

STRATEGIES EMPLOYED FOR SURVIVAL AMONG UNEMPLOYED

GRADUATES

IN NIGERIA, ADO-EKITI AS A CASE STUDY

BY

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SOC/11/0235

DEPARTMENT OF SOCIOLOGY

FACULTY OF HUMANITIES AND SOCIAL SCIENCES

FEDERAL UNIVERSITY OYE-EKITI

EKITI STATE,

NIGERIA.

SEPTEMBER, 2015

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**A RESEARCH PROJECT SUBMITTED TO THE DEPARTMENT
OF SOCIOLOGY, FACULTY OF HUMANITIES AND SOCIAL
SCIENCES,**

FEDERAL UNIVERSITY OYE EKITI, EKITI STATE, NIGERIA.

**IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR
THE AWARD OF BACHELOR OF SCIENCE (B.SC. HONS.) IN
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CERTIFICATION

This is to certify that this project was submitted to and has been approved by the Department of Sociology, Faculty of Humanities and Social Sciences, Federal University, Oye-Ekiti, Ekiti State Nigeria.

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6/10/2015

DATE

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EXTERNAL EXAMINER

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DATE

DEDICATION

This project is dedicated to Almighty God, the Alfa and Omega of the universe for giving me the strength, courage, wisdom and enablement throughout this research study and throughout my days on campus and has been faithful in fulfilling his promise concerning my life. To my late Father Mr. Reuben A. Orumah whom i heartily cherished.

Also with deep regards and sincerity dedicate it to my Big brother Mr. Jones Eneche Orumah, most loving and wonderful brother, who has been supporting me relentlessly, both morally and financially. Also my appreciation goes to my mother Mrs. Medina Reuben Orumah for her fervent prayers.

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TABLE OF CONTENTS

Title Page	i
Certification	ii
Dedication	iii
Acknowledgement	iv-vi
Table of Content	vii-x
Abstract	xi
CHAPTER ONE: INTRODUCTION	
1.1 Background to the Study	1
1.2 Statement of the Problem	3
1.3 Research Questions	4
1.4 Objectives of the Study	5
1.5 Significance of the Study	5
1.6 Hypotheses	6
1.7 Definition of Terms	7
1.8 Historical Background of Ado-Ekiti	7

1.9	The map of Ekiti State, showing The Study Area.	13
CHAPTER TWO: LITERATURE REVIEW		
2.0	Introduction	14
2.1	Concept of Employment	14
2.2	Labour Demand and Graduate Employment in Nigeria	15
2.3	Conceptual Nexus between Graduates Skills and Labour Market Requirement	16
2.4	Recruitment Process in Nigeria	17
2.5	Types of Employment	21
2.6	Patterns of Employment	23
2.7	The Trends of Casualization in Nigeria	25
2.8	Underemployment	26
2.9	The Concept of Unemployment	29
2.10	Unemployment in Nigeria	34
2.11	Causes of Unemployment in Nigeria	40
2.12	Social-Economic Implications of Unemployment in Nigeria	45

2.13	SURVIVAL STRATEGIES EMPLOYED BY UNEMPLOYED GRADUATES IN ADO-EKITI	48
2.14	Theoretical Framework	
2.14.1	Theory of Anomie	49
2.14.3	Social Disorganization Theory	49
		55

CHAPTER THREE: RESEARCH METHODOLOGY

3.0	Introduction	59
3.1	Research Design	59
3.2	Population of the Study	59
3.3	Sample Size	60
3.4	Sampling Method/Technique	60
3.5	Instruments for Data Collection	60
3.6	Description of Instruments of Study	61
3.7	Description of Variables	61
3.8	Validity and Reliability of the Research Instrument	61
3.9	Data Analysis	62
3.10	Ethic Consideration	62

CHAPTER FOUR: DATA PRESENTATION AND ANALYSIS

4.0	Introduction	63
4.1	Bio- Socio Data	63
4.2	Causes and who is responsible for Graduates Unemployment	66
4.3	Positive and Negative effects of Unemployment among Graduates in Ado-Ekiti	69
4.4	Coping Strategies of Unemployed Graduates for Survival	71
4.5	The Socio-Psychological pains of Unemployment among the Graduates in Ado-Ekiti	75
4.6	Testing of Hypotheses	76
4.7	Discussion of Findings	80

CHAPTER FIVE: SUMMARY, RECOMMENDATIONS AND CONCLUSION

5.0	Introduction	82
5.1	Summary of the findings	85
5.2	Conclusion	86
5.3	Recommendation	86

BIBLIOGRAPHY

Appendices	88
	91

ABSTRACT

The study focuses on the strategies employed for survival among unemployed graduates in Ado-Ekiti. The primary objective is to examine the coping mechanism employed for survival by unemployed graduates in Ado-Ekiti. In achieving the objective of this study, data were collected from 150 unemployed graduates or respondents in Ado-Ekiti through the use of questionnaire method. Findings obtained from the data generated revealed that the unemployed graduates in Ado-Ekiti diviecd or employed several mechanism or strategies for survival such as ridding of motorcycle, small scales businesses, Hotel attendants, Artisanship, depending on parents or guardians e.t.c. However, the study also revealed that others employed negative mechanism survival such as prostitution, robbery, thuggery, internet fraud kidnapping e.t.c. This study at the end of the day recommends that, government at all tiers should endeavor to create employment and employ people, like to introduce back to land, and provide small scheme loans to engage them in agricultural activities such as piggery, fishing, snail rearing and poultry farming. Government should design a small loan scheme for serious and business minded graduates to start up something and not to depend on government for employment. Entrepreneurship in higher institution of learning in Nigeria should be taken serious and done in a such a way that students will have the interest to be self-employed rather than depending on anybody. Parents and religious leaders should endeavor to always preach to their children and followers on the need to be responsible people in the community whatever the case or situation may be.

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CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

The provision of education is a productive investment in human capital, which is a stock of skills and knowledge acquired through schooling. The greater the provision of schooling, the greater the stock of human capital in society, and consequently, the increases in national productivity and economic growth. Thus, investment in human capital is a function of the potency of the labor force to contribute meaningfully to the growth of Gross National Product, GNP (Samuel, 1990).

Given the contributions of education, especially at the tertiary level, to national development, countries, individuals, communities and corporations invest massively in education to uplift their educational attainment. In Africa, there has been continuous expansion in the budgets towards the education of its citizens. Alongside the government increased budget on education are the increases in enrolment rate and the number of tertiary institutions. In Nigeria, for example, there were 53 Universities, 54 Colleges of Education and 55 Polytechnics in 2003, but as at 2007, the numbers increased to 93 Universities, 56 Colleges of Education and 58 Polytechnics (International Labour Organization Report on Nigerian Education, 2009).

One of the problems confronting the Nigerian society in this period of worldwide economic depression is unemployment. Majority of its citizens are unemployed and those employed are mostly underemployed. The hope of getting the right and suitable placement in the shortest possible time after graduation or National Youth Service Corps (NYSC) seems unending. The time of waiting endlessly makes frustration to sets into life and plans of graduates

in the country. Some are lured into evil practices such as financial crime, internet fraud popularly called yahoo yahoo or yahoo plus, armed robbery and commercial sex working for survival sake and many a times, these youths become so entangled in the practice that they feel reluctant to withdraw while some who cannot indulge in any uncultured practices becomes advance liability on their parents or guardians as the case may be.

