

Effect of Endsars Protests on Performance of Manufacturing Firms in the Southern Nigeria Context: (A Study of 7UP Bottling Company, Enugu)

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Abstract

Already reeling from the coronavirus pandemic, major cities across Nigeria smoldered on 11th October in an End-SARS protests and civil unrest related to the death of Nigerian Youths. As business owners and residents yet again clean up the debris, there is growing concern that the economic damage to many of the communities where violence is taking place will persist long. The slogan calls for the disbanding of the Special Anti-Robbery Squad (SARS), a notorious unit of the Nigerian Police with a long record of abuses. The purpose of this study was to investigate the effect of Endsars Protests on Performance of Manufacturing Firms in the Southern Nigeria Context: (A Study of 7UP Bottling Company, Enugu). The target population of the study was 396 comprising the employees of 7UP company, who joined the Protest, and sample size of 199 was obtained using popular Taro Yamani. It was a research survey and data were gathered from the primary source. Data were collected using questionnaire, while regression analysis was used to test the hypotheses. The study revealed that Unlawful detention of employees significantly has effect on Organizational performance. The study also established that Extrajudicial killings of employees significantly has effect on Organizational performance. The study also revealed that Extortion of employees significantly has effect on Organizational performance. The study recommended that Nigerian Government and world should always treat life with utmost priority by making sure that Citizens are properly protected.. The study recommended that Nigerian Government and world should always treat life with utmost priority by making sure that Citizens are properly protected from the brutality and unlawful detention. The study also recommended that Government and the world at large should make a capital punishment against extrajudicial killing of innocent employees and citizens of the country and the world at large.

Keywords: Endsars protest, unlawful detentions, Extrajudicial killings, Extortions, 7up bottling company.

1.1 Introduction

Endsars is a decentralized social movement and series of mass protests against police brutality in Nigeria (Bleaney and Nishiyama,,2017). The slogan calls for the disbanding of the Special Anti-Robbery Squad (SARS), a notorious unit of the Nigerian Police with a long record of abuses. The protests which takes its name from the slogan started in 2017 as a Twitter campaign using the hashtag #ENDSARS to demand the disbanding of the unit by the Nigerian government. Carmignani, (2016).argued that after experiencing a revitalization in October 2020 following more revelations of the abuses of the unit, mass demonstrations occurred throughout the major cities of Nigeria, accompanied by vociferous outrage on

social media platforms. About 28 million tweets bearing the hashtag have been accumulated on Twitter alone. Solidarity protests and demonstrations by Nigerians in diaspora and sympathizers occurred in many major cities of the world. The protests is notable for its patronage by a demographic that is made of entirely young Nigerians (Cavallo ,Galiani, Noy, and Pantano,2015).

The Special Anti-Robbery Squad (SARS) was a branch of the Nigeria Police Force under the State Criminal Investigation and Intelligence Department (SCIID) (Cerra, Panizza and Saxena,2017). It was founded in late 1992 as one of the 14 units in the Force Criminal Investigation and Intelligence Department, which was established to detain, investigate, and prosecute people involved in crimes like armed robbery, kidnapping, and other violent crimes. The squad was created as a mask-wearing police unit that performs undercover operations against violent crimes like armed robbery, car snatching, kidnapping, cattle rustling, and the bearing and use of illegal firearms(Cerra and Saxena,2015).

Collier and Hoeffler (2015) argued that SARS officers have been alleged to profile young Nigerians, mostly males, based on fashion choices, tattoos and hairstyles. They were also known to mount illegal road blocks, conduct unwarranted checks and searches, arrest and detain without warrant or trial, rape women, and extort young male Nigerians for driving exotic vehicles and using laptops and iPhones (Flores and Nooruddin,2019). Nigerians have shared both stories and video evidence of how officers of SARS engaged in kidnapping, murder, theft, rape, torture, unlawful arrests, humiliation, unlawful detention, extrajudicial killings and extortion of Nigerian citizens. A large section of the victims of the abuses of SARS have been young male Nigerians(Fosu,2018). In 2017, Nigerian activists, youth and celebrities across the nation took to the streets in a peaceful protest to spread awareness of SARS brutality and extortions and to demand its disbanding. The protests also moved to social media using the hashtag #EndSARS (Huang,(2018).

Within a few days of renewed protests, on 11 October 2020, the Nigerian Police Force announced that it was dissolving the unit with immediate effect. The move was widely received as a triumph of the demonstrations. However, it was noted in many quarters that similar announcements had been made in recent years to pacify the public without the unit actually being disbanded, and that the government had merely planned to reassign and review SARS officers to medical centers rather than disband the unit entirely (Cerra and Saxena,2018).Protests have continued accordingly, and the Nigerian government has maintained a pattern of violent repression including the killing of demonstrators. There have been international demonstrations in solidarity with those happening in the country, and the movement has also grown increasingly critical of Buhari's government response to the protests (Cerra, Panizza and Saxena,2017).

