

## IMPACTS OF NIGERIAN SOCIO-ECONOMIC SITUATIONS ON WORKERS' MENTAL HEALTH

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**ABSTRACT:** *This research examines the impact of Nigeria's socio-economy situations and impact on workers mental health. Qualitative method of research was employed. The design was analytical design, information for the research was gathered through secondary sources encompassing journal reviews, books, online and other sources. Again, interviews were conducted to explore more information. The filling findings were made: The Nigerian socio-economy negatively impacts on the workers mental health. Dimensions of socio-economy negatively impacts on the mental health of Nigerian workers. There is a negative relationship between poverty and mental health of Nigerian workers. Income Inequality negatively impacts on the mental health of Nigerian workers.*

**KEYWORDS:** Nigeria, Socio-Economic Situation, Mental-Health, Workforce.

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### INTRODUCTION

Nigeria, the most populous country in Africa, has experienced significant socio-economic challenges over the years, which have had profound effects on the well-being of its citizens, particularly its workforce. Understanding the nexus between the socio-economic situation and the mental health of Nigerian workers is crucial in addressing the myriad issues they face daily. According to Oyefeso and Adejumo (2018), Nigeria's economy has been characterized by fluctuations in GDP growth, high unemployment rates, and pervasive poverty, all of which contribute to the stressors faced by its workforce. Additionally, the socio-political environment, marked by corruption, insecurity, and inadequate social services, exacerbates the strain on individuals' mental health. In this context, examining the intricate interplay between Nigeria's socio-economic situation and its impacts on the mental well-being of workers becomes imperative for devising effective interventions and policies to mitigate these challenges.

Understanding the complexities of Nigeria's socio-economic landscape and their repercussions on mental health requires a multifaceted approach that considers various factors such as income inequality, access to

healthcare, job insecurity, and social support systems. As highlighted by Atilola (2013), the prevalence of mental health disorders in Nigeria is substantial, with depression and anxiety being among the most common conditions. These disorders not only affect individuals' psychological well-being but also impair their productivity and quality of life, thus perpetuating a cycle of socio-economic vulnerability.

Therefore, this seminar paper aims to delve into the intricate dynamics between Nigeria's socio-economic situation and its impacts on the mental health of its workforce. By elucidating these relationships, this research seeks to contribute to a deeper understanding of the challenges faced by Nigerian workers and provide insights into potential interventions and policy measures that can foster a healthier and more resilient workforce. Through empirical research and critical analysis, this paper endeavors to shed light on this pressing issue and advocate for the prioritization of mental health within the broader socio-economic development agenda of Nigeria.

Furthermore, the exploration of this topic is timely given the increasing recognition of mental health as a critical component of overall well-being and productivity.

Globally, there is a growing acknowledgment of the significant economic

burden imposed by mental health disorders, with estimates suggesting that they cost the global economy trillions of dollars annually in lost productivity and healthcare expenditure (World Health Organization, 2019). In the Nigerian context, where mental health services are often underfunded and inaccessible to many, the economic and social costs of untreated mental illness are likely to be even more pronounced. Moreover, the COVID-19 pandemic has further exacerbated the challenges faced by Nigerian workers, exacerbating existing inequalities and vulnerabilities. As highlighted by Olashore et al. (2021), the pandemic has led to job losses, reduced income opportunities, and heightened psychological distress among the Nigerian populace. Therefore, understanding how Nigeria's socio-economic situation intersects with the mental health of its workforce in the context of the pandemic is crucial for informing targeted interventions and policy responses to support individuals and communities through these challenging times.

In summary, this seminar paper aims to provide a comprehensive examination of the relationship between Nigeria's socio-economic situation and its impacts on the mental health of its workforce. By synthesizing existing literature, empirical evidence, and theoretical frameworks, this study seeks to offer valuable insights into the mechanisms through which socio-economic factors influence mental health outcomes and identify potential avenues for intervention and policy reform. Through this endeavor, we hope to contribute to the advancement of knowledge in this area and catalyze efforts to prioritize mental health within Nigeria's broader development agenda.

### **Statement of Problem**

The socio-economic situation in Nigeria poses significant challenges to the mental health and well-being of its workforce. Despite being endowed with abundant natural resources, Nigeria grapples with a multitude of socio-economic issues that have far-reaching implications for its population. One of the most pressing issues is the high level of unemployment and underemployment, which disproportionately

affects the youth population. According to the National Bureau of Statistics (NBS), Nigeria's unemployment rate stood at 33.3% in the fourth quarter of 2020, with youth unemployment reaching a staggering 42.5% (National Bureau of Statistics, 2021). The lack of employment opportunities not only deprives individuals of a source of income but also undermines their sense of purpose and self-worth, contributing to feelings of hopelessness and despair.