Where jobs are available, little or no satisfaction exists in job performance because people are working for the sake of keeping body and soul together and are never fulfilled on the job. Many a times, the job is taken for the sake of it, no relationship between the area of specialization and the work performed. Not only is the organization deprived of the necessary positive contributions expected of experts but also the organization suffers from inadequate attention and ultimately underdevelopment. The outcome is low output and self-esteem.

Since the governance could not provide enough gainful employment to the citizenry, people devised a coping strategy for surviving the harsh environment they found themselves, idle minds brew evil practices and societal vices multiply. Most youths in Nigeria lack jobs after several years of graduating from school due to circumstances beyond their control. They make concerted efforts to get engaged in gainful employment, which seems unattainable. Jobs are no longer based on merit but on whom you know. Many of these youths come from poor homes whose parents barely struggled to send them to school with the hope that their eventual graduation will bring smiles to their various families. It is in the bid to get jobs to ameliorate their families' conditions that most of them conglomerate in the city in search of white-collar jobs. It is in the light of this that this study attempts to explore the coping strategies among unemployed graduates in Ado-Ekiti Nigeria.

1.2 Statement of the Problem

The issue of unemployment and the coping mechanism devised by the unemployed youths for survival has become a hotly debated issue that is pervasive in nature. All over the world, especially the developing countries particularly in Nigeria. This increasing phenomena of unemployment and coping strategies has attracted a lot of attentions.

The major reason for this research is because of the high numbers of graduates turned out by the higher institutions every year, and there is no job for them, to the extent that the National Youth Service Corps (NYSC) exercise now have about three to four batches yearly in order to accommodate the teeming numbers of graduates. The most unfortunate thing is that just at the completion of the NYSC, over 95% of them come back home doing nothing. Some remain like that for up to 4-9 years as the case may be in the name of looking for job. And regrettably, no money to continue to postgraduate level. This situation create a serious psychological trauma to the graduate and their parents or guardians who struggles a lot and engages themselves in all kinds of job in order to see their children through school with the hope that if they finish they bring smiles to their faces, but unfortunately, the reverse is the case. Only few of them deemed it fit to acquire any skill such as automobile, bead and wire work, little or petty business in order to keep life going. Some especially girls becomes materials for marketing products and services in some organizations especially banks where those girls are giving a very high target to meet in order to keep the slavery banking job. For the men among them, most of them engage in different social vices, they are major tools for thuggery during election and so on.

For instance, a farmer in Kaduna painstakingly fend for three children through higher institution and after graduation no job for any of them. One of them said, if between now and six months he did not get a job, he will take to armed robbery and any home he get to rob and he is attack, he will waste everybody in that house.

Graduates in Nigeria become advance liability on the parents or guardians because of no job. Parents now struggle extra mile to cater for people at home and additional people who are graduates. And the unemployed graduates, they fill so shameful and then devised a strategies for survival in order to get themselves librated from shame.

This is an issue that captures the heart of every social researcher, it is against this that this study focus on the Coping Strategies for survival among unemployed graduates in Nigeria, Ado-Ekiti as a case study.

1.3 Research Questions

The following questions will be answered in the course of this study. They are:

- 1 .What is the positive and negative effect of unemployment on individual and society?
- 2 .Is the government responsible for the high rate of unemployment in Nigeria?
- 3 .What kinds of coping strategies do these unemployed graduates device for survival?
4. What are the socio-psychological pains of unemployment on unemployed graduates?

1.4 Objective of the Study

The main objective of this study is to examine the coping mechanisms explored by unemployed graduates in Ado-Ekiti. The specific objectives of this study are simply to:

1. Ascertain the causes of unemployment.
2. Examine the dimensions of unemployment
3. Ascertain coping strategies unemployed graduates device for survival and,
4. Investigate the socio-psychological pains of unemployment on unemployed graduates.

1.5 Significance of the Study

The issue of unemployment in Nigeria is very serious. Such that the life and destinies of most graduates are changed to something else overnight due to their involvement in some sort of social vices. This study will provide a data base for the growing trend of unemployed graduate in Ekiti state and Nigeria at large.

The study will engender a policy for law makers in all tiers of government on the importance and urgent necessity to tackle the issue of unemployment and even to give merit chance when it comes to employment and not influence or connection as the case in Nigeria.

This study will also serve as a good guide for all tertiary institutions to take Entrepreneurship very serious when students are still in school. That is, it should not be limited to theoretical aspect of training alone but students should be expose to the nitty gritty of any skill of their choice so that before graduation, they begin to practice it and even make some money form it.

1.6 Hypotheses

The following hypotheses will be tested in the course of this study.

1. There is a strong relationship between unemployment and increase in social vices in Ekiti state.
2. There is a strong relationship between poor governance and unemployment in Ekiti state.
3. There is a strong relationship between unemployment and poor growth and development in Ekiti state.
4. There is a strong relationship between unemployment and socio-psychological effects on parents and guardians of graduates in Ekiti state.

1.7 Operational definition of Concept

The use of some concept in this research may often create problems because it may lead to misconception of postulation as well as the ideals that i tried or intend to put across

i. UNEMPLOYMENT: Unemployment (or joblessness) occurs when people are without work and actively seeking work. The unemployment rate is a measure of the prevalence of unemployment and it is calculated as a percentage by dividing the number of unemployed individuals by all individuals currently in the labor force.

Here unemployment is the focus of this research work, our Universities turn out a lot of graduates every year without the enough job for them and as a result of that, they engaged themselves in kind of social vices.

ii. GRADUATE: a person who has received a degree or diploma on completing a course of study, as in a university, college, or school. a student who holds the bachelor's or the first

professional degree and is studying for an advanced degree. A lot of Nigeria youths are graduate but no job for them to be productive and as a result of that the knowledge acquired get wasted in most cases.

iii. COPING STRATEGIES: Coping strategies refer to the specific efforts, both behavioral and psychological, that people employ to master, tolerate, reduce, or minimize stressful events. Here, most of the unemployed graduates in Ado-Ekiti device a means for survival all in the name of no job. And this strategies could be legal or negatives

1.8 Historical Background of Ado-Ekiti

Where Ado-Ekiti is situated is a land that has been continuously inhabited/occupied by human communities from time immemorial. Available research shows that human societies of unknown antiquity occupied this neighbourhood about (11,000) years ago. These ancient inhabitants were probably the same or progenitors/ancestors of Igbon near Ogotun, Erijiyan, Ijero, Ulesun and Asin (near Ikole) who were probably autochthones because available traditions shows that they had lived in and near their abodes from time immemorial. As a matter of fact, no one knows where, if any, they came from and for how long they had lived in those ancient sites. Ulesun appears the most well-known apparently on account of its size, the number of its subordinate communities especially Aso, Ulero, Isinla, Ilamoji, Ukere and Agbaun (near Igbemo), its well-organized traditional religion including its festivals etc and its location at the heartland of Ekitiland. These ancient people were the ancestors of Ekiti, they played hosts in the 7th and 8th centuries, about 1,200 years ago, to waves of immigrants from the basins of the rivers Niger and Benue; these settled among the ancient Ekiti, and were fewer in number and so, the hosts culturally absorbed them. Eventually, the people fused as aboriginal people by and by.