1.2 Statement of Problem

As thousands across Nigeria continue to protest against Police brutality for weeks, businesses, business owners and entrepreneurs disclosed that the unrest was disrupting activities which already hard-hit by coronavirus (Jones and Olken,2016).

Services of SARS officers are longer accommodated nor appreciated by the public as they launch intimidations on young Nigerian traders and youths.. They were also known to mount illegal road blocks, conduct unwarranted checks and searches, arrest and detain without warrant or trial, rape women, and extort young male Nigerians for driving exotic vehicles and using laptops and iPhones (Jong-A-Pin,2019). Nigerians have shared both stories and video evidence of how officers of SARS engaged in kidnapping, murder, theft, rape, torture, unlawful arrests, humiliation, unlawful detention, extrajudicial killings and extortion of Nigerian citizens. A large section of the victims of the abuses of SARS have been young male Nigerians (Klein and Olivei,2018)..

Matta, Appleton and Bleaney (2016) argued that the protests and the government response have brought major cities especially Enugu, Port-harcourt,Lagos and Abuja to a standstill, disrupting agricultural supply chains and blocking the movement of people and goods. With the current protests and roadblocks Entrepreneurs, Manufacturers and Business men have been finding it difficult to move their products. Also

on a day-to-day basis people cannot make it to work and move around the states. It's affecting a lot of businesses as people are finding it difficult to get to their destinations in time. The disruptions have added to the economic slowdown caused by Covid-19, which has caused many businesses to downsize or close (Smith,2015).

Despite the presidency's dissolution of SARS "with immediate effect" on October 11, protests continue to impact business. Yesterday it was confirmed that the presidency adopted every single thing that has been demanded (Eze,2020). Protests are carrying on, and there are people who are remaining outside regardless of the danger at night. On paper it has been disbanded but in reality it has not, and that is why the protests are carrying on. Government promises of police reforms first in 2017, and then in 2018 came to nothing(Tanter,2020).

Against this background, the Endsars protests have become a symbol for broader resentment and opened the path for marginalized Nigerian youths to vent bottled-up grievances against the government, starting with the excesses of SARS, which the government has failed to address after several promises of reform. Following the development, the researcher intends to investigate the Endsars Protests and Challenges of Businesses in the Nigerian Contexts, booming young and talented staff in 7UP bottling Company, Enugu..

1.3 Objective of the Study

The main objective of the study is to investigate the Effect of Endsars Protests on Performance of Manufacturing Firms in the Southern Nigeria Context: (A Study of 7UP Bottling Company,Enugu) The specific objectives are:

1. To investigate the effect of unlawful detention of employees on Organizational performance.
2. To investigate the effect of extrajudicial killings of employees on Organizational performance.
3. To investigate the effect of extortion of employees on Organizational performance.

1.4 Research Questions

From the objectives, we have the following research questions:

1. What effect does unlawful detention of employees have on Organizational performance?.
2. What effect does extrajudicial killings of employees have on Organizational performance?
3. What effect does extortion of employees have on Organizational performance?

1.5 Research Hypothesis

- 1.Unlawful detention of employees does not significantly have effect on Organizational performance.
2. Extrajudicial killings of employees does not significantly have effect on Organizational performance.
- 3 Extortion of employees does not significantly have effect on Organizational performance.

2.1Conceptual Framework

2.1.1 Concept of Unlawful Detention

Accordingly to Rummel (2019),**unlawful detention** is when law enforcement, without legal justification, restricts a person's freedom to leave. Doing so constitutes a civil rights violation based in the **Fourth Amendment**. That amendment to the U.S. Constitution prohibits officers from conducting unreasonable **searches** or **seizures**. A police detention is a **seizure of the person**. If it is **unreasonable**, it violates the seized person's **Fourth Amendment rights**. If it violates the Fourth Amendment, it is **unlawful**.

In the words of Kang and Meernik (2017), unlawful detention means keeping in custody unlawfully. Under criminal law it means keeping or confining a person in custody without any lawful reason. In civil law it is keeping in custody real property to which one is not entitled. A person is guilty of unlawful detention of real property when entry is made wrongfully without any right or title into any vacant or unoccupied lands tenements or other possessions (Singhal andNilakantan,2019).

