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THE NEED FOR CAREER SOCIALISATION AND RESOCIALISATION MODEL FOR TACKLING GRADUATE UNEMPLOYMENT IN NIGERIA

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ABSTRACT

The social problems of unemployment and poverty in Nigeria is a paradox because the country has abundant human and material resources that when properly coordinated, would improve the quality of life of every Nigerian. The preoccupation of man right from the beginning of history is to engage in a productive activity in order to survive. It is evident however that the issue f unemployment in Nigeria increase yearly. Lot of research works focus on the causes of unemployment with little attention on the socialization and resocialisation of the graduates. The socialization should start at the early stage , while the resocialisation should be carried out among the graduates. This study therefore set out to explains the need for career socialisation and resocialisation model for tackling graduate unemployment in Nigeria. The study found that contract employment, the expansion of the university education system, inappropriate university curricula, pride among the graduates, corruption in Nigeria universities, wrong choice academic discipline among others. The study recommends among others that there is need for socialization and resocialisation of undergraduate students on the need of entrepreneurship as a way of eradication of unemployment scenario in Nigeria. There is need to redesign university curriculum that could resocialise graduates to develop entrepreneurship skills.

Keywords: Unemployment, Socialization, Resocialisation, Entrepreneurship.

1. INTRODUCTION

The preoccupation of man right from the beginning of history is to engage in a productive activity in order to survive. In traditional societies, children were apprentices to adults who trained them in various trades and handicrafts, which became their careers in their adult lives (Aan, 2019). This practice gave every member of the community in every human society a career focus. As a result, every adult had employment. Unemployment therefore was not a social problem but a personal problem whenever a case of unemployment therefore was not a social problem but a personal problem whenever a case of unemployment existed. With this expectation, every society endeavors to create job opportunities for its youth. Having job after graduation is therefore the ultimate desire of every youth, when a nation fails to provide its youth especially the graduates with employment opportunities, the problem of graduate unemployment arises with all its negative consequences. The findings of a survey by the World Bank in 2011, showed that 40% of those who join rebel movements such as Boko Haram, and 50% of those who engage in criminality globally said they were motivated by unemployment (World Bank 2011 survey, cited in Attah, Audu and Haruna, 2013). The negative consequences of unemployment globally are numerous and infamous, given that everybody in society is affected by them. high rates of crime such as armed robbery, kidnapping, terrorist activities, prostitution, suicides, human trafficking, political thuggery are a few of such negative consequences of unemployment that cannot be ignored by any society.

According to (Dokua, 2022), between 1960 and 1985, Nigeria had a graduate unemployment of less than 5%, generally considered by economists as full employment or natural unemployment. The present graduate unemployment problem in Nigeria has been vivdly captured in the opening quotation above by (Aan, 2019). Similarly, Deijomaoh (1979) recoded that the incidence of graduate unemployment in Nigeria between 1960 and 1985 was not a serious problem compared to what the country is witnessing today. Olulege (2006) attributed whatever level of graduate unemployment in the country between 1960 and 1985 to slow bureaucratic machinery for the processing of applications for jobs. However, by 1986 when the structural adjustment program was introduced in Nigeria, some of its measures triggered off retrenchments and the embargo placed on employment in both the public and private sectors of the economy. This short the nation's graduate unemployment rate from 3% in 1984 to 9.8% in 1986 Olulege (2006). In 2003, the rate rose to 25.6% and to 40.3% in 2009 and dropped to 23.9% in 2011 and rose to 25% in 2014 (Akinmutagun, 2014, National Bureau of statistics, 2014).

The social problems of unemployment and poverty in Nigeria is a paradox because the country has abundant human and material resources that when properly coordinated, would improve the quality of life of every Nigerian. The World Bank in 2013 reported that there are 100 million people living in destitution in Nigeria and placed the country third on the list of the world's poverty Index, hosting the 7% of the world's 760million poor people (Aan, 2019). This

translates to about a third of Nigeria's population (NBS, 2014). According to the National Bureau of Statistics (2014), the high of unemployment and the low per capital income in the country are just two of the indices used by the World Bank in arriving at Nigeria's assessment. Despite this assessment, the World Bank in 2014 declared Nigeria as Africa's biggest economy Olulege (2006), yet this has no positive effect on the living standard of Nigerians because the majority of Nigerians are unemployed and poor.