After many generations, a new wave of immigrant groups penetrated this homeland; their leader as Ewi, second successor of Prince Biritiokun, Son of Oduduwa, on account of his wanderings all the way from the Benin forests, the leader was nicknamed Awamaro. Ulesun people welcomed them warmly and neighbouring communities came together to assist their settlement (built homesteads for them) at Oke-Ibon in Odo Ijigbo. Eventually, Ewi and his people overthrew the existing political arrangements, conquered Ulesun community, displaced its ruler Elesun and established a new town, Awamaro named Ado, meaning 'here we encamp'. Ewi Awamaro and his successors conquered villages and cottages in the neighbourhood, replaced their rulers with their own loyalists, stalwarts and scions of the royal family. The important citizens of these conquered communities were relocated in Ado. Ewi supplanted Elesun as sovereign ruler of the aboriginal and settler population, many of Elesun's Chiefs were confirmed in their offices but they swore oaths of allegiance to the Ewi. Many of the succeeding Ewi expanded the kingdom by force of arms, annexed territories and gave these territories to scions of the royal families, these assumed titles which became hereditary. The expansion and growth of Ado-Ekiti and the kingdom of Ado lasted over 400 years. In the course of this expansion, Ado became associated with certain traits. Citizens of the kingdom in general and those of the mother town, Ado-Ekiti in particular were reputed for great attention to cleanliness. A popular lyrical description of Ado citizenry depicts:

Ira Ule Ado m'etipise fifin seree (Ado citizens with their usually clean heels).

Ado people were, by local standard, tough and brave warriors. Traditions preserve numerous brave citizens of each Ado community, the best known were Ogbigbonihanran of Idolofin quarters, Ogunmonakan of Okelaja, Fasawo, a.k.a Aduloju of Udemo quarters, and

Eleyinmi Orogirigbona of Okeyinmi quarters - all of Ado-Ekiti and Ogunbulu, a.k.a Ala l'aju Osoru of Aisegba. The exploits of Ado tough in many parts of Ekiti formed the basis of the popular orature:

Ikara s'eji s'inu agbagba t'emi ukoko (Of two balls of cake in the frying-pan, he insists his share is one).

Folk, traditions are replete with fond references to Ewi's relationship with some other Ekiti traditional rulers. Ewi's antecedents are depicted as:

Elempe Ekiti (mightiest man in Ekiti) On k'emu 'kan o mu meji Oloju k'enu 'kan gba kete re (He is entitled to one, he took two he has a disposition to take everything) Ewi i pe mi udiroko Onitaji i pe mi esunsu..... (Ewi invites me for his udiroko festival Onitaji invites me for his esunsu festival)

Among the most conspicuous of the great changes were the introduction and expansion of Christianity and Islam. Christian missions especially of the CMS, Roman Catholic, Baptist, African Church and Methodist, later the Cherubum and Seraphim and Apostolic Church took root and expanded during the 20th century. Each of these Christian communities established numerous churches such that by 1970, the CMS (Anglican) and the Roman Catholic had grown so fast that they had become dioceses with their headquarters and seats of bishops in Ado-Ekiti. The two missions had three grammar schools, the number increased to five in 1990. The growth of Christian communities was very rapid between 1970 and 2000; new missions and denominations Pentecostal, Charismatic, Evangelical and Episcopal arose, swelling up existing communions. Altogether over one hundred churches were recorded in the city in the year 2000.

The Muslim community did not lag behind, the faith spread. The central mosque was built about 1930 and thereafter, a number of mosques were built in Idemo, Umayo, Isato (Irona), Ogbonado, Okesa, Oke-Ila etc. The Ansar-Ud-Deen emerged in the early 1940s. As a matter of fact, the number of mosques and the number of Muslims who have performed the Hajj can readily come to hand as indices of expansion. The number of mosques increased substantially with the growing number of well-to-do muslim who build mosques as annexes to their private homes; by the year 2000, more than forty mosques could be counted in the city. By 1960, only Alhaji Akorede had performed the Hajj but the number of Alhajs increased in the 1970s and steadily increased in the 1980s and 1990s.

In contemporary times, western education had been the vogue throughout Ekiti. Ado-Ekiti took the lead with the number of educational institutions. In March 1896, Old Emmanuel School was established at Odo Aremu. In 1917, the Roman Catholic Mission established St. Patrick's Primary School. By the 1950s, the number of primary and secondary modern schools had increased very substantially. By 1974, the CMS alone had 104 primary schools, 8 secondary schools, and a teachers' college.

In the early 1930s, the Rt. Rev. H. Dallimore superintendent of the CMS mission established a pupil Teachers Institution. It was raised by the priest to a Middle School and finally towards the end of the 1940s it became a full fledged Grammar School. In the early 1950s, the Ekiti Progressive Union built a second grammar school at Ido-Ekiti. Soon after the CMS built a Girls' Grammar School (Christ Girls').

Thenceforth, communities took it in their strides to raise funds and establish a number of community grammar schools. Ado-Ekiti established its own in 1960 and another one towards the

end of the 1970s. The number of Grammar Schools kept increasing and by the year 2000, there were twelve pupil grammar schools, private grammar schools numbered six, a total of eighteen. The Federal Government established its polytechnic at Ikewo, Ado-Ekiti, the defunct Ondo State University established its University at Ilewu, Ado-Ekiti.

Tremendous development took place in the cultivation of economic crops, cultivation and collection of forest products such as kolanut (*cola acuminata*, *Obi abata* and *cola nitida*, gbanja) and oil palm produce, commerce and trade. Much of the impetus of all these came initially from Mr. Isaac Itamuboni (later Babamuboni) and a number of early Christians from Lagos, Abeokuta and Ibadan. These men introduced the cultivation of cocoa, maize, brown cocoyam etc to Ekiti. Wage earning labourers from parts of Ekiti who went to work in Ondo, Ijebu and Ife boosted the cultivation of these economic trees. In 1958, pipe-borne water facility was provided making Ado-Ekiti the first town in present Ondo and Ekiti States to enjoy the facility. Two years later, ECN (now NEPA) extended electricity to the city. These facilities enhanced/increased commercial activities and brought immense socio-economic benefit and improved standard of life to the people. From the 1950s, commercial banks, at first the National Bank, the Union Bank, and in the 1960s and 1970s Co-operative Bank and United Bank for West Africa, opened their branch offices in Ado-Ekiti.