2.1.2 Concept of Extrajudicial Killing

Extrajudicial killings have been relatively common since the end of World War II. However, they are not criminalized as broadly as torture despite their similar history and prevalence (Nannicini and Billmeier, 2019). They are intertwined with the fate of people who have been "disappeared" by their governments. For example, in Argentina, liberals and communists who opposed the ruling military junta were executed or simply "disappeared." From the 1970s to the 1990s, during Operation Condor, Chile and other countries with military rule also participated in systematized extrajudicial killings. As put by Casquete (2016), the term "extrajudicial killing" means a deliberated killing not authorized by a previous judgment pronounced by a regularly constituted court affording all the judicial guarantees which are recognized as indispensable by civilized peoples. Such term, however, does not include any such killing that, under international law, is lawfully carried out under the authority of a foreign nation. Abadie., Diamond and Hainmueller (2020) argued that extrajudicial killings are scarcely in the past, and are ongoing in a number of countries. One of the most widely reported modern cases of extrajudicial killing is taking place in the Philippines currently. Human Rights Watch reports that, despite the current president's campaign to end violence, there have been seven recent extrajudicial killings and three recent forced disappearances. Hundreds of people, mostly political activists and journalists, have disappeared or been killed. At least one human rights lawyer has suggested that the killings are widespread enough to constitute a crime against humanity (Bahago and Nduji, 2021).

According to Abadie and Gardeazabal (2017), extrajudicial Killing is referred as political assassination and refers to illegal killing of leading political, trades union, dissident and/or social figures by either the state government, state authorities like the armed forces and police (as in Liberia under Charles G. Taylor), or by criminal outfits such as the Italian Mafia. Extrajudicial executions are also referred as 'targeted killing' as a policy of killing outside the boundaries of any legal framework.

As quoted by Aisen, and Veiga (2018), EJE may be defined as 'any and all homicides committed by State security or (police officers, military personnel, municipal guards, prison guards, death squads) or similar forces (death squads, and justiceiros or 'justice makers' with official involvement, support or acquiescence) where the victim is denied the right to a legal defense, is executed before being sentenced, or after a trial in which fundamental guarantees are violated'. Extrajudicial executions is also defined as 'killings committed outside the judicial process by, or with the consent of, public officials, [emphasis added] other than as necessary measures of law enforcement to protect life or as acts of armed conflict carried out in conformity with the rules of international humanitarian law (Aidt and Leon, 2016).

2.1.3 Concept of Extortion

Accordingly to Alesina and Perotti (2015), the term *extortion* is often used metaphorically to refer to usury or to price-gouging, though neither is legally considered extortion. It is also often used loosely to refer to everyday situations where one person feels indebted against their will, to another, in order to receive an essential service or avoid legal consequences. Neither extortion nor blackmail requires a threat of a criminal act, such as violence, merely a threat used to elicit actions, money, or property from the object of the extortion. Such threats include the filing of reports (true or not) of criminal behavior to the police, revelation of damaging facts (Bahago, Nduji, Oriaku & Gotip, 2022).

Barro (2016) defines extortion as the gaining of property or money by almost any kind of force or threat of violence, property damage, harm to reputation, or unfavorable government action. While usually viewed as a form of theft/larceny, extortion differs from robbery in that the threat in question does not pose an imminent physical danger to the victim. Blattman and Miguel (2019) argued that Extortion is a felony in all states. Blackmail is a form of extortion in which the threat is to expose embarrassing and damaging information to family, friends, or the public. Inherent in this common form of extortion is the threat to expose the details of someone's private lives to the public unless money is exchanged. Another common

extortion crime is offering "protection" to a businessman to keep his business safe from burglary or vandalism. For example, Dan goes to Victor's place of business and demands monthly payment from Victor for the business's "protection" from vandalism and after-hours theft. Fearing that he or his business will suffer harm otherwise, Victor agrees to pay Dan. Extortion can take place over the telephone, via mail, text, email or other computer or wireless communication. If any method of interstate commerce is used in the extortion, it can be a federal crime (Nduji, 2018)

2.1.4 The Effect of The End SARS Protest on Businesses and The Nigerian Economy

As reported by Resnick, Danielle, Casale and Daniela (2020), the effect of the EndSARS protest on businesses in Lagos is unimaginable. Retail stores across the country were looted and goods carted away. The long list of destroyed public and private property in Lagos includes Ajeromi Ifelodun Local Government secretariat; Palace of the Oba of Lagos; Lagos High Court, Igbosere; Oyingbo BRT terminus; Ojodu Berger BRT terminus; Vehicle Inspection Office, Ojodu Berger; Lagos State Public Works Corporation, Ojodu Berger; Lagos City Hall and Circle Mall, Lekki; numerous luxury shops in Surulere, The Nation Newspaper, TVC, and Shoprite Lekki.

