therefore, the present study is on Implementation of CPS and retirees' welfare. Improved economic growth is expected to translate to improved retirement benefits.

In a similar vein, Ezenwa and Obiagwu (2020) have studied the Pension Reform Act 2014 and challenges of administration. They stated that the introduction of CPS in 2004 marked a watershed in the annals of pension administration in Nigeria. They saw the introduction of CPS as a revolutionary attempt to do away with Nigeria's failed defined benefit pension scheme. The researchers revealed that the repealing of 2004 Act in 2014 was to amend some critical areas of the 2004 reform which empirical indicators seem to suggest that CPS still manifested some lapses as well as challenges of the defined benefit pension (DBP). The authors generated their data using a secondary source. In their findings, they identified some provisions of the 2014 which they claim distorts and frustrates the realization of the objectives /goals of the Act.

The study therefore recommended fundamental review and further amendment of PRA 2014 with a view to resolving some contentious provisions and strengthening the regulatory body to be able to curb the rising issues of massive fraud and poor service delivery in pension administration process in Nigeria. The review is very important to the present study though it failed to disclose the amount of data used as well as the instrument used in analysing data and testing hypotheses. The present study which is on implementation of CPS and retirees' welfare used both qualitative and quantitative sources of data as well as test hypotheses with simple regression.

## **CONCLUSION**

This study examined the implementation of the Contributory Pension Scheme (CPS) and its impact on the welfare of retired Federal Public Servants in Plateau State between 2016 and 2023. In conclusion, this study highlights the multifaceted nature of pension administration, revealing both enabling and constraining effects of implementation strategies, prompt payment mechanisms, the overall design of the scheme, and the challenges that militate against its effectiveness. Notably, the positive association between effective implementation and improved welfare highlights the importance of administrative efficiency in safeguarding the livelihood of retirees.

The findings further emphasise the critical role of the prompt payment of pension benefits as a key driver of retirees' welfare. Timely disbursement not only strengthens financial security but also affords retirees dignity and stability in post-retirement life, demonstrating that the success of pension reforms is as dependent upon consistency and timeliness as it is upon policy design.

However, insights from the qualitative analysis reveal that the scheme is undermined by systemic governance gaps, weak regulatory enforcement, and entrenched corruption, which collectively limit its capacity to meet retirees' welfare needs. Delayed and inadequate disbursements, coupled with mismanagement of funds, institutionalized corruption, lack of punishment and lack of

transparency, have left many retirees unable to meet their basic, medical, and social needs, thereby eroding their well-being and post-retirement dignity. Weak monitoring and exploitation further exacerbate their vulnerability, highlighting the gap between policy intentions and lived realities.

These findings emphasise that while the Contributory Pension Scheme as a structural reform has potential, its success is curtailed by persistent systemic challenges. Retirees themselves identify the demand for transparent processes, structural reforms, inclusive governance, and improved benefit disbursements as critical strategies for strengthening the scheme. Ultimately, sustainable welfare outcomes for retirees in Nigeria are contingent not only upon policy enactment but also on effective implementation, transparency, and the removal of systemic barriers. Securing these conditions will not only enhance the wellbeing of retirees but also strengthen social protection systems and build greater public confidence in governance.

## RECOMMENDATIONS

The following recommendations are made based on the research findings

1. The study recommended that while the Contributory Pension Scheme strategies are well framed, implementation strategies should be properly implemented in order to meet the welfare of retirees which is the core objectives.
2. That the institution saddled with the responsibility of implementing the programme should address lapses in regulation as associated with non-punishment of offenders, inefficient staff, poor monitoring, misappropriation and mismanagement among others is paramount.
3. That PENCOM should come up with a staff training and development programme for two to three years for the staff of PFAs, for effective handling of pension matters, and to ensure proper implementation of the scheme.
4. That the Contributory Pension Scheme should be made compulsory in all states and those that refuse to key into the scheme should be punished as stipulated in the Act.