Ado-Ekiti grew in size and in population. Some fifty years ago, the city began to grow/expand beyond its peripheries and ancient gates and ramparts. In 1963, the city was the largest urban centre in present Ondo and Ekiti States and its population of 158,000 at the census of that year represented it as the most populous urban centre in Eastern Yorubaland. The 1991 population count confirmed the primacy of the city, at least in Ekiti. The creation of Ekiti State

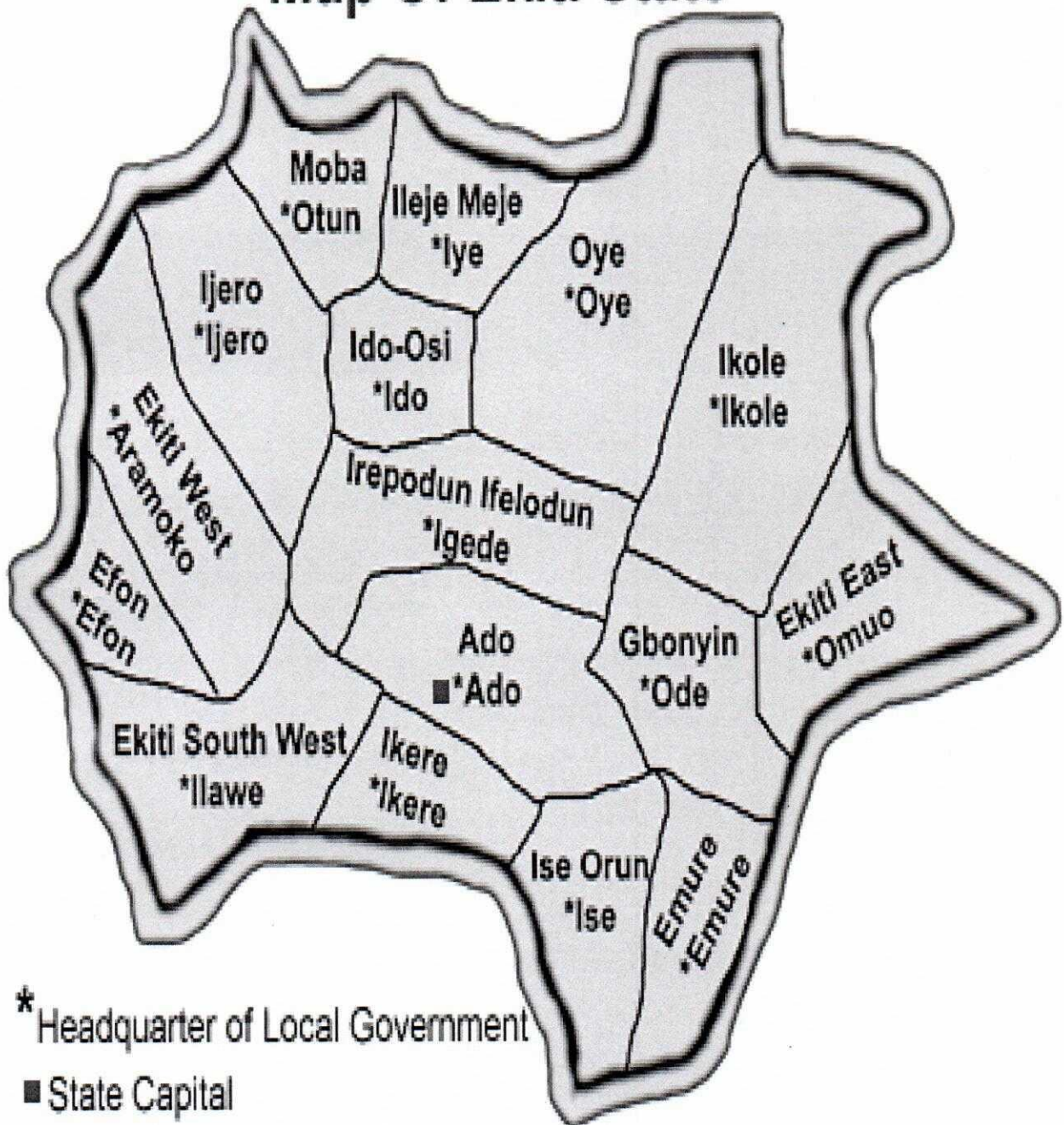
in October 1996 and the establishment of state capital at Ado-Ekiti will further enhance the city's physical development.

The phenomenal growth and development mentioned above have been due to many factors. God has used many people as instruments of His will to work out His purpose, many of these are citizens of Ado urban, some are citizens of Ado rural, some are stranger elements, a couple of them are even Europeans and other expatriates. The citizenry warmly welcomed these development. For example, when the main road from the National Bank junction, through Erekesan and Ereguru to Ojumose was tarred in 1952 and the major road from Ajilosun through Ijigbo, Orereowu, Okesa and Obada etc a section of Akure - Ilorin road, was tarred in 1956, the very welcome development was rendered in popular juju songs, one of which rang:

Baba wa te 'ri oda l'ado (Our fathers walked on tarred roads at Ado) Ko o bi ko e e (what a delight, what a delight) e e o (very well so) Ko o bi ko e e (What a delight, what a delight).

1.9 THE MAP OF EKITI STATE, SHOWING THE STUDY AREA.

Map Of Ekiti State



CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAME WORK

2.0 Introduction

This chapter focuses on the review of important past works from different scholars that are germane to this study in different sub-themes. They are discussed below.

2.1 Employment

The employment of College or University graduates in Western Countries are done through Graduate/ Campus recruitments exercise.

Graduate recruitment or campus recruitment refers to the process whereby employers undertake an organized program of attracting and hiring students who are about to graduate from schools, colleges and universities. Graduate recruitment programs are wide spread in most of the developed world. Employer's community attends campuses to promote employment vacancies and careers opportunities to students who are considering their options following graduation. Selection methods used by employers include the following:

Interviews

Aptitudes tests

Role plays

Written assessments, group Discussion

Presentations.

Employers involved in graduates programs often form themselves into professional bodies or association to share best practice or to collaborate in setting a recruitment code or practices. Larger companies with high level or graduates employment opportunities office install online recruitment devices to deal with high member of applications, these can be made up or several questions based screening stages on which the candidate has to pass before interview.

The provision of education is a productive investment in human capital, which is a stock or skills and knowledge acquired through schooling. The greater the position of schooling, the greater the provision of human capital in society and subsequently the increase in national productivity and economic growth. This investment in human capital is a function of the potency of the labor force to contribute mentally to the growth of gross national product (GDP) (Samuel, 1990). Given the contributions of educations, especially at the tertiary institutions and the population growth in Nigeria, the total student enrolment increased in unprecedented rates. The total university student enrolment increased from 606, 104 in 2002/2003 academic year to 724, 856 in 2004/2005 academic year. The total number of student enrolment in a collages of education increased from 197, 041 in 2002/2003 academic year to 351, 529 in 2004/2005 academic year. The total number of students enrolment in polytechnics also escalated from 159, 476 in 2002/2003 academic year to 272, 038 in 2004/2005 academic year. In the same vein, total graduates turnout of these institutions correspondingly grew from 514, 214 in 2003 to 619,097 in 2005 (ILO report on Nigerian education, 2009)

2.2 Labour Demand and Graduate Employment in Nigeria

The demand for labour is derived from production and distribution activities in the goods and services sectors. As a result , its size and shape are sensitive to the brief description of the

Nigerian economy. given at the outset would suggest effect on demand for labour which has been poor and volatile at best. Obtaining accurate information on labour demand is perhaps the most difficult challenge in collecting labour market information. This is because of the hiring decisions by firms are typically uncoordinated and in many cases unannounced. Additionally, labour analysis problems in Nigeria stem from the fact that no systematic collection of labour market data takes places. Therefore, it becomes necessary to infer labour demand for university graduates through secondary data such as manpower surveys, the direct interview with major employer

2.3 Conceptual Nexus between Graduates Skills and Labour Market Requirement

A number of researchers such as Dabalén, Oni and Adekola (2000), David (2002); Akerele (2004), and National University Commission (2004), have revealed that apart from the qualifications that graduates possess, there are other attributes (non-academic skill requirements) which employers of labour emphasize. To them, these attributes include analytical skills, good communication skills, good personal and social skills, technical and managerial skills among others. Boeteng and Ofori-Sarpong (2002), in relating these attributes to experience, stress that experience requirements are now stated in terms of competencies and skills rather than years. Employers of labour force are not only interested in those having higher education but also practical skills appropriate for job fulfillment (Abiodun, 2010).