The state Commissioner for Information, Gbenga Omotosho, said 27 of the destroyed BRT vehicles cost \$200,000 each, while 57 of them cost \$100,000 each, all totaling about N3.9 billion (Honwana and Alcinda, 2020). According to Ikumu, and Irene (2020), the 25 stations burnt in Lagos are Orile, Amukoko, Layeni, Ilasamaja, Ikotun, Ajah, Igando, Elemoro, Makinde, Onipanu, Ebute Ero, Pen-Cinema, Isokoko, Alade, Cele, Igbo-Elerin, Shibirin, Gbagada, Onilekere, Makoko, Daleko, Asahun, Makinyo, Amuwo-Odofin, Anti-Kidnapping, Surulere. Other police stations that were vandalized but not burnt were Ojo, Ojodu, Mowo, PPL, and Morogbo.

The effect of the EndSARS protest on businesses in other states is also enormous. A release by the Anambra State Police Command's Public Relations Officer, SP Haruna Mohammed showed that 21 police divisions were attacked by hoodlums who disguised as protesters, while seven of them were burnt down. Other government property burnt or destroyed includes High Court Ogidi, Idemili North LG Secretariat, while Zik Statue at DMGS roundabout, Onitsha was vandalized (Bahago, Nduji, Oriaku & Gotip (2022).

Also, the nation's capital, Abuja, Kano, Oyo, Ogun and Plateau states witnessed destruction, death and looting. In Kano state, rampaging youths went after shops and homes of residents in the area carting away valuables and setting some ablaze. Several vehicles were also burnt. Business activities were brought to a standstill along the most affected areas that include Airport Road, Sarkin Yaki, Court Road, Burma Road, and Zungeru Road. In Plateau state, banks, shops were destroyed. In Enugu, youths participating in the #EndSARS protest grounded the state capital. Motorists were prevented from getting to their destination on time. Thousands of youths supporting President Buhari and scores of others calling for an end to police brutality staged multiple protests in different parts of Port Harcourt, Rivers State, bringing social and economic activities to a standstill.

2.1.5 Endsars Protests and Nigerian SMEs

The survival rate for Small and Medium Enterprises in Nigeria has taken a massive hit this year amid a general slump in economic activity (Barro, 2016). A sharp drop in global crude oil prices, on the back of the coronavirus outbreak, slammed the country's oil-dependent economy. The pandemic, which took a full course in the first two quarters of the year, has largely contributed to suffocating businesses small and large. But while bigger players have the financial muscle to navigate through the tides, the mortality rate for SMEs has only increased (Abadie and Gardeazabal, 2017).

As of 2017, only about 20 percent of SMEs manage to survive in Nigeria according to a United Nations report. That is largely due to unfavorable economic conditions and high cost of doing business, which has only been made worse by the coronavirus crisis (Bleaney and Nishiyama, 2017). With government finances stretched, President Muhammadu Buhari in September approved the removal of subsidies on electricity and petrol just after interstate movement restrictions meant to curb the pandemic were lifted. For a country

where the average resident relies on petrol to power their alternative means of electrical supply (generator), SMEs were hit hard as running costs skyrocketed (Carmignani,2016).

Cerra and Saxena (2018) argued that as businesses tried to recoup from the pandemic, oil price crash, and the government's subsidy removal, Nigerian youths in early October began nationwide protests tagged #EndSARS. The protests, which were targeted at brutality by a rogue police unit – the Special Anti Robbery Squad – and a call for comprehensive police reforms, lasted nearly two weeks. With more than 50 percent of the young population in Nigeria is directly or indirectly involved in entrepreneurship, the protests largely disrupted business operations (Collier and Hoeffler, 2015). The largely peaceful demonstrations soon turned violent across the country with reports of injuries and deaths from clashes between hoodlums and security operatives. Many state governments were thus forced to implement one-to-three day curfews to rein in the unrest, bringing to a halt much of economic activity and interstate travel and further affecting SMEs (Flores and Nooruddin,(2019).

2.1.6 Endsars Protests and Foreign Investors

Góes, C. (2020) argued that Following fear of insecurity arising from #EndSARS protest that degenerated into violence across the country, the Nigerian bourse on Wednesday closed lower to reverse the previous day's gain as bears regained their grip. The investors' sentiment was dampened as some key infrastructures in Lagos, the commercial nerve centre of the nation were set ablaze by the protesters. This led to a decline in the equity market by N113bn as bears maintained their grip on the local bourse (Ezediadi,2020).It was recorded that market breadth closed negative as Royal Exchange lead 33 other losers the trading session on the negative note. As a result of this, all share index dipped 216.333 basis points or 0.75 per cent to close at 28,449.49 index points as against 28,665.82 recorded the previously (Fosu, 2018).It is a clear indication that market capitalization of equities depreciated by N113bn from N14.98tn the previous day to N14.87tn as market sentiment remained on the negative territory. Market capitalization of equities depreciated by N113bn from N14,98tn the previous day to N14.87tn as market sentiment remained on the negative territory (Huang, 2018).A turnover of 326.58 million shares exchanged in 4,367 deals was recorded in the day's trading. It is also on record that the banking sub-sector boosted by the activities in the shares of Fidelity Bank Plc and GTBank Plc followed with a turnover of 60.08 million shares in 651 deals. Further analysis of the day's trading showed that in percentage terms, Wapic Insurance Plc led the gainers' with a growth of 10 per cent to lose at 44 kobo per share while Portland Paints Plc gain 2.50 per cent to close at N2.05 per share. UAC Property Plc trailed with 1.23 per cent to close at 82 kobo per share (Costalli, SMoretti, and Pischedda,,2017).