## REFERENCES

- Abdulazeez, N. (2015). Pension scheme in Nigeria: History, problems and prospects. *Arabian Journal of Business and Management Review*, 5(2), 1-10.
- Abromovits, E. (2003). Protecting and rebuilding your retirement. *Affairs*, 10(4), 230-240.
- Agba, A. M. O., Ikoh, M. U., Ushie, E. M., & Agba, M. S. (2008). Bureaucratic corruption in Nigeria: The need for institutional reforms. *Journal of International Politics and Development Studies*, 4(1 & 2), 187-204.
- Ahmed, I. K., Abayomi, O. A., & Nureni, S. A. (2016). Effect of contributory pension scheme on employees productivity: Evidence Lagos. Department of business administration, Lagos State University. *African Journal of Business Management*, 1(1), 20-30.
- Ahmed, M. K. (2006). The contributory pension scheme: Institutional and legal framework. *Bulletin Journal*, 30(20), 98-200.
- Ahmed, T. D., & Oyadiran, P. A. (2013). An analysis of the impact of the 2004 pension policy on the welfare of the Nigerian civil servants: A case study of the selected federal ministries. *Global Journal of Human Resource Management*, 1(4), 20-55.
- Akabom-Ita, A., Aniefiok, U. A., & Arzizeh, T. (2012). Nigerian pension reforms and management: New strategies for rewarding past intellectuals towards sustainable development in the third world. *Global Journal of Management and Business Research*, 12(13), 2249-4588.

- Akhiojemi, B. O., Ifeanacho, M. I., & Abu, O. (2018). Pension fund management and welfare of retirees in selected management development institutes (MDIs) in Nigeria. Department of Sociology, faculty of social sciences, University of Port Harcourt. *International Journal of Humanities and Social Science Invention*, 7(11), 60-69.
- Akinyemi, G.R., & Balogun, E.S. (2004). *Understanding the new pension reform act 2004*. Being a Paper Presented at the Certified Institute of Nigerias Membership Compulsory Continues Professional Education held at Chelsea hotel, Abuja.
- Akor, M. R. (2006). Contributory pension scheme: The case of Brazil. *CBN Bullion*, 30(2), 12-18.
- Aluko, Y. (2007). Old age and social security in Nigeria: The challenges of the new world order. *International Journal of Management and Social Sciences*, 1(1), 1504-8446.
- Amusa, L., & Ajibola, K. S. (2018). Adoption of contributory pension scheme and its influence on employees commitment among Nigerian civil servants. *African Journal of Public Affairs*, 10(4), 231-240.
- Anastasi, A., & Urbina, S. (1997). *Psychological testing* (7th ed.). New Jersey: Prentice Hall.
- Anazodo, R. O., Ezenwile, U. Chidolue, D.N., & Chidinma, U. (2014). The effect of new pension scheme on retirees in Nigeria. *Review of Public Administration and Management*, 3(6), 180-190.
- Armstrong, M. (2009). *Armstrong's handbook of human resource management practice*. London: New Delhi.
- Awotunde, P.O., & Ugodulunwa, C.A. (2004). *Research methods in education*. Jos: Fab Anieh Nig. Ltd.
- Ayegba, O., James, I., & Odoh, L. (2013). An evaluation of pension administration in Nigeria. *Journal of Arts and Social Sciences*, 15(11), 97-108.
- Ayodeji, O., & Theresa, O. (2010). Problems and prospects of retirement adjustment on families of retirees among civil servants in Ekiti state, Nigeria. *Journal of Administration*, 11(6), 241-246
- Balarabe, A. (2019). Retired civil servant attempted suicide over unpaid benefits. *Daily Trust*, p.42.
- Balogun, A. (2014). Understanding the new pension reform act (PRA). *CBN Bullion*, 30(2), 7 -18.
- Barr, N. (1995). Comment on government providing a regulation of economic support in old age. *World Bank Conference on Development Economics*, 7(3), 130-138.
- Baškarada, S., & Koronios, A. (2018). A philosophical discussion of qualitative, quantitative, and mixed methods research in social science, *Qualitative Research Journal*, 18(1), 2–21. Emerald.  
<https://doi.org/10.1108/qrj-d-17-00042>
- Bashir, Y. (2016). *Assessment of the effects of the implementation of contributory pension scheme on retirement benefits in Kano*. A dissertation submitted to the School of Postgraduate Studies, Ahmadu Bello University, Zaria.