The National Bureau of Statistics (2014), 25% of the 100million unemployed Nigerians are graduates. The report indicated that about 1.8million graduates in Nigeria enter the labour market every year. While there is a pool of 5.3million graduates that have being accumulating over the years. The worry about these figures according to Bindir (2014) and Ogunsola (2014) is that 80% of Nigerian graduates are unemployable because they lack the required employable skills and the right attitude for the work place by exhibiting a lot of pride. According to Olulege (2006), a large number of Nigerian graduates are unemployable because Nigeria's education system lacks entrepreneurship content. He observed that Nigerian graduates are trained with university curricula that lack entrepreneurship content. however, a survey sponsored by the British council in 2013 on graduate unemployment in Nigeria, Ghana, Kenya and South Africa blamed the high rates of graduates in these sub - Saharan African countries largely on the absence or the underutilization of career guidance and counseling services coupled with the absence or ineffective entrepreneurship promotion and development programs (McCowen, 2014).

In the era of global economic depression, governments and the organized private sectors are unable to provide jobs for all the unemployed people of the world, considering all the options available for solving the problem of unemployment, entrepreneurship job creation has proven to be the best solution. Taiwan, Malaysia, South Korea, Bangladesh and India have successfully used this option to control the rates of unemployment and poverty in their respective countries. Studies by the World Economic Forum (2009); Van Stel, Thurik, Verheul and Baljeu (2008); International Labour Organization (2006); Nwankwo and Ifejioko (2014) and the European Commission (2003) have shown that in both developed and developing economies, only job creation through entrepreneurship effectively tackles unemployment due to its capacity to duplicate and multiply job opportunities at different levels. According to Nwankwo and Ifejioko (2014) 'as more and more people embrace entrepreneurship, new ventures are created which in turn create new jobs leading to subsequent decrease in the number of unemployed persons in the society'.

The effect of these programs in reducing unemployment and poverty rates in the Nigeria is insignificant. The central argument in this study is that these entrepreneurship promotion programs failed because they where implemented without appropriate frameworks that could take adequate care of the job seeking mindset of the people. According to Akinmutegun (2014), 'entrepreneurship is first and foremost a mindset'. If this assertion is true, any program that aims at promoting entrepreneurship in an environment must take into consideration the issue of the people's mindset. For example, a majority of the people in Nigeria especially graduates have a 'job seeking' mindset that is resistance to entrepreneurship.

To fill these lacuna become paramount in utilizing the appropriate models and frameworks in the promotion and development of entrepreneurship in the country. This study therefore recommends the use of a career socialization and resocialization model that has the capacity to change the job seeking mindset of Nigeria undergraduates and the unemployed graduates to an entrepreneurship mindset as the ultimate remedy to the problem of graduate unemployment in the Country.

Statement of problem

In the early nineteen eighties, Nigeria university graduates had jobs waiting for them on graduation, at times more than one offer (Aan, 2019). What obtains now is a situation whereby graduates of ten years or more are still seeking for employment. What then went wrong and where? It is difficult to reduce unemployment when the education system consistently looks for jobs rather than how to create jobs . Graduate unemployment has becomes a major threat to human existence in Nigeria. This is attributed to the failed university system and poor orientation on the entrepreneurship culture in Nigeria. The graduates are oriented towards seeking while colour job there by neglecting the entrepreneurship that could make them self reliance. Many scholars have written about the causes of unemployment in Nigeria pointing accusing fingers on government thereby ignoring the bad orientation and socialization, as well as university curriculum as among the top causes of unemployment in the country. For instance, the orientation among Benue graduates is to work in government offices and ministries. To reduce the high level of unemployment in the country, there is need to resocialise and socialize the teaming graduates to develop a new culture of entrepreneurship. This is the thrust of this paper to fill the existence gaps.