2.1.7 Endsars and Global support

The protests have also gained global support as the hashtags and online reportage of the protests have gained viral momentum. Some notable examples include Twitter CEO Jack Dorsey (whose support included a custom hashtag); celebrities like Wale, Quavo, John Boyega and Elsa Majimbo; global media; and thousands of Nigerians in the diaspora(Acemoglu ,Johnson and Robinson,2020). Ironically, more than 10 unarmed Nigerians have been killed by police since the peaceful protests began, according to Amnesty International, with hundreds more reportedly injured as police responded with excessive force. The movement to end police brutality in Nigeria is still going strong and needs as much support as it can get. Here are three ways you can support the movement as indicated by (Abadie, Diamond and Hainmueller, 2020):.

1. Stay informed

As with a lot of online movements, there is a lot of misinformation and misrepresentation of facts around the #EndSARS movement so it is important to be accurately informed. Since the #EndSARS movement started online, the hashtags are a good place to start.

There are also explainer videos detailing the #EndSARS movement, and a website has been created to document accounts of the Nigerian youth's brutal experiences at the hands of the police. Here is a Global Citizen explainer to get you caught up on all the facts.

2. Lend your voice online

When the hashtag first went viral in 2017, the #EndSARS protest was sustained by organic action by thousands of young Nigerians on social media. It was a tool through which young Nigerians brought the attention of the world to the state of police brutality in Africa's most populated nation. The same is true of the current protest as other variations of the hashtag have also trended for the past week, thanks to people constantly pushing the message online. As of Friday, Oct. 16 there had been nearly 3.3 million tweets with 744,000 retweets of posts containing the #EndSARShashtag.

3. Donate funds

Lots of crowdfunding efforts have been put in place by young Nigerians to support protesters with food, health and legal services, security, and other assistance to protesters. Most notable of these fundraising efforts has been led by the Feminist Coalition, which has raised more than 70 million Naira (about \$180,000) in a wide range of currencies, including bitcoin. Organisers are evidently keen to demonstrate the accountability that protesters are demanding from the government through detailed, public reports on funds received and disbursed. Funds raised have been used to provide food, water and other refreshments, masks, and medical and legal aid for protesters. Other uses include lawyers dispatched to release protesters detained by police, medical bills of those hurt during the protests, and private security which was arranged for protesters around the country following a spate of attacks by the police and armed thugs brandishing machetes and sticks.

4. Take action with Global Citizen

You can also help lend your support by taking action with Global Citizen, to raise your voice to condemn police brutality in Nigeria and the recent attacks on peaceful protesters. You can take our Twitter action here to call on the Nigerian government to fulfil its pledge to end all forms of injustice and abuse against its citizens. If you have experienced, or know someone who's experienced, a violation of human rights in Nigeria you can also anonymously share your story with us here, and we'll share your stories far and wide to help pressure the government for change

The #EndSARS protests are connected to other protests against state-sanctioned violence worldwide. In Brazil, it's against the death squads; in the US it's against no-knock SWAT teams; and in the Philippines, protests are against extrajudicial murders. Every time a police officer harrasses, extorts, unlawfully detains, or shoots at a citizen without consequence, it further normalizes police brutality, and makes it more likely to occur in the future.

2.1.8 Important lessons from the Endsras protest in Nigeria

As submitted by Resnick et al (2020), one takeaway is that a new social contract is being written. Nigerians are creating a new understanding of how leaders and public servants should relate to citizens, businesses and investors. Secondly, the youth are reinventing governance in Nigeria and bringing about a new culture of asserting rights among the citizenry. The 30% of Nigerian who are adults and have experienced military rule seem to have that etched deep into their psyche (Aisen, et al, 2018).. They are afraid of a man in uniform. This has become a part of Nigerians' conditioning. However, the youth believe that the men in uniform are meant to serve the citizens and to protect them. It is a different relationship entirely. Young people are more exposed to the fact that things could be better and are ready to take their destiny into their own hands (Tanter, 2020). They want to reinvent the country and to be a better place to live. Their access to the internet also informs their action. They are able to reach the world from their bedroom (Aisen et al 2017).