It is quite unfortunate that responses of employers of labour on the competencies and performance of recent graduates reveal that these characteristics are lacking in the graduates which tertiary institutions are turning out into the labour market. Although, many employers reiterate that the graduates possess a broad and respectable understanding of the cognitive base in technical disciplines, but they express dismay in the preparation of graduates in those applied

technical skills necessary for solving problems and enhancing business productivity. Corroborating this fact, former President APJ Abdul Kalam emphasizes that only 25% of graduating students were employable while the remaining 75% were not because they lacked perquisite skills such as technical knowledge, English proficiency and critical thinking (the Guardian, August 31, 2010). This increasing trend in non-academic job requirements has posed a serious problem to the country and our tertiary education system. There is a growing incongruity between the world of knowledge and the world of work, hence a mismatch between employee skills and those required for performance in the modern work place.

2.4 Recruitment Process in Nigeria

The recruitment process in the service involves all those activities prescribed and designed by the civil service commission to secure a supply of possible candidates for employment in the service. These activities usually culminate in the selection and placement of applicants adjudged to be most suitable for the available jobs. Prior to the 1988 civil service reforms, recruitment in to the service was vested in the various civil service commissions. In practice however, authority for recruitment, appointment, promotion and discipline of staff on salary grade level 01 to 06 was delegated by the civil service commissions to ministries and extra ministerial offices which performed such delegated functions through their departmental advisory committees or DACs as they were commonly known.

The civil service commissions reserved to themselves the power to recruit civil servants in to posts of salary grade level 07 and above. With the introduction for forms in the service in 1988 however, the power to recruit and make appointments into posts of salary grade level 01 to 06 and grade level 12 and above was passed to the PMB, SSC and JSC of ministries and extra

ministerial departments. These agencies were however required, in performing this function, to adhere to the approved schemes of service and civil service rules, and to comply strictly with regulations and guidelines that may be issued by the relevant civil service commission from time to time.

On the other hand, the reforms reserved to the civil service commissions the power to recruit, appoint and promote civil servants in to grade level 07 to 10, based on the approved staff establishment of each ministry and extra ministerial department. The rationale for this reserved power is that the commissions were thought to be better placed in applying the principles of geographical spread, commonly known as the principles of state/federal character. Recruitment into Junior Posts Recruitment of junior staff on salary grade level 01 – 06 is a function delegated to the junior staff committees (headquarters and state/zonal office) of ministries/extra-ministerial offices which are required to apply the principle of federal character (in the case of recruitment at headquarters) and state character (in the case of recruitment at state/zonal offices) in their appointments. A representative of the state civil service commission in the state/zone is consequently expected to attend the meetings of each state/zonal staff committee.

In all cases, recommendations of the junior staff committee of each ministry/extra-ministerial office must be submitted to the permanent secretary for approval and implementation. Recruitment into Senior Posts Applicants for senior post (grade level of and above) must obtain, complete and return to the civil service commission the relevant application forms. For direct appointments or transfers in to posts of grade level 12 and above, the commission will normally advertise such posts (twice in three national dailies) based on inputs (e.g. requisite qualifications and experience, vacancy position, etc) provided by the relevant ministries/extra-ministerial offices. For posts of grade level 14 and above, the civil service commission will forward

applicants responses to the advertisement to the relevant ministries/extra-ministerial offices for short listing of candidates and comments. Names of short listed candidates are then returned through the office of the head of service to the commission which subsequently arranges for the selection interview and appointment. The selection interview is the most widely used technique for the selection of short listed applicants for appointment in to the Nigerian civil service. The widespread use of this technique by the various civil service commission (CSCs) across the country is probably due to the assumption that it requires nospecialized skills or knowledge which other more technical techniques like psychological testing (intelligence tests, aptitudes tests, attainment tests, and personality tests) or work study require. The variant of the interview selection technique preferred seems to be the panel interview in which one or more interviewees are faced by several interviewers, usually comprising all CSC commissioners and a representative of the ministry for which the recruitment exercise is being conducted. In practice, schedule officers will, before the commencement of a selection interview, make available to members of the panel partially completed selection interview format on each candidate.

The last item on a typical selection interview format usually constitutes the rating instrument for use by panel members in assessing the candidate during an interview variables which attract scores on most instruments in both government and private organization in Nigeria usually include the followings:

- i. Dress and general appearance
- ii. Language control
- iii. Aptitude
- iv. Qualification

The score for each variable may differ but the total for all variables usually adds up to 50 or 100 questions put to candidate usually include those on the nature, trends, requirements and problems of the job applied for as well as current affairs. Panelists assess the aptitude and language control of each candidate as he answers these questions. The score for qualification is usually fixed for various grades/classes of candidate's certificates while the score for experience is based on the number of years of cognate experience, if any. In most cases panel members will agree beforehand how questions are to be allocated while leaving the allocation of supplementary issues or questions to the discretion of the chairman. Members of the interview panel will usually assess each candidate simultaneously.

To obtain the overall score for each candidate, his assessment score by each panelist is summarized and the total averaged out by the number of panelists. The scores for all the interviewed candidates are then arranged from the highest to the lowest, thus providing a selection field (Olagboye, 2005). Selection of Candidates for appointment selection is the process of choosing from the candidates interviewed those who are most likely to be suited to the job under consideration, based on the approved job specification and the selection field provided by the interview. A job specification is a description of the qualification and disqualifications such as age, education, experience, health, etc required of a person who is to be appointed to a position.

Job specifications in the civil service are in the form of schemes of service approved by the national council on establishments for all the recognized cadres of the services. These are embodied in volumes which are reviewed from time to time in line with prevailing conditions of service for the various cadres. Consequently, the appointing authorities normally make their selection on the basis of existing schemes of service, taking into consideration the principles of

geographical spread. To do this, members of the interview panel will normally thoroughly verify the originals of the credentials of candidates in the course of interviewing them. Be that as it may, for eligibility for permanent and pensionable appointment in to the service, the base line is that an applicant should not be less than 18 and not more than 50 years of age, he must be a Nigerian and able to present a certificate of local government and hence, state origin, be certified as sound in health and medically fit for service by a government medical officer; and possess a testimonial of good conduct from the last educational institution attended or from his last employer. He must not have been convicted of a criminal offence or been dismissed from a previous employment in the public service. He must have the qualification requisite for the job. If applicable, he must possess the National Youth Service Corps (NYSC) discharge certificate. Once the selection process has been completed, letters of appointment will normally be issued under the hand of the Director of Personnel in the ministry or extra- ministerial office or by the permanent secretary in the case of the Civil Service Commission (CSC) based on the authority of the approved minutes of the sittings of the relevant appointing authority.