2. METHODOLOGY

Graduate unemployment in Nigeria

Unemployment among university graduates in Nigeria according to scholars like Eneji, Mai – Lafia and Weiping (2013), is alarming and requires immediate solution due to its socio – economic costs. A report of a survey by the federal Ministry of Education in 2012 showed that, Nigerian universities turnout an average of 600,000 fresh graduates yearly, while the Nigerian labour market had the capacity to absorbed only 10% of these graduates (The Guardian, 2013 and FOS, 2012). The implication of this report is that university education in Nigeria is becoming a huge waste of resources. According to Eneji, Mai – Lafia and Weiping (2013), 'one would have assumed that graduates stand a better chance to be gainfully employed than people with secondary school education. However, the growing rate of graduate unemployment puts a big question mark on the national economy and the education system'.

The public outcry about wasting resources on university education is not peculiar to Nigerians alone; the Chinese are having the same feeling. According to Zhang (2014), Nwankwo and Ifejioko (2014) wrote that the graduate unemployment Crisis in China represents a wasteful investment of resources. Large sum of money have consequently been invested in educating unemployed graduates, which could otherwise have been invested in job creating programs'. According to Akinmutegun (2014), worried about the huge wasting of resources on university education that cannot be utilized in the development of the country, China's education Ministry has indicated that it will turn 600 of the country's universities into polytechnics in order to provide students with more technical and employment related courses, rather than academic and theoretical subjects.

Rate Of Unemployment In Nigeria By State

State	Nigeria methodology	International methodology
Abia	50.04	15.87
Adamawa	54.89	24.68
Akwa-ibom	51	16.69
Anambra	44.22	16.48
Bauchi	34.22	30.01
Benue	12	43.52
Bayelsa	36.68	30.24
Borno	43.25	23.85
Cross River	53.65	17.81
Delta	31.14	24.01
Ebonyi	40.16	21.98
Edo	49.02	16.86
Enugu	31.62	21.29
Ekiti	32.21	21.18
Gombe	31.26	34.94
Imo	56.64	25.9
Kano	25.36	31.2
Katsina	25.28	23.54
Kogi	38.94	28.81
Kaduna	44.35	22.65
Niger	38.8	23.44
Kwara	16.55	19.1
Nasarawa	29.83	31.06
Ogun	16.36	9.87

Osun	11.65	25.68
Lagos	37.14	4.52
Oyo	17.99	19.64
Ondo	17.09	24.16
Rivers	41.59	17.63
Sokoto	14.48	19.18
Taraba	31.55	36.17
Yobe	52.57	21.55
Ekiti	32.21	21.18
Plateau	26.59	26.15
Jigawa	38.69	41.29
Zamfara	12.99	41.73
FCT ABUJA	40.4	13.12

Source: Dokua, 2022

As indicate above, it is evident that unemployment is a threat in Nigeria. The table indicates that the Benue state registered the highest unemployment in Nigeria. In the year as presented above, about 43.5 % of the labour in Benue was unemployed. This was in accordance with international definition of unemployment. In the other hand, according to Nigeria definition, the unemployment rate in Benue was around 12%. This implies that 12 % of labour force in the state did nothing or work for than 20 hours a week. The new Nigeria methodology defines unemployed labour force that did not work at all or work for less than 20 hours a week. The international include age (15-64), who were available for work actively seeking work but unable to find work (Dokua, 2022).

MSMES job creation

The micro, small and medium enterprises (MSMEs) play a significant role in ensuring the economic growth and activities at local level, which make the economy employment – friendly and contribute to greater regional balance in levels of inclusive development. Increasing promotion and development of Micro, Small and Medium Enterprises (MSMEs) economically empower the unemployed persons in society. Entrepreneurship jobs are generally created through MSMEs (Aan, 2019). Governments' initiatives and political consensus in promoting enterprise development have played major role in employment generation at local levels of society, which help in equitable development and sustainable approach towards handling the problems of unemployment and poverty in society.