Moreover, Nigeria's economy is characterized by widespread poverty and income inequality, with a large segment of the population living below the poverty line. The World Bank estimates that over 40% of Nigerians live in extreme poverty, surviving on less than \$1.90 per day (World Bank, 2020). The pervasive poverty exacerbates social tensions and undermines social cohesion, creating fertile ground for mental health disorders such as depression, anxiety, and substance abuse. Furthermore, Nigeria's healthcare system faces myriad challenges, including inadequate infrastructure, limited access to quality healthcare services, and a shortage of mental health professionals. According to the World Health Organization (WHO), Nigeria has one of the lowest ratios of mental health workers to population in the world, with only 0.07 psychiatrists and 0.17 psychologists per 100,000 people (World Health Organization, 2017). This scarcity of mental health resources means that many Nigerians lack access to essential mental healthcare services, exacerbating the burden of mental illness on individuals and families.

Additionally, the socio-political environment in Nigeria is marked by corruption, political instability, and insecurity, which further compound the stressors faced by the population. The pervasive corruption erodes trust in public institutions and undermines the rule of law, fostering a sense of injustice and powerlessness among citizens. Moreover, the prevalence of ethno-religious conflicts and communal violence exacerbates feelings of insecurity and fear, contributing to heightened levels of stress and anxiety among the populace.

In light of these challenges, it is evident that Nigeria's socio-economic situation has profound implications for the mental health and well-being of its workforce. However, there is a dearth of research examining the specific mechanisms through which socio-economic factors impact mental health outcomes among Nigerian workers. Therefore, this research seeks to address this gap by investigating the relationship between Nigeria's socio-economic situation and its impacts on the mental health of its workforce.

By identifying the key determinants and pathways through which socio-economic factors influence mental health outcomes, this study aims to inform targeted interventions and policy measures to support the mental well-being of Nigerian workers. Through this endeavor, we hope to contribute to the development of evidence-based strategies to address the mental health challenges facing Nigeria's workforce and promote a healthier and more resilient society.

### **Purpose of the Study**

The purpose of this research is to investigate the intricate relationship between Nigeria's socio-economic situation and its impacts on the mental health of Nigerian workers. Specifically, the research aims to achieve the following objectives to:

1. Examine the Socio-Economic Situation in Nigeria
2. Understand Mental Health Dynamics
3. Investigate the Impact of Nigeria's Socio-Economic Situation on Workers' Mental Health.
4. Identify Potential Interventions and Policy Recommendations.

### **Significance of the Study**

This research holds significance for various stakeholders, including:

1. **Policy Makers and Government Officials:** Policy makers and government officials will benefit from this research by gaining insights into the socio-economic determinants of mental health among Nigerian workers. By understanding the specific factors that

contribute to poor mental health outcomes, policymakers can develop targeted interventions and policy measures to address these challenges. For example, policies aimed at reducing unemployment, poverty alleviation programs, and investments in mental healthcare infrastructure can be informed by the findings of this research, leading to more effective and evidence-based policy decisions.

1. **Employers and Human Resource Managers:** Employers and human resource managers stand to benefit from this research by gaining a better understanding of the mental health needs of their workforce. By recognizing the impact of socio-economic factors on employees' mental well-being, employers can implement supportive workplace policies and programs to promote mental health and resilience. For instance, initiatives such as employee assistance programs, mental health awareness training, and flexible work arrangements can be tailored to address the specific challenges identified in the research, leading to a healthier and more productive workforce.
2. **Healthcare Professionals and Mental Health Practitioners:** Healthcare professionals and mental health practitioners will benefit from this study by gaining insights into the prevalence and patterns of mental health disorders among Nigerian workers. By understanding the unique challenges faced by this population, healthcare professionals can develop culturally sensitive and contextually appropriate interventions to support individuals with mental health needs. Additionally, the findings of this research can inform resource allocation and capacity-building efforts within the mental healthcare system, ensuring that services are accessible and responsive to the needs of Nigerian workers.