- Bassey, M. I. (2020). Pension schemes administration and the management of retirees welfare in Nigeria. *African Scholars Publications and Research International*, 19(6), 243-254.
- Bhaskar, S. B., & Manjuladevi, M. (2016). Methodology for research II. *Indian Journal of Anaesthesia*, 60(9), 646–651. NCBI. <https://doi.org/10.4103/0019-5049.190620>
- Bodie, Z. P. B., Hammond & Olivia, M. S. (1999). New approaches to analyzing and managing risks. *Benefits Quarterly*, 1(4), 72-83.
- Bowley, E. (1925). *Co efficiency of skewness, business mathematics and statistics*. London: University Press.
- Christian, C. G., & Fackler, P. M (2014). *The genesis of social responsibility theory*. New York: Oxford University Press.
- Coser, R. L. (1979). *The family, its structure and function*. New York: St. Martins, Press.
- Cresswell, J. W. (2003). *Research design: Qualitative, quantitative and mixed methods approach*. London: Sage Press.
- Creswell, J. W., & Plano Clark, V. L. (2018). *Designing and conducting mixed methods research* (3rd ed.). Sage.
- Davidson. A. M. (2019). *The history of pension*. Retrieved: Damgoodpensions.com.
- Davis, K., (2012). Pension fund management: Saving for retirement. *International Review of Social Sciences and Humanities*, 3(2), 248 -261.
- Duffy, S., & Gieseck, A. (2023). *Pension reforms: Conceptual foundations and practice changes*, 41(1). <https://do.org/10.1177/000732>.
- Editha, C. F. U. E (2019). *Factors influencing payment of terminal benefits of retirees in Tanzania: A case of retirees in Masasi district council*. A Dissertation in partial fulfillment of the requirement for the Degree of Master of Human Resource Management of Open University of Tanzania.
- Edogbanya, A. D. (2013). An assessment of the impact of contributory pension scheme to Nigerian economic development. *Journal of Management and Business Research*, 13(2), 12-22.
- Egbe, G. A. (2013). Portfolio optimization of pension fund contribution in Nigeria. *Mathematics Theory Model*, 3(8), 142-156.
- Ekpunobi, G. N. (2015). Pension fund management: A sustainable development of Nigerian public civil servants. *Journal of Advanced Studies in Business Strategies and Management*, 3(1), 1-10.
- Elwick, J. (2003). *Herber secular and disunity of the social organism*. Canada: Science History Publications Ltd.
- Eme, O. I., Uche, O., & Uche, I. B. (2014). Pension reform act 2014 and the future of pension administration in Nigeria. *Journal of Business and Management Review*, 2(2), 156-165.