Causes of unemployment in Nigeria: the blame to university system

The causes of high level of graduates unemployment in Nigeria is attributed to the failed university system in the country (Borishade, 2001; Eneji, mai -Lafia and Weiping, 2013). This will be discussed using the following headings:

Contract employment

The Association of Nigeria's Unemployment Graduates (2014) blamed the high rates of graduate unemployment in the country on contract employment. The association members argued that some retired workers retain their jobs as contract workers. The implication of this is that, some of them are tired and as such lack interest in the training of the lecturers. In most cases, these crops of lecturers have lecture with students a blue moon. Under this circumstance, such lecturers claim to cover the semester's work without minding whether the students understand the topic or not. Regrettably, the consequences of this attitude is that the students graduate in mass yearly without defending what they studied in the labour market.

The expansion of the university education system

According to Eneji, mai – Lafia and Weiping (2013), the trend has changed greatly from the late 1970s till date with the establishment of private universities, more federal universities, and polytechnics to satisfy the nation's education aspirations. The numbers of universities and polytechnics have grossly increased 170 universities in 2022, and the Polytechnics to 159, and their curriculum expanded. However, the quality of graduates still needs to be restored and even improved from what it used to be. There is a lag in production and the resulting output in the economy. Consequently, there is the need for strong institutional, organizational and economic structures to complement Nigeria's rich natural resources. According to Nwankwo and Ifejioko (2014), Eneji, Mai – Lafia and Weiping (2013),

the enrollment and turnout of graduates in Nigeria's universities have exploded annually without corresponding changes in the structure of the Nigerian economy to absolve the graduates.

Inappropriate university curricula

According to Akinmutegun (2014) graduate unemployment in Nigeria was aggravated by the faulty university curriculum that was inherited by Nigeria from the British colonial masters. He observed that the main objective of colonial masters was to establish an educational system that would service their religious, economic and political interests hence, their emphasis was on numeracy and communication which dwells on the 3 Rs. Agreeing with Borishade, Tile (2002) blamed graduate unemployment in Nigeria on the colonial educational system which replaced the long cherished African traditional education system of learning by apprenticeship that was structured to support and sustain the economy and to make the people self sufficient and self reliant. According to Tile, the British form of Western literacy education creates awareness but does necessary make people self-reliant. Similarly, Imeli (2013) blamed the high graduates unemployment rates on the inherited education system from the British colonialists that was intended to produce graduates would sustain the colonial civil service and to fill in some menial positions in the colonial business enterprises. He added that the colonial university education system has not significantly changed since Nigeria's independence.

Corruption in Nigeria Universities

The scholars such as Nwankwo and Ifejioko (2014), Alanana (2003), Aan (2019), Akinmulegun (2014) Olusege (2006) identified corruption in Nigeria universities to include:

- Extorting students by collecting money from them for a good grade
- Collecting money from students for project work
- Sexually coercing students for good grade
- Shortage of infrastructure and accommodation for lecturers
- Poor salary package to university lecturers
- Bad administration
- Employment of unqualified lecturers
- Sectionalism, tribalism and political affiliation during the recruitment exercise

Entrepreneurship Job Creation

Entrepreneurship scholars have pointed out that, unemployed person are generally confronted with three decision – making situations: one, to remain unemployed, to seek wage employment, and three, to become self – employed. According to Oxenfeldt (1943), Shapero ((cited in Aan, 2019) and Evans and Leighton (1990) in dire situations, unemployed persons with low prospect for wage employment will naturally turn to self – employment is very high. Remaining unemployed may lead the unemployed persons to crime, social isolation, drug use and abuse, nervous breakdown, suicide etc. the choice of self – employment due to the fear of these dire consequences of unemployment, they become stranded like refugees.