Thereafter, all other recruitment formalities such as obtaining a character or referee's report on the appointee, production of letter of acceptance of offer of appointment, record of each appointee's data of assuming duty, security clearance from the presidency/governor's office, where necessary, and confirmation of each appointee's Local Government Area of Origin, will be routinely handled by the relevant schedule officers.

2.5 Types of Employment

There are a variety of employment types that can be offered new staff, these include: full time, part time, casual, fixed term employment, traineeship and apprenticeships.

- a. **Full Time Employment:** Fulltime employees work on a regular weekly basis and are expected to work a full week. Part time employees usually are ongoing basis. They are paid on a prorate basis. They are entitle to the followings:
- i. Annual, personal, sick leave allowances, leave to be paid for public holdings falling on days which they would otherwise be working, and long service and bereavement leave.
- b. **Casual Employment:** Causal employees area employed on an irregular basis as needed. They can work as many hours as agreed (between the employer and the employees). They have no expectation of ongoing employment; they are free to refuse offers at work. They are paid a loading (a minimum of percent, but some awards provide for a higher loading), but no personal or sick leave or annual leave entitlement. They are entitled to unpaid bereavement leave and entitled to long service leave (conditions apply regularly for hours and days, then it is likely that they are a part –time or a full time employees and should be treated accordingly. You should also know that paying an hourly rate does not itself make the employee a causal.
- c. **Fixed Term/Contract Employment:** Fixed or contract employees are hired for a fixed period of time, for example, for a specific project or to replace an employee on sick leave or personal leave. You should provide the employee with an agreement in writing that sets out the length of the employment contract. Fixed term employees are entitled to the same annual, personal and other leave entitlement as full-time employees, but on a proportional basis for the period of their employment.

2.5.1 APPRENTICESHIPS AND TRAINEESHIPS

Apprentices are generally training to be trade people, while trainees are generally leading the skills of a non-trade occupation. Both involves practical work a registered training agreement, learning skills on and off the job and rates of pay covered by an award or agreement,

or the minimum conditions of employment act 1993 of the fair work act 2009. Both apprenticeships and traineeships lead to a nationally recognized qualification.

2.6 PATTERNS OF EMPLOYMENT

The traditional industrial relations system based on the concept of full-time employees working within an enterprise is increasingly being challenged by the use of nonstandard work arrangement (NSWA) by employers. This changing nature of work has taken a new dimension with the adoption of flexible arrangements by many firms globally. The theme running through many of the new approaches to management in today's globalized economy is the development of a more flexible workforce which has become employers new frontier in the management of human resources. However, its changing patterns of work (e.g. casual, contract, temporary, part-time employment, sub-contract e.tc.) occasioned by structural adjustment programs (SAP), have created concerns for workers and trade unions alike, especially in Nigeria. Job security, social security, terminal benefits and minimum conditions of work are some of the issues of concern. The new forms of work arrangements have led to the prospects of a "race to the bottom" in labour standards particularly in the developing nations. Labour standards are often compromised by firms involved in casualization. Casualization is a form of labour practice by which employment of an irregular or intermittent nature. Casualization is gradually becoming a cankerworm in the flesh of the workforce in both developed and developing economies.

In Nigeria, the scourge of casualization of employment is gaining grounds in an unprecedented proportion, intensity and scale. The increase in the spread and gradual acceptance of this labour practice in the Nigerian Labour Market has become an issue of great concern to stakeholders. Employers of labour are increasingly filling positions in their organizations are

suppose to permanent causal employees. The trend has been largely attributed to the increasingly desperation of employers to cut down organizational costs. Casualization of employment is seen as an appropriate strategy for cost reduction. Casualization may on the periphery seen to be justifiable since reduced cost means higher profit which is the ultimate goal of every organization. However casualization ultimately presents lots of challenges for the employees and organizations alike. Also behind this issue of casualization in the country is the high level of unemployment and accompanying poverty. These two issues have bred a dangerous work environment and have given much aid to the prevalence of employment casualization as many desperate job seekers in the labour force are willing to take any job no matter how dirty or degrading the job is or it is. Casual workers occupy a prestigious positions in the workplace and society and are effectively a new set of “slaves” and “underclass” in the modern capitalist economy .The rise of casual employment is a global trend in the larger global picture where decent work a path of broad based development is rejected and more jobs are created through out-sourcing or labour agencies. Casual work is usually temporal, with uncertain wages, long hours and no job security. Nigerian workers are under pressure from corporate practices that seek to undercut their had fought victories at the bargaining table and replace good jobs e.g. (job with benefits, training, and security) with various forms of insecurity and lower paid contract, short-term, and temporal work. This practice is called “casualization” and is an alarming trend considering that working was once a hope for raising working and living standards in the country.

In nearly every economic sector, good jobs are falling prey to corporate cost-cutting moves at the expense of working families. Too many jobs are been out sourced, contracted out or reclassified under a barrage of legal definitions designed to keep pay down, benefits low, and

unions out. Like workers all over the world, Nigerian workers are trying to hold the line. They are countering casualization with activism and strength, pushing back against the degradation of their work and organizing casual workers into unions to fight for their rights. Casualization however goes beyond trade unions right because it is enabled by the wide spread poverty, joblessness and the devastated natural resources of the country. It is just one manifestation of the degradation of the “degradation of work” from formal to informal employment and from permanent to temporary and precarious forms of work.

2.7 The Trends of Casualization in Nigeria

The exact origin of casualization of employment in Nigeria is not clear. However, it can be traced to the introduction of the structural adjustment program (SAP) in 1986, as well as the IMF and World Bank loans and their conditions. The combination of these factors led to a slump in the economy and many factories shut down, some operate below minimum capacity and many organizations found it difficult to compete in the globalized economy which is more in favour of the developed economies. Globalization and trade liberalization added to competition from imported goods have forced enterprises in Nigeria to reduce their staff strength and replace them with contract and casual workers in order to cut costs or production and remain competitive. The structural adjustment program (SAP) was geared toward less government involvement in the economy and more private sector participation. The revitalization of private sectors was aimed at attracting the much needed foreign Direct Investment (FDI) into the country. While it attracted some FDI especially in the oil and gas industry, it has led to the lowering of the labour standards at the same time. Aladekomo (2004) asserted that casualization as a form of predominant employment practiced in Nigeria was occasioned by the collapse of oil-boom and the introduction of structural adjustment program, a development which eventually led to the

downsizing and mass retrenchment of skilled people particularly in the urban centres and resulted in numerous cases of unemployment.

Largely, in search of a means of survival many of these retrenched workers whose status cuts across graduates and non-graduate engaged themselves in trivia jobs along the streets with very infinitesimal pay. This practice continued and gradually started to become popular, as employers saw it as a very cheap means of getting work done. Today this form of employment relationship has become the in-thing. The bulk of workers in the telecommunications, oil and gas sectors and other sector of the economy are casual employees. Increasing numbers of workers have found themselves outside the standard purview of collective labour relations as against advanced countries where the situations has necessitated a readjustment of collective labour relations rules and practices so that the workers concerned can enjoy the fundamental labour collective relations rights or collective bargaining and union representation as well as protection against exploitation.