- Essien, E. B., & Akuma, M. S. (2014). The contributory pension scheme in Nigeria: gleanings from past pension schemes. *IOSR Journal of Economics and Finance*, 2(5), 33-40.
- Etemadi, S., & Khashei, M. (2021). Etemadi Multiple Linear Regression. *Measurement*, 186, 110080. <https://doi.org/10.1016/j.measurement.2021.110080>
- Etim, O. U., Basse, N. E., & Asinya, F. A. (2023). An overview of the Nigeria pension scheme 1951-2004. *Global Journal of Humanities*, 1 (1 & 7), 61 -70.
- Ezenwa, C. A., & Obiagwu, V. O. (2020). Pension reform act 2014 and challenges of pension administration in Nigeria. *Global Journal of Arts, Humanities and Social Sciences*, 8(8), 18-29.
- Federal Republic of Nigeria (2004). *Federal Republic of Nigeria Official Gazette: Pension Reform Act*. Lagos: Federal Government Press.
- Federal Republic of Nigeria (2016). *Civil service handbook*. Lagos: Federal Government Press.
- Francis A. I. (2019). How to fund pension, reduce old age dependency. *Daily Trust*, p. 23.
- Fusch, P., & Ness, L. (2015). Are We There Yet? Data Saturation in Qualitative Research. *The Qualitative Report*, 20(9), 1408–1416. <https://nsuworks.nova.edu/tqr/vol20/iss9/3>
- Gemma, R. (2018). Introduction to positivism, interpretivism and critical theory. *Nurse Researcher*, 25, 41-49
- Goodluck, E. J. (2014). Remarks at the opening of the World pension summit. *African Special*, 1- 8.
- Grundlund, N. E. (1981). *Measurement and evaluation in teaching*. New York: McMillan.
- Handema, M., Lungu, J., Chabala, M., & Shikaputo, C. (2023). Conceptualizing the philosophical underpinning of the study: A practical perspective. *Open Journal of Philosophy*, 13, 257-268. <https://doi.org/10.4236/ojpp.2023.13201>.
- Hicks, N., & Wodon, Q. (2000). *Economic shocks, society nets and fiscal constraints: Social protection for the poor in Latin America*. Paper prepared for the XII Seminario Regional de Political Fiscal in Chile.
- Hocking, W. E. (1947). *Freedom of the press: A framework of principle*. Chicago: University of Chicago Press.
- Ibeme, P. N., & Aniche, A. (2016). Diagnosing the elephantine problems in the implementation of the 2004 pension act in Enugu state civil service. *Journal of Policy and Development Studies (JPDS)*, 10(4), 10-15.
- Ifeanyichukwu, M. A., Okafor, N.I., & Hezekiah, O. P. (2018). Contributory pension scheme and management of retirement benefits in the University of Nigeria, Nsukka: An Ethical Appraisal. *Social Science Research Network*, 7(4), 14-21.
- Ikeji, C. C., Nwosu, U. W., & Agba, A. M. O. (2011). *Contributory pension scheme, workers implementation problems*. The case of University of Nigeria Nsukka. A Thesis Presented.

- Ikeji, C. C., Nwosu, U. W., & Agba, A. M. O. (2011). Contributory pension scheme, workers commitment, retention and attitude towards retirement in the Nigerian civil service. *Global Journal of Management and Business Research*, 11(41), 146 -185.
- Ipigansi, P., & Edike, J. B. (2014). *The challenges facing the contributory pension scheme in Nigeria*.
- Isiugo-Abanihe, U. C. (2014). Demography and sociology of ageing: Implication for Nigeria. *Nigerian Journal of Sociology and Anthropology, Special Edition on Ageing in Nigeria*, 12(1), 5-12.
- Iyortsuun, A.S., & Akpusugh, K. (2013). *T. A: Effective management of life after retirement and its impact on retirees from the public service: A case Study of Benue State, Nigeria*.
- Kalu, C. U., Nicholas, A. (2015). *Impact of contributory pension scheme on workers savings and investment in Nigeria: Anambra state*. Department of Economics, Nnamdi Azikiwe University; Department of Economics, ESUT.
- Kambonyo, J. (2019). *Post retirement challenges affecting welfare of social security fund in Das-Es Salam, Tanzania*. A Dissertation submitted in Partial fulfilment of the Requirement for the Degree of Master of Science in Applied Economics Mzumbe University, Tanzania.
- Kerlinger, F. N. (1973). *Foundations of behavioral research*. London: Holt, Rinehart & Winston.
- Komolafe, F. (2004). Reform only public-sector pension. *Vanguard Books*. London, UK p. 15.
- Kopp, C. M. (2 019). Agency theory. *Investopedia*. April 28.
- Kowolafe, F. (2004). Reform only public sector pension. *Vanguard* April 22nd p. 15 Limited: Lagos.
- Lindeman, D. C. (2003). *Supplementary plan. World Bank institution regional course on pensions and pension reforms in sub-Saharan Africa*. South African: Auckland Press.
- Lloyd, S. (1991). A criticism of social responsibility theory: An ethical perspective. *Journal of Mass Media Ethics*, 6(4), 96-110.
- Mainoma, M. A. (2005). An appraisal of the pension act 2004: Challenges and prospects in the public sector. *Nigerian Journal of Administrative Studies*, 3(1), 119-121.
- Manheimer, R. (2003). At home amidst the Ivy. *Where to retire*. Washington DC: American Psychological Association.
- Matthias, O. (2004). Government scraps gratuity scheme, owes pensioners. *The Guardian Newspaper*, 28 September, 2004.
- Morgan, H. (2022). Conducting a qualitative document analysis. *The Qualitative Report*, 27(1), 64–77. <https://doi.org/10.46743/2160-3715/2022.5044>
- Mullainathan S., & Thaler, A. (2000). Behavioral economics. NBER working paper 7948. *National Bureau of Economic Research, Cambridge MA*, 2(1) 5-11.
- National Pension Commission, 2004.