Research had shown that while every entrepreneur is self – employed not every self – employed person is an entrepreneur. According to Scarborough (cited in Aan, 2019) self – employed persons are more concerned with making sure that they succeed as business men and women more than with expanding their businesses. In this way, they keep their business ventures small for efficient and effective management. Most of them employ a few family members as helping hands. Scarborough (2011) observed that entrepreneurs create several job opportunities for people. According to Onmonya (cited in Aan, 2019), entrepreneurs create jobs in society than self – employed persons because most entrepreneurs work in team as well as persuade others to share their visions and pursue the goals of their ventures, while self employed persons are usually lone players or require few family members' assistance.

Sociological Entrepreneurship Theories

Sociological entrepreneurship theories focus on the social context of entrepreneurship. In other words, in the sociological theories the level of analysis is traditionally the society (Landstrom, 1998). Reynolds (1991) has identified four social contexts that relates to entrepreneurship opportunity. The first one is social networks. Here, the focus is on building social relationships and bonds that promote trust and not opportunism. In other words, the entrepreneur should not take undue advantage of people to be successful; rather success to the entrepreneur should come as a result of keeping faith with the people (LAndstrom, 1998; and Reynolds, 1991; cited in Aan, 2019).

The second he called the life course stage context, which involves analyzing the life situations and characteristic of individuals who have decided to become entrepreneurs. The experiences of people could influence their thought and action so they want to do something meaningful with their lives. The third context is ethnic identification. One's

sociological background is one of the decisive "Push factors to become an entrepreneur. For example, the social background of a person determines how far he/she can go. Marginalized groups may violate all obstacles and strive for success, spurred on by their disadvantaged background to make life better. The fourth social context is called population ecology. The idea is that environmental factors play an important role in the survival of businesses. The political system, government legislation, customers, employees and competition are some of the environmental factors that may have an impact on survival of new venture or the success of the entrepreneur.

In sociology, entrepreneurship theories are generally grouped into two camps: the supply side and the demand side perspectives (Thornton, 1999:20) and (casson, 1995). According to Casson, the categorization of the supply side and the demand side perspectives stemmed from Weber's (1904) observation that certain situations in society produce entrepreneurs while others demand for the emergence of entrepreneurs. Hence, sociological entrepreneurship theories that attempt to explain why entrepreneurs emerge in society are classified as supply side perspectives, while those that attempt to explain why entrepreneurs should emerge in society are classified as demand side perspectives (Casson, 1995 and Weber, 1904; cited in Thronton, 1999).

3. CONCLUSION

The Nigerian graduates are unemployable because they lack the required employable skills and the right attitude for the work place by exhibiting a lot of pride. According to scholars like Ann, (2017), the areas of study with the highest numbers of unemployed university graduates in Nigeria studied social sciences, followed by the Arts. The findings of this study have shown that the factors responsible for the job seeking mindset of the unemployed university graduates in Benue state include:

- Ignorance among the graduates
- Inappropriate university curricula in Nigeria
- Lack of entrepreneurship cultural in the country
- Poor infrastructural facilities
- Fear of failure
- Lack of successful entrepreneurs to serve as role models and mentors
- Cultural myths about entrepreneurs
- The social dependency culture
- The get – rich – quick syndrome
- The fear of small beginning
- Lack of start – up capital
- The influence of family, peers, teachers, the clergy and significant others.
- Pride

4. RECOMMENDATIONS

Arising from the above, the following recommendations were made:

- There is need for socialization and resocialisation of undergraduate students on the need of entrepreneurship as a way of eradication of unemployment scenario in Nigeria.
- There is need to redesign university curriculum that could resocialise graduates to develop entrepreneurship skills
- There should be a special grant to graduates to start up small business and entrepreneursghip business. This should be done while at the end of NYSC exercise.
- The graduates should change their mentality on white colour job by embarking on the small and medium enterprises. This will go a long way in reducing the rate of unemployment among graduates in Nigeria.

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