2.8 Underemployment

Underemployment could be seen as a situation whereby a person of working age, with relevant certificates, required experience and who is willing to work are given lesser job or lower . That is, circumstances whereby the aforementioned categories of people are partially employed (not attaining full employment level). It could also mean a situation of underutilizing of the productive capacity of the employed population. Underemployment reflects an underutilization of the productive capacity of the employed population, including underutilization which arises from a deficient economic system. It relates to an alternative employment situation in which

persons are willing and available to engage in additional work (Conference of Labour Statistician, 1998).

Underemployment according to the International Labour Organization (1982) exists when employed persons have not attained their full employment level in the sense of the Employment Policy Convention (EPC) adopted by the International Labour Conference in 1964. That is, positions where employed persons still desire to work more. According to this Convention, full employment ensures that there is work for all persons who are willing to work and look for work; such work is as productive as possible; and they have the freedom to choose the employment and each worker has all the possibilities to acquire the necessary skills to get the employment that most suits them and to use in this employment such skills and other qualifications that they possess.

Therefore the key issues in full-employment are availability of productive work for the ready employees; with liberty or free will to opt for their desired job; to obtain essential skills to be used on the job with intention to get to the top in their chosen career. While the situations where there is no work for all persons who are willing to work and look for work refer to as unemployment, the circumstances whereby workers have no freedom to choose the employment and has all the possibilities to acquire the necessary skills to get the suitable employment or where already acquired skills will be useful refer to underemployment.

ILO further asserts that, underemployment employees include persons who even though during the reference week worked or had a job; they were willing and available to work "better" or "more adequately". As touching Nigeria, Federal Office of Statistics (1997) cited in Obadan & Odusola (2000) considers underemployment as a reflection of the extent to which some human

resources are rendered potentially idle. This is a circumstance whereby human capacity, capability and ability are being made redundant due to the nature of the job the person is doing which does not require her full mental potentials. Underemployment is thus, when someone does a job that he/she is overqualified for. In this situation the employees look uninterested and depressed.

Doyle (2010) describes underemployment to be a situation where people who are working in a lower capacity than they are qualified for, including in a lower-paid job or for less hours than they would like to work. A person is considered underemployed when they are working at a job they are over-qualified for, working part-time when they would prefer full-time work, or working at a low-wage job when they could, if jobs were available, be working more hours.

Obadan & Odusola (2000) see underemployment as disguised unemployment. According to them the incidence of underemployment or disguised unemployment has been acknowledged in the literature as a serious constraint to economic progress. Feldman (1996) conceptualizes underemployment as jobs which are lower in quality in some way. O'Brien (1986) defines underemployment as underutilization of skills. That is, the extent at which individuals who have jobs made full use of the skills and abilities they learned in school. It is evident however that in an underemployed job acquired knowledge and skills are worthless. Feldman (1996) observes that individuals could be seen as underemployed when they are working in inferior, lesser, or lower quality jobs relative to some defined standard. He further observes that desperate people with financial problems do take underemployed job. Feldman asserts thus Underemployment describes the employment of workers with high skill levels in low-wage jobs that do not require such abilities. For example, someone with a college degree may be tending bar or driving a cab.

This may result from the existence of unemployment, which makes workers with bills to pay (and responsibilities) take almost any jobs available, even if they do not use their full talents. This can also occur with individuals who are being discriminated against, lack appropriate trade certification or academic degrees.

Audu (2011) corroborates this by affirming that underemployment refer to the employees at work that is inefficient or unproductive with a corresponding low income that is insufficient to meet their needs. That is, these types of employees though working but without corresponding wages and they are rendered inefficient and unproductive because their potentials are not full utilized. He further emphasizes that the Under-employed themselves are not in any way immune to employment challenges. Apart from the challenge they face in getting a more ideal job or position, they find it hard to get their position upgraded to be commensurate with their qualifications, and get little or no support or approval for furthering their education. This is because since the value of these employees to the organization are not fully appreciated as reflected in poor remuneration; it is hard task getting back to school to further their education due to financing difficulty.

Burris (1983) and Mottaz (1986) see underemployment from the perspective of labour/market relations. To them, underemployment is a societal issue brought about by the rise in educational levels of workers; thus underemployment could be considered as over education for the jobs currently available in the labour market.

2.9 The Concept of Unemployment

There seems to be a consensus on the definition of unemployment. Simply put, unemployment describes the condition of people who are without jobs (Okafor, 2011). The

International Labour Organization (ILO) defines the unemployed as the number of the economically active population who is without work but available and seeking work, including people who have lost their jobs and those who have voluntarily left work (World Bank, 1993). According to the National Bureau of Statistics (2009), the labour force of a country is a set of people or citizens who are willing and are able to make available at any given point in time their efforts for gainful employment, while the unemployed are the individuals with no work, but are looking for work at the time of any study. Various forms of unemployment have been identified by scholars. These include seasonal, frictional, cyclical, and structural unemployment (Adebayo, 1999; Damachi, 2001; Hollister and Goldstein, 1994; Todaro, 1992).

Unemployment is a global trend but it occurs mostly in the developing countries of the world, with social, economic, political and psychological attendants. Thus massive youth's unemployment in any country is an indication of far more complex problems (Okafor, 2009). The ILO (2007) report showed that the proportion of world unemployment is steadily increasing and that the number of those without jobs remained at an all-time high of more than 195 million or 6.3 percent in 2007. For instance, during the period (2007), the Middle East and North Africa were the regions with the highest unemployment rate in the world at 12.2 percent, followed by Sub-Saharan Africa at nearly 10 percent. East Asia's unemployment rate of 3.6 percent remained the lowest. The report affirmed that population growth especially in South Asia, the Middle East, North Africa and sub-Saharan Africa was putting pressure on job creation. Unemployment as a global concern is of more dire consequence for youth's employment. Global youth's unemployment rate was projected at 12.7 percent in 2012. This portends immense dangers when understood from the point of view that young people are the next generation of potentially productive economic and social actors. In Africa, youth's unemployment has been a major

problem giving rise to other criminal tendencies in the youths and threatens the social-economic peace and stability of the continent (Ajufo, 2013).

2.9.1 Types of Unemployment

There are three (3) primary categories of unemployment which will be typically discuss. They are:

a. Structural Unemployment: Structural unemployment arises in an economy when a mismatch occurs between the kinds of jobs being offered by employers and the skills, experience, education, and geographical location of potential employees. One important cause of structural unemployment is sectoral shifts, where employment in some sectors falls while employment in other sectors rises. The U.S. economy may have a lot of new jobs for financial analysts and Nurses' aides in the Southwest, for example. But these won't do you much good if you live in the Northeast and have skills in engine assembly or web design.

On the positive side, structural unemployment arises from what economist Joseph Schumpeter (1883-1950) called "creative destruction." Schumpeter thought this was a good and necessary thing for capitalist economies. Technological and entrepreneurial innovations have often contributed to improved living standards, even though they cause some job opportunities to dry up. People skilled in outdated technologies—buggy-whip manufacturing is a classic example—necessarily become unemployed. Society could have tried to prevent unemployment in buggy-whip manufacturing by banning the introduction of the automobile, but the cost in economic growth would have been immense. If we, today, begin to move away from internal combustion engines due to their negative environmental impacts, the conventional auto industry

will decline just as the buggy-whip industry declined at the end of the horse-and-buggy era. New technologies, new markets, and new concerns create new opportunities.