- National Pension Commission: Fourth quarter 2018 report. March, 2019.
- National Pension Commission: Status of implementation of the contributory pension scheme (CPS) by states in the North-Central Zone, as at March, 2019. (2019, June 25th). *Daily Trust*, p. 23.
- Nigeria: The need for institutional reforms. *Journal of International Politics and Economic Reforms*, 5(10), 86-94.
- Njoku, L. (2004). *Railway pensioners protest non - payment of arrears*. The Guardian Newspapers, p.4
- Nwanne, T. F. (2015). Impact of contributory pension scheme on economic growth in Nigeria. Department of accounting and finance, faculty of management and social science, Godfrey Okoye University, Enugu. *Global Advance Research Journals*, 4 (8), 333-337.
- Nwawolo, H., & Nwogwugwu, N. (2019). Contributors involvement in pension fund investments decision making and retirees standard of living in University of Lagos, Nigeria. *Asian Social Science*, 5(4), 69-78.  
<https://doi.org/10.5539/ASS.V15N4P69.ss>
- Nweke, O. J. (2015). *Non-contributory pension scheme and the welfare of retired civil servants in Ebonyi state, Nigeria*. A thesis in the department of sociology, faculty of the social sciences, submitted on partial fulfilment of the requirements for the award of Doctor of Philosophy of the University of Ibadan.
- Obasi, C. B. O. (2012). *Syllabus for directorate promotion interview examination: Excel directorate cadre promotion made-easy*. Abuja: Koyabi Printing Press.
- Odia, J. O., & Okoye, A. E. (2012). Pension reform in Nigeria: A comparison between the old and new scheme. *Afro Asian Journal of Social Sciences*, 3(3), 1-6.
- Ogah, D. (2016). Pension Palaver: *PENCOM pushes to enforce rule*. The Guardian Newspapers, p.45.
- Oigbochie, A. E., &Chenge, A. A. (2023). The New Contributory Pension Scheme Administration and Prompt and Regular Payment of Pensioners in Nigeria: An Appraisal. *Asian Journal of Advanced Research and Reports*, 4, 24-31.
- Okechukwu, E. U., Nebo, G., & Eze, J. (2016). Strategic management of pension scheme in selected private manufacturing organizations in South-Eastern Nigeria, ESUT. *European Scientific Journal*, 12(24), 156 -165.
- Olaniyi, J. O. (2001). *Foundation of public policy analysis*. Sunad: Publishers Ltd.
- Oluwakemi. A. (2025). *Pencom urges states to implement contributory pension scheme*. Punch p.3, 27<sup>th</sup> March 2025.
- Omobola, T. K. (2019). Pension complaints and solutions. *The nation newspaper*, p. 36, 4<sup>th</sup> Sept. 2019.
- Omobolanle, T. K., Moses, N. N. (2019). *Pension complaints and solution: The Nation newspaper*. p.36 4<sup>th</sup> September, 2019.