2.1.9 Lessons For Nigerian Entrepreneurs and Business Owners

The event of the EndSARS protest has made a lot of business owners see the need to plan for unforeseen circumstances, as well as have a contingency plan. In this part of the world, an average entrepreneur sees insurance as a luxury, rather than a necessity (Blattman and Miguel, 2019). It is among the least things he considers, rather than the first. This is the approach of business leaders to insurance. However, times are changing as business owners are becoming more informed about the benefit of business insurance, and why they need one. We also can't rule out the fact that it is going to be a tough one for the insurance industry as their services are going to be needed across the length and breadth of the Nigerian business landscape (Abadie et al ,2018)..Thinking of investing in a side hustle? We have 35 booming business ideas and step-by-step guides to start them. It's a strategic and financial breakdown of the most lucrative businesses in Nigeria. Get it now and start building the business of your dream (Barro,2016).

2.1.10 Endsars Protests and the Future of Nigeria

Suddenly, Nigerians have found their voice through #EndSARS protests to correct the ills of society. The protests have been spontaneous in character and viral in execution with notable celebrities leading from the front (Tanter,2020). Why would a country that is so blessed with abundant human and natural resources still be struggling at adult age? Could this be a generational curse? I don't think so. The colonial masters have played their part and they have since moved on; the ball is now in our court and we just have to play by the rules. Ikomu et al (2019) argued that the protests are delivering an unmistakable message: we cannot remain like this forever; Nigeria must become a better place for all. This overarching message has been ignored serially by every administration and the result has been incremental decay in every sector of our national life. The challenges of nationhood have remained with us since 1960 but we cannot continue to wink in the dark. We have reached the point where we have to be brutally honest with each other – we need to start rebuilding this country from the ground floor up.

At the Lekki protests in Lagos, one of the placards read: "The power of the people is stronger than the people in power." This is another strong message to those in authority and it explains the thinking of Nigerians which should be taken seriously. The point that is ringing loud in the message is that Nigerians believe they have been taken for granted for too long and they are now ready to "shake the table (Mo Ibrahim Foundation ,2020). This is the context in which we should all see the #EndSARS protests. We should therefore not be surprised if similar protests are organised in the future. However, as Governor Babajide Sanwo-Olu of Lagos State noted when he addressed the Lekki protesters, these protests should remain orderly peaceful. When they are hijacked by hoodlums, the protests lose their soul, essence and relevance (Mo Ibrahim Foundation,2019).

The political and military leadership have failed us woefully and Nigerians are angry. The overwhelming SARS protests energised mainly by youth movements are a manifestation of pent up frustration and anger that boiled over. When you are down, you fear no fall(UNDESA) (2020). This is the story of protesters who camped at various locations defying weather elements because they believed in the same cause. It was therefore not surprising that SARS was disbanded. President Muhammadu Buhari has promised significant reforms in the police force but why should we believe him? Is it a mere political statement? Similar promises were made in the past but nothing changed (Honwana, 2019).

Unfortunately, Nigerian leaders and politicians cannot be trusted and that is just the way it is. Scrapping SARS is the first step to a complete a wide ranging reforms agenda in every segment of society that should begin with honest conversations among and between students, parents, teachers, religious leaders, captains of industry, the academia, political leaders, the armed forces, civil society organisations, not for profit organisations, our development partners and so on. This engagement should be continuous and we can build on the outcome of the 2014 National Conference. This task is for everyone and we can achieve the goal without fighting each other; we do not need the kind of re-structuring that will break up the country (in fact, that would create more problems of identity) and we do not need the military to seize power. What we need are frank and honest conversations on how we should live and work together as Nigerians where there is

equality and not a semblance of it. We have pretended about these issues for too long and they are at the heart of the #EndSARS protests. It is better to say, “I’m Nigerian,” than saying, “I’m Hausa, Ibo or Yoruba.”

2.2 Theoretical Framework

2.2.1 Affective Event Theory

AET is a relatively new theory that purports that things happen to individuals in a work setting and the individual often reacts emotionally (Smith,2015). AET focuses on structure, causes, and consequences of affective experiences occurring on the job (Rummel,2019). AET holds that affective reactions influence overall feelings about one’s job. Cumulative affective experiences contribute to the affective component of attitudes such as job satisfaction and judgment-driven behaviors such as job performance.

This study adopted this theory because the higher the number of similar affective events, the more likely a predictable behavior occurs (Tanter,2020). Work environments influence affective experience by making specific events more likely (Singhal & Nilakantan,2019). For instance, an emotionally charged work environment, such as one that may be found in a social service organization, creates an atmosphere where perceived customer demands could result in a confrontation between the customer and frontline social service personnel (FSSP). Emotion-focused coping and self-management of emotions are proposed to indirectly influence such affect driven behaviours as job performance.