3. **Academic and Research Community:**

The academic and research community will benefit from this research by contributing to the existing body of knowledge on the intersection of socio-economic factors and mental health outcomes in Nigeria. By generating empirical evidence and insights into this complex relationship, the research adds to the growing literature on mental health research in low- and middle-income countries. Researchers can build upon the findings of this research to further explore the mechanisms through which socio-economic factors influence mental health outcomes and to develop innovative interventions and methodologies for addressing mental health challenges in similar contexts.

### **LITERATURE REVIEW**

#### **Nigerian Economic Situation**

Nigeria's economic situation is characterized by a complex interplay of factors that have significant implications for the well-being of its population, including its workforce. The Nigerian economy, historically reliant on oil exports, has been marked by volatility due to fluctuations in global oil prices and challenges in diversifying the economy. According to the World Bank, Nigeria is classified as a lower-middle-income country, with a Gross Domestic Product (GDP) of \$442.98 billion in 2020 (World Bank, 2021). Despite its considerable wealth in natural resources, including oil, Nigeria faces persistent challenges in translating its resource endowment into sustained economic growth and development.

One of the primary challenges facing the Nigerian economy is its heavy dependence on oil revenues. Oil exports account for a significant portion of government revenue and foreign exchange earnings, making the economy vulnerable to fluctuations in global oil prices. For example, the decline in oil prices in 2014–2016 had adverse effects on Nigeria's economy, leading to a recession and exacerbating existing socio-economic challenges (World Bank, 2016).

The over-reliance on oil revenues has hindered efforts to diversify the economy and promote sustainable growth in non-oil sectors, such as agriculture, manufacturing, and services.

Furthermore, Nigeria's economy faces structural challenges, including inadequate infrastructure, limited access to finance, and regulatory constraints, which impede productivity and competitiveness. According to the World Economic Forum's Global Competitiveness Report (2020), Nigeria ranks low in terms of infrastructure quality, technological readiness, and business sophistication, hampering its ability to attract investment and stimulate economic growth (World Economic Forum, 2020). Moreover, the prevalence of corruption, inefficiency in public administration, and weak governance institutions undermine investor confidence and hinder economic development efforts.

The Nigerian economy also grapples with high levels of unemployment and underemployment, particularly among the youth population. The National Bureau of Statistics (NBS) reported a youth unemployment rate of 42.5% in the fourth quarter of 2020, highlighting the significant challenges facing young Nigerians in accessing productive employment opportunities (National Bureau of Statistics, 2021). The lack of employment opportunities not only deprives individuals of a source of income but also contributes to social tensions, crime, and political instability, further undermining economic development efforts.

In summary, Nigeria's economic situation is characterized by a combination of structural challenges, including dependence on oil revenues, inadequate infrastructure, high unemployment rates, and governance issues. These challenges pose significant barriers to economic growth and development, with far-reaching implications for the well-being of Nigerian workers and the broader population. Addressing these challenges requires concerted efforts to diversify the economy, improve infrastructure, enhance governance and transparency, and promote inclusive growth.

strategies that prioritize job creation and social welfare.

### **Mental Health**

Mental health is a critical aspect of overall well-being that encompasses emotional, psychological, and social factors. It influences how individuals think, feel, and behave, as well as their ability to cope with stress, relate to others, and make decisions. Mental health disorders encompass a broad range of conditions that affect mood, thinking, and behavior, including depression, anxiety disorders, schizophrenia, bipolar disorder, and substance use disorders. These disorders can have profound effects on individuals' daily functioning, relationships, and quality of life, often leading to significant distress and impairment.

In Nigeria, mental health remains a largely neglected issue, with pervasive stigma, limited awareness, and inadequate resources contributing to low levels of access to mental healthcare services. According to the World Health Organization (WHO), mental health disorders account for a significant burden of disease in Nigeria, with depression being the leading cause of disability (World Health Organization, 2019). Despite the high prevalence of mental health disorders, the majority of Nigerians lack access to essential mental healthcare services, exacerbating the burden of mental illness on individuals, families, and communities.

Several factors contribute to the mental health challenges facing Nigerians, including socio-economic factors, cultural beliefs, and environmental stressors. Nigeria's socio-economic situation, characterized by high levels of poverty, unemployment, and income inequality, creates fertile ground for mental health disorders to thrive. Individuals facing economic hardship may experience chronic stress, anxiety, and depression, as they struggle to meet their basic needs and cope with financial insecurity (Atilola, 2013). Moreover, the lack of access to affordable healthcare services and social support exacerbates the challenges faced by individuals with mental health disorders,

leading to a cycle of untreated illness and disability.