- Onyeneke, A. (1996). *Doing sociology, African perspective*. Nsukka: Institute of African Studies.
- Onukwu, J. (2007). The challenges of implementing the contributory pension scheme in public Universities in Nigeria. *International Journal of Educational Administration and Policy Studies*, 9(11), 146-151.
- Orszag, J. M., & Orszag, P. R. (2000). *The benefits of flexible funding: Implications for pension reform in an uncertain World*. ABCDE,373-391.
- Oscar, E, U. (2012). *An Assessment of the effectiveness of the Nigerian 2004 pension reform policy*. Jos: Macmillan Publishing Limited.
- Ozor, E. (2006). *Review of factors that slow down the processing of retirement benefits*. A paper present at the workshop organized by the Institute of Chartered secretaries and Administration of Nigeria held at Modotel Enugu between the 14<sup>th</sup> and 16<sup>th</sup> of May 2006. Pension Act 102 of 1979, Federal Republic of Nigeria.
- Pension Act 2004, Federal Republic of Nigeria.
- Plonsky, L., & Ghanbar, H. (2018). Multiple Regression in L2 Research: a Methodological Synthesis and Guide to Interpreting R<sup>2</sup> Values. *The Modern Language Journal*, 102(4), 713–731. <https://doi.org/10.1111/modl.12509>
- Rafael, C. (2014). *Four (4) ways to contribute to the body of knowledge*. Retrieved from [nairaproject.com](http://nairaproject.com)
- Robelo, M. F. (2002). *Comparative regulations on private pension plan*.
- Shamoo, A. E., Resnik, B.A., & Sham, A. E. (2003). *Responsible conduct of research*. Oxford: University Press.
- Smart, T. (2012). *Contributory pension scheme and its administration*. Lagos: De-Atman Press.
- Sule, K. O. (2008). The impact of contributory pension scheme on employees retirement benefits of quoted firms in Nigeria. *Journal of Accounting, Economics, Finance and Banking Research*, 4(3), 120-220.
- Sule, K.O., & Ezugwu, C. I. (2009). Evaluation of the application of the contributory pension scheme on employee retirement benefits of quoted firms in Nigeria, *African Journal of Accounting, Economics, Finance and Banking Research*, 4(4), 47-61.
- Tola, A. D. (1999). How the government can improve pensioners fortunes. *The Guardian Newspapers*, 16(7709), Lagos.
- Ugbaja, C. O. (2013). Benefits of the new contributory pension scheme. *The Guardian*, 23(9), 12.
- Ukah, F. O. (2011). *The administration of retirement policy in the Nigerian public sector, implementation problems*. University of Nigeria Nsukka. The case of University of Nigeria Nsukka.

- Umar, M. A. (2015). *Overview of the contributory pension scheme*. Being a paper presented at the department of banking and finances town and gown seminar, national pension commission, Abuja.
- Uwakwe, K. I., & Louis, C. N. (2020). Post 2014 pension reform act and Nigeria economic growth. *International Journal of Academic Research in Accounting, Finance and Management Sciences*, 10(1), 100-135.
- Uzoh, B. C., & Anekwe, S. C. (2018). The contributory pension scheme and the fate of retired and retiring Nigerian workers. *International Journal of Academic Research in Business and Social Sciences*, 8 (3),78-120.
- Whitehouse, E. R. (2001). *Pension system in 15 countries compared: The value of entitlements*. Discussion paper for pension and superannuation. University of New South Wales.
- WHO (2002). *Impact of AIDS on elderly people in Africa*.
- Wiggins, B. J. (2011). Confronting the dilemma of mixed methods. *Journal of Theoretical and Philosophical Psychology*, 31(1), 44–60. <https://doi.org/10.1037/a0022612>
- World Bank (2013). *Averting the old age crisis: Policies to protect the old age and promote growth*. Policy Research Paper. New York: Oxford University Press.
- Yamane, T. (1967). *How to calculate sample size*. Retrieve May 20, 2020.