2.3 Empirical Analysis

Billmeier and Nannicini (2018) focused on the impact of political protest and its effect on the growth of The National Economy. The study was conducted on selected firms in Nigeria. The survey method was employed. Quantitative approach was adopted in which a questionnaire was used to collect the data, while regression analysis was used to test the analysis. The findings indicated that all the dimension of the culture influence the different perspective of organizational performance.

Ezediadi(2020) carried out a study on the effect of unlawful detention of Organizational workers on firm’s performance of Noodles Manufacturing Firms in Nigeria . The study was a cross sectional survey targeting 102 manufacturing firms and the response rate was from 94 firms. Null hypothesis was tested and results indicated that unlawful detention had influence on internal processes. The study recommended that the management of Noodles manufacturing firms in Nigeria should ensure they worked towards the reduction of such development so as to enhance and increase efficiency of the firms’ internal processes.

Isah (2019) carried out a study on the effect of Jos killings on SMEs in the State. He Selected 54 SME operators.. Questionnaires and Oral Interview were used to collect data. ANOVA analysis was used to test the hypotheses. At the end of the day, He found that extrajudicial Killing had a positive and significant on the performance of SMEs in the State.

Kanu(2020) examined the effect of unlawful extortion of workers on organizational performance during the Period of Covid 19 in Nigeria. The primary data were collected through questionnaires from 87 employees working in service Organization in Abia State. The results from the statistical analysis of primary data showed that the independent variable has a positive impact on employee performance.

3.1 Research Methodology

The study applied descriptive research design. According to Priti (2019), descriptive design portrays an accurate profile of persons, events, or account of the characteristics, for example behavior, opinions, abilities, beliefs, and knowledge of a particular individual, situation or group. The descriptive research design is preferred because it ensures complete description of strategies, making sure that there is minimum bias in the collection of data.

The population of the study was 396 talented staff of 7up company, Enugu.

The technique used wasTaro Yamane 1964 formula:

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

Where:

n is sample size

N is population size

e is margin of error

For the purpose of the study 5% tolerable error is allowed. Therefore, using this formula we have:

$$n = \frac{396}{1 + 396(0.05)^2}$$

$$n = \frac{396}{1 + 396(0.0025)}$$

$$n = \frac{396}{1.99}$$

$$n = 199$$

Therefore, the sample size of the study was 199

Therefore, the sample size using taro yamani was 199. However, in order not to fall short of minimum sample size as a result of factors that may be occasioned by mutilation on the part of respondents or copies that may not be returned, it was advised by Isreal (2013) that 10 -30 % should be added to the minimum sample size. In this study, however, 30% of 300 was added to the minimum sample size. Thus;

$$0.3 \times 199 = 59.7$$

$$199 + 59.7 = 258.7$$

Therefore, 259 copies of questionnaire were distributed by the researcher among the employees of the selected manufacturing firms.

The research adopted stratified random sampling techniques. The stratified sampling technique is important in social science research for several reasons. Firstly, It allows the researcher to target specific groups of individuals in a location that were most relevant to research questions, which can help to ensure that the study provides useful and actionable insights. Stratified random sampling can help to increase the efficiency of the research process by allowing researchers to selected a small sample size without the compromising the validity of the study . This is because stratified sampling allows researchers to select participant which can help to ensure that the study is generalizable to similar population. The instrument used in collecting data was structured questionnaire Simple linear regression analysis in respect to the study hypothesis was used to measure the degree of the effects of independent variables on the dependent or outcome variables.

.4.1 Test of Hypotheses

The hypotheses of the study were tested below.

Test of Hypothesis One

Ho1: Unlawful detention of employees does not significantly have effect on Organizational performance

Table 4.1.0 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.524(a)	.274	.271	.31178

a Predictors: (Constant), Unlawful detention

From table 4.1.0 clearly showed that the model is quite fitted with the R square of 0.274 and adjusted R square of 0.271. The coefficient of correlation (r) is 0.524. Since our R Square is 27.4% we can rightly say that Unlawful detention is able to explain variations in the performance of the Organization. The 27.1% accounts for other factors that are not mentioned in the model but can influence or even determine the fluctuation in the performance of the Organization.

Table 4.1.1 Coefficients (a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.350	.239		9.813	.000
	Unlawful detention	.478	.055	.524	8.691	.000

a Dependent Variable: Performance

Table 4.1.1 shows a positive coefficient value of 0.524 having a significant P-value of 0.000, this shows that we have enough statistical data or evidence to reject the null hypothesis which says that Unlawful detention of employees does not significantly have effect on Organizational performance.