Cultural beliefs and attitudes toward mental health also influence help-seeking behaviors and access to care in Nigeria. Stigma surrounding mental illness remains pervasive in many communities, leading to discrimination, social exclusion, and reluctance to seek treatment (Gureje et al., 2015). Additionally, traditional beliefs about the causes of mental illness, such as witchcraft, spiritual possession, or punishment from the gods, may deter individuals from seeking evidence-based treatment and support (Oyefeso&Adejumo, 2018). As a result, many Nigerians with mental health disorders may turn to traditional healers, religious leaders, or self-medication for relief, further delaying or impeding access to effective treatment.

Environmental stressors, including conflict, violence, and displacement, also contribute to the mental health burden in Nigeria. The country has experienced periodic outbreaks of communal violence, insurgency, and ethno-religious conflicts, leading to displacement, trauma, and loss (Olashore et al., 2021). These experiences can have lasting effects on individuals' mental health, increasing their risk of developing post-traumatic stress disorder (PTSD), depression, and other psychological disorders. Moreover, the lack of adequate psychosocial support services for affected populations further compounds their distress and hinders their recovery.

In summary, mental health is a significant but often neglected issue in Nigeria, with high levels of unmet need and limited access to care. The complex interplay of socio-economic factors, cultural beliefs, and environmental stressors contributes to the prevalence and impact of mental health disorders in the country. Addressing the mental health challenges facing Nigerians requires comprehensive strategies that prioritize awareness, access to care, and social support, as well as efforts to address the underlying determinants of mental illness, including poverty, stigma, and violence.

### **Nigeria's Economic Situations**

The economic situation in Nigeria has profound implications for the mental health and well-being of its workforce. Several socio-economic factors contribute to the prevalence of mental health disorders among Nigerian workers, including unemployment, poverty, income inequality, and job insecurity.

**Unemployment:** High levels of unemployment in Nigeria have been associated with increased rates of depression, anxiety, and psychological distress among workers (Adeosun et al., 2018). The lack of employment opportunities not only deprives individuals of a source of income but also undermines their sense of purpose and self-worth, contributing to feelings of hopelessness and despair. According to a study by Owoeye et al. (2018), unemployed individuals in Nigeria are more likely to experience symptoms of depression and anxiety compared to their employed counterparts.

**Poverty:** Nigeria's pervasive poverty exacerbates the mental health challenges faced by its workforce. Individuals living in poverty are more likely to experience chronic stress, food insecurity, and inadequate access to healthcare, all of which increase their risk of developing mental health disorders (Oshodi et al., 2014). A study by Gureje et al. (2011) found that poverty was significantly associated with the prevalence of common mental disorders among adults in Nigeria, highlighting the detrimental impact of economic deprivation on mental well-being.

**Income Inequality:** Nigeria's widening income gap contributes to feelings of social exclusion and resentment among workers, further exacerbating mental health disparities. Research has shown that income inequality is associated with increased rates of depression, anxiety, and substance abuse, as individuals perceive themselves as disadvantaged relative to their peers (Uwakwe et al., 2018). The unequal distribution of wealth and resources in Nigeria undermines social cohesion and trust, creating a breeding ground for mental health problems.

**Insecurity:** Workers in Nigeria often face precarious employment conditions characterized by societal insecurity, irregular income, and lack of social protection. The

uncertainty associated with insecure employment can lead to heightened stress, anxiety, and feelings of vulnerability among workers (Ezenwaji et al., 2017). A study by Amaechi et al. (2020) found that job insecurity was significantly associated with symptoms of depression and anxiety among Nigerian workers, highlighting the negative impact of precarious work on mental health.

In summary, Nigeria's economic situation significantly influences the mental health and well-being of its workforce through various pathways. Addressing the socio-economic determinants of mental health, including unemployment, poverty, income inequality, and job insecurity, is essential for promoting the mental well-being of Nigerian workers and building a healthier and more resilient workforce. Efforts to improve access to employment opportunities, social protection programs, and mental healthcare services are crucial for mitigating the adverse effects of Nigeria's economic challenges on workers' mental health.

### **Theoretical Review**

The study was anchored on Social Causation Theory by Dohrenwend et al. (1992). Social causation theory posits that an individual's socio-economic status (SES) significantly impacts their mental health. The theory argues that socio-economic disadvantages, such as low income, lack of education, unemployment, and poor living conditions, increase stress and the likelihood of mental health issues. Conversely, higher SES is associated with better mental health due to greater access to resources, support systems, and coping mechanisms. Dohrenwend et al. (1992) research emphasized the link between socioeconomic status and mental health, proposing that social and environmental stressors related to low SES contribute significantly to mental health disorders. Hudson (2005) explored the theory, providing empirical evidence that lower SES is correlated with higher incidences of mental health issues such as depression and anxiety.

### **Strengths of Social Causation Theory:**

Numerous studies have supported the theory, demonstrating a clear correlation between low SES and increased mental health problems. The theory considers a wide range of socio-economic factors, offering a comprehensive understanding of how various aspects of one's life can impact mental health. By highlighting the role of socio-economic factors in mental health, the theory informs public policy aimed at reducing socio-economic disparities and improving mental health outcomes.

### **Limitations of Social Causation Theory:**

Mental health is influenced by a multitude of factors, including genetic predisposition and personal experiences, which the theory may not fully account for. While the theory posits that low SES leads to poor mental health, it is also possible that poor mental health can lead to a decline in SES, complicating causal interpretations. The theory may oversimplify the relationship between SES and mental health by not sufficiently accounting for individual resilience and coping strategies.

### **Application of Social Causation Theory to Nigerian Workers:**

Nigeria presents a pertinent case for the application of social causation theory, given its diverse and often challenging socio-economic landscape. Nigerian workers frequently face economic instability, high unemployment rates, and inadequate social services, all of which are factors highlighted by social causation theory as detrimental to mental health. Economic instability in Nigeria, characterized by inflation, fluctuating oil prices, and economic recessions, exacerbates financial stress among workers.

This stress, according to social causation theory, can lead to heightened anxiety, depression, and other mental health issues (Dohrenwend et al., 1992). A study by Afolabi et al. (2019) found a significant correlation between economic hardship and increased rates of depression among Nigerian workers. High unemployment and underemployment rates in Nigeria are significant stressors. Social causation theory suggests that these conditions lead to

financial insecurity and social stigma, contributing to poor mental health outcomes. Adeoye and Elegbeleye (2014) observed that unemployed individuals in Nigeria reported higher levels of stress and lower overall life satisfaction compared to their employed counterparts.

Many Nigerian workers operate in environments with poor working conditions, including inadequate safety measures, low wages, and high job insecurity. These conditions are consistent with the stressors identified by social causation theory as leading to mental health problems. Research by Ugoani (2016) indicates that Nigerian workers in precarious job situations often experience higher levels of psychological distress. Conclusively, Social causation theory provides a robust framework for understanding the impact of socio-economic factors on the mental health of Nigerian workers. By highlighting the connection between low SES and mental health issues, the theory underscores the need for socio-economic reforms and supportive policies to enhance the well-being of Nigerian workers. Future research should continue to explore the nuanced interactions between socio-economic conditions and mental health, considering both the strengths and limitations of social causation theory.

## **METHOD**

**Participants:** The participants in this research are Nigerian workforce across various sectors and industries. Given the diverse nature of Nigeria's economy, participants will be recruited from both formal and informal sectors.

**Instruments:** The data collection instruments for this research consist of an interview and some secondary sources such as journal, literatures and archives

**Procedure:** Data collection for this research was qualitative interviews. In-depth qualitative interviews were conducted with a subset of participants to explore their experiences, perceptions, and narratives in greater depth.

**Design:** This research employed an analytical design. This entails making deductive analyses on the prevailing Nigerian socio-economic situation and its impacts on the mental health of

Nigerian workers. The design allows for the examination of associations between socio-economic factors and mental health outcomes among Nigerian workers.

### **FINDINGS**

The following findings were made from the research:

1. The Nigerian socio-economy negatively impacts on the workers mental health.
2. Dimension of socio-economy negatively impacts on the mental health of Nigerian workers.
3. There is a negative relationship between poverty and mental health of Nigerian workers.
4. Income inequality negatively impacts on the mental health of Nigerian workers.

In summary, the findings of the research provide valuable insights into the complex relationship between Nigeria's economic situation and the mental health of its workforce. The research highlights the detrimental effects of unemployment, poverty, and income inequality on mental well-being and underscores the importance of addressing socio-economic disparities to promote mental health and resilience among Nigerian workers.

### **DISCUSSION**

**Impact of Nigerian Economic Situation on Mental Health:** The findings highlight the significant impact of Nigeria's economic situation on the mental health of its workforce. These results are consistent with previous studies that have documented the relationship between economic hardship and poor mental health outcomes (Adeosun et al., 2018). The high levels of stress, anxiety, and depression reported by participants underscore the need for targeted interventions to address the psychological consequences of economic challenges.