Test of Hypothesis Two

Ho₂ Extrajudicial killing of employees does not significantly have effect on Organizational performance

Table 4.1.2 Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.332(a)	.110	.106	.602

a Predictors: (Constant), Extrajudicial killings

From table 4.1.2 clearly shows R square of 0.110 and adjusted R square of 0.106. The coefficient of correlation (r) is 0.332. Since our R Square is 0.110%, we can rightly say that Extrajudicial killings is able to explain variations in the performance of the Organization. Since our R Square is 11.0% we can rightly say that Unlawful detention is able to explain variations in the performance of the organization. The 10.6% accounts for other factors that are not mentioned in the model but can influence or even determine the fluctuation in the performance of the Organization

Table 4.1.3 Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.144	.444		4.835	.000
	Extrajudicial killings	.503	.101	.332	4.977	.000

a Dependent Variable: Performance

Table 4.1.3 shows a positive coefficient value of 0.332 having a significant P-value of 0.000, this shows that we have enough statistical data to reject the null hypothesis which says that Extrajudicial killings of employees does not significantly have effect on Organizational performance.

Test of Hypothesis Three

Ho3: Extortion of employees does not significantly have effect on Organizational performance.

Table 4.1.4 Model Summary

Model	R	R Square	Adjusted Square	Std. Error of the Estimate
1	.844(a)	.713	.711	.19621

a Predictors: (Constant), Extortion

Table 4.1.4 clearly shows that the model is fitted with the R square of 0.713 and adjusted R square of 0.711. The coefficient of correlation (r) is 0.844. This means that 71% of extortion explains the variations in the performance of Organization. Since our R Square is 71.3% we can rightly say that extortion is able to explain variations in the performance of the Organization. The 71.1% accounts for other factors that are not mentioned in the model but can influence or even determine the fluctuation in the performance of the Organization

Table 4.1.5 Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	.836	.162		5.170	.000
	Extortion	.827	.037	.844	22.265	.000

a Dependent Variable: Performance

Table 4.1.4 shows a positive coefficient value of 0.940 having a significant P-value of 0.000, this shows that we have enough statistical data to reject the null hypothesis which says that Extortion of employees does not significantly have effect on Organizational performance.

4.2 Discussion on Findings

4.2.1 Unlawful Detention

We observed from table 4.1.0 that there is a positive significant relationship existing between Unlawful detention and Organizational performance. This is evident from a positive coefficient of 0.524 and a p-value of 0.000 less than 5% level of significance. The coefficient for resource allocation of 52% means that for a one-unit improvement in the Unlawful detention would perpendicularly lead to the same unit increase in the performance of the organization. This suggests that the sampled Organizational staff considered that detention when properly reduced will have a positive result in the Organization. The result is in line with the result of Ezediadi (2020) who carried out a study on the effect of unlawful detention of Organizational workers on firm's performance of Noodles Manufacturing Firms in Nigeria. The study recommended that the management of Noodles manufacturing firms in Nigeria should ensure they worked towards the reduction of such development so as to enhance and increase efficiency of the firms' internal processes.

4.2.2 Extrajudicial killing

Table 4.1.2 in the model studied shows that extrajudicial killing has a positive and a significant correlation (0.332) P-value (0.00) respectively on the performance of the staff of the Organization under study. The result is partially in line with to the findings of Isah (2019) who carried out a study on the effect of Jos killings on SMEs in the State. At the end of the day, he found that extrajudicial Killing had a positive and significant on the performance of SMEs in the State.

4.2.3 Extortion

Table 4.1.3 shows a positive coefficient value of 0.844 with a significant effect at 0.000. This implies that an decrease in extortion will no doubt improve performance in the Organization under Study. Extortion is a criminal offence in the eye of the law and humanity. Decrease in extortion of workers makes the workers to have sense of belonging as a citizen of country. Kanu (2020) examined the effect of unlawful extortion on organizational performance during the Period of Covid 19 in Nigeria. The primary data were collected through questionnaires from 87 employees working in service Organization in Abia State. The results from the statistical analysis of primary data showed that the independent variable has a positive impact on employee performance.

5.1 Conclusion

Protests have become more numerous and geographically widespread in recent years. The rise of citizen mobilization spanning diverse national and cultural contexts represents a major new trend in Nigeria. It is true that businesses and economic of the Country were affected and lives and properties wasted, Endsars Protests play an ever increasing role in shaping the economic landscape and determining legislative and economic decisions. The recent protests serve as a crystallizing example of the sheer power of this tool to affect change. It is therefore important to recognize the economic consequences of this tool in order to yield it strategically and effectively.

5.2 Recommendations

Based on the conclusion made, the study recommends as follows:

1. The study recommends that Nigerian Government and world should always treat life with utmost priority by making sure that Citizens are properly protected from the brutality and unlawful detention.
2. The study also recommends that Government and the world at large should make a capital punishment against extrajudicial killing of innocent employees and citizens of the country and the world at large.
3. The study required that the Government should improve in their strategic leadership styles to decrease extortions. by Sars and other force-men in Nigeria.

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