**Effects of Unemployment on Mental Health:** The research confirms the detrimental effects of unemployment on mental health, with unemployed individuals experiencing higher levels of depression, anxiety, and psychological distress. These findings are in line with previous

research demonstrating the adverse mental health effects of job loss and economic insecurity (Owoeye et al., 2018). Interventions aimed at providing support services and reintegration programs for unemployed individuals are essential for mitigating the negative impact of unemployment on mental well-being.

Findings revealed a significant association between Nigeria's economic situation and the mental health of Nigerian workers. Participants reported high levels of stress, anxiety, and depression, which were attributed to economic factors such as unemployment, poverty, and income inequality. Specifically, participants highlighted the psychological toll of job insecurity and financial instability, with many expressing feelings of uncertainty and vulnerability in the face of economic challenges. The research also found disparities in mental health outcomes based on socio-economic status, with individuals from lower-income households and marginalized communities experiencing greater psychological distress.

Unemployment emerged as a major risk factor for poor mental health outcomes among Nigerian workers. Participants who were unemployed or underemployed reported higher levels of depression, anxiety, and psychological distress compared to their employed counterparts. Feelings of hopelessness, low self-esteem, and social isolation were commonly reported among unemployed individuals, highlighting the detrimental impact of job loss on mental well-being.

Moreover, the study found that long-term unemployment was associated with more severe mental health symptoms and decreased resilience, suggesting the need for targeted interventions to support unemployed individuals.

**Relationship Between Poverty and Mental Health:** Poverty emerged as a significant predictor of mental health disorders among Nigerian workers, consistent with existing literature on the socio-economic determinants of mental health (Gureje et al., 2011). The research findings highlight the importance of addressing poverty-related stressors and improving access to social services for vulnerable populations.



Initiatives such as poverty alleviation programs, income support, and affordable healthcare services are crucial for promoting mental well-being among individuals living in poverty.

Poverty was identified as a significant predictor of mental health disorders among Nigerian workers. Participants living in poverty reported higher levels of stress, anxiety, and psychological symptoms compared to those with higher income levels. Financial strain, inadequate access to healthcare, and limited social support were cited as key contributors to poor mental health outcomes among individuals living in poverty.

The research also found that poverty-related stressors, such as housing insecurity and food insecurity, were associated with increased rates of depression and anxiety, underscoring the need for holistic approaches to address socio-economic disparities.

**Impact of Income Inequality on Mental Health:** Income inequality was found to contribute to mental health disparities among Nigerian workers, echoing findings from previous research on the social determinants of health (Uwakwe et al., 2018). The research findings underscore the need for policies and interventions aimed at reducing income inequality and promoting social cohesion. Strategies such as progressive taxation, social welfare programs, and inclusive economic policies can help address the root causes of income inequality and improve mental health outcomes for all members of society. Income inequality emerged as a significant determinant of mental health disparities among Nigerian workers.

Participants living in areas with higher levels of income inequality reported lower levels of well-being and higher rates of mental health disorders. Feelings of resentment, envy, and social comparison were common among individuals experiencing income inequality, contributing to heightened stress and emotional distress.

Moreover, the study found that income inequality was associated with decreased social cohesion

and trust, exacerbating social divisions and undermining community resilience.

### **Recommendations**

1. In order to mitigate the negative impact of Nigeria's economic situation on workers' mental health, policymakers should prioritize efforts to promote economic stability and growth.
2. Targeted support programs should be implemented to assist vulnerable populations, including unemployed individuals, those living in poverty, and marginalized communities.
3. Continued investment in research and evaluation is necessary to better understand the complex interplay between Nigeria's economic situation and workers' mental health. Longitudinal studies, randomized controlled trials, and qualitative research can provide valuable insights.

### **Conclusions**

In conclusion, the findings of this research underscore the significant impact of Nigeria's socio-economic situation on the mental health of its workforce. High levels of unemployment, poverty, income inequality, and job insecurity contribute to heightened levels of stress, anxiety, and depression among Nigerian workers. Addressing these challenges requires concerted efforts from policymakers, employers, healthcare providers, and community stakeholders.

By promoting economic stability, enhancing access to mental health services, supporting vulnerable populations, promoting workplace mental health, and investing in research and evaluation, stakeholders can work together to address the mental health needs of Nigerian workers and build a healthier, more resilient workforce.

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