On the negative side, shifts in employment patterns by sector and industry are very disruptive, and often very painful, to the people who work in the declining sectors and to their families and communities. People in the declining sectors see the value of their specialized human capital depreciating rapidly. Whole towns and cities may become economically depressed when a major industry closes down, since the unemployed workers spend less at local businesses and property values plummet. Displaced workers may be able to train for a new career—especially if they are young and able to move to wherever the new jobs may be. But many displaced workers, particularly older ones, may never find the kind of pay and satisfaction that they had at their earlier occupations. Older displaced workers are more likely than younger ones to stay unemployed for long periods, or exit the labor force.

Governments at all levels have tried various policies to prevent or alleviate structural unemployment. The governments of some countries, notably Germany and Japan in the 1980's and 1990's, have followed industrial policies through which they directly encourage the development and retention of certain key industries through loans, subsidies, and tax credits. During negotiations on international trade, one sensitive issue is always the impact that increased trade might have on the employment levels in various industries in each country.

Government policies in the United States that target structural unemployment often focus on attempting to help displaced workers find new employment. For example, the Trade Adjustment Assistance Reform Act of 2002 provides benefits for certain worker displaced as a result of increased imports or the shifting of production to other countries. Workers who qualify

for the program can receive retraining along with temporary income support payments and assistance with health insurance. The key feature of these programs is that they are targeted to particular workers, in particular sectors of the economy. There has been some question, however, as to whether they have actually been successful in getting displaced workers into new, good jobs. Business policies at the firm level are also relevant: firms can help prevent structural unemployment if they make retaining and/or retraining their loyal employees a priority, even while responding to changes in technology and trade.

b. Fictional Unemployment: Frictional (or search) unemployment merely reflects people's transitions between jobs. The fact that some people are unemployed does not necessarily mean that there are no jobs available. In April 2006, for example, while 7.0 million people were looking for jobs, there were also an estimated 4.1 million job vacancies—that is, jobs looking for people! Even in a well-functioning economy, it may take many weeks for people and suitable jobs to find each other. An unemployment rate of 0% could only happen if everyone who wants a job always takes one immediately—within a week. Not only is this unlikely, this is also in some ways undesirable. Taking the first job offered is often not the best thing for the person looking for the job, nor for the economy as a whole. Everybody benefits if people take the time to find good job “matches”—places where their skills and talents can be put to valuable use. Because information about job openings takes time to find, and employers may want to spend time interviewing and testing applicants, making a good job match is not an instantaneous process.

For the most part, economists don't worry too much about frictional unemployment, because some amount of frictional unemployment—say, 2-3%—is inevitable and much of it tends to be short-term. Things like innovative web technologies for matching job offers to job

seekers may reduce frictional unemployment by reducing search time. Many job seekers rely on state unemployment insurance programs to ease their income needs while they spend time searching for work. Unemployment compensation benefits are, in many states, set equal to half a worker's earnings or a state-set maximum (whichever is less). Workers who qualify can usually receive benefits for up to 26 weeks. Part of the justification for these programs is to allow people the time to make good matches.

2.10 Unemployment in Nigeria

Every society across the globe has peculiar problems and challenges. Nigeria is not an exception. As a developing nation or country, she faces her own share of social, political, economic and cultural problems which have in no small measure affected the wellbeing of the populace. Such problems bedeviling the country include youth's unemployment, which has a serious implication for national development. According to National Bureau of Statistics (2009, 2010), the national unemployment rates for Nigeria between 2000 and 2009 showed that the number of unemployed persons constituted 13.1% in 2000, 13.6% in 2001, 12.6% in 2002; 14.8% in 2003; 13.4% in 2004; 11.9% in 2005; 13.7% in 2006; 14.6% in 2007; 14.9% in 2008 and 19.4% in 2009. As regards the age group, the report shows that as at March 2009 in Nigeria, for persons between the 15 and 24 years, 41.6% were unemployed; persons between 25 and 44 years, 17% were unemployed. Furthermore, for those with only primary education, 14.8% were unemployed, and for those with only secondary education, 23.8% were unemployed; while for those with tertiary education, 21.3% were unemployed. For those who never attended school and those below primary education, 21.0 and 22.3% were unemployed respectively.

For Awogbenle and Iwuamadi (2010) and Okafor (2011), the statistics from Manpower Board and National Bureau of Statistics showed that Nigeria has a youth population of 80 million, representing over 60% of the total population of the country. Also 64 million are unemployed, while 1.6 million are under-employed. The 1990-2000 data on youth unemployment showed that the largest group of the unemployed is the secondary school graduates. Also, 40% of the unemployment rate is among the urban youth aged between 20-24 and 31% of the rate is among those aged 15-19. Also, two-thirds of the urban unemployed range from 15-24 years. For Osalor (2010), despite achieving an inspiring growth rate of 7% per annum since 2001, Nigeria remains crippled with massive unemployment levels that continue to exact a considerable toll on its socio-economic prospects. Credible data on this count is lacking for most of sub-Saharan Africa, but Abuja concedes that 70% of the population was jobless as recently as 2007. The Federal Government has since revised the figure to just below 29% in accordance with new World Bank findings.

Although the percentage drop seems incredible, it still translates to more than 40 million jobless in a country of 148 million. The implications have been especially harsh for Nigerian youths, an estimated 95% of whom are without a source of livelihood. These figures only reconfirm the perception that high growth rates have failed to improve Nigeria's entrenched macro-economic deficiencies, born out of decades of failed governance, mismanagement and conflict. The downstream effects of youth unemployment are fuelling rapid alienation and social unrest across the Nigerian landscape, the immediate symptoms of which are evident in the palpable rise in organized crime, armed insurgency, vandalism and drug trafficking. Human development indices for Africa's second largest economy continue to be appalling despite the

country's bountiful resources, escalating oil fortunes and a vigorous reforms programme initiated after the return of democracy in 1999.

A 2007 UNDP survey on poverty and extreme deprivation of 108 countries ranked Nigeria at the 80th position, giving it a Human Poverty Index of 37.3 "among the lowest for the entire continent. For a country that earns an estimated \$2.2 million in daily petrodollar revenue, these figures reflect an impudent malaise that has invaded every aspect of Nigerian life (Osalar, 2010). It must be noted that though the above figures may not have captured the totality of youth's unemployment in Nigeria, it however points to the reality of youth unemployment, which portends great danger for the country's stability and national development as unemployment has the potential of raising an army of criminals; as it is often said that an idle hand is the devil's workshop.

Unemployment rate in Nigeria has continued to be on the increase despite the abundant human and natural resources available in the country. Chronic youths' unemployment as evident in Nigeria every year, thousands of graduates is produced but there are no jobs for majority of them. Nigeria streets are littered with youths hawkers who ordinary would have found gainful employment in some enterprise (Okafor, 2011). The large number of who are unemployed is capable of undermining democratic practice as they constitutes a serious threat if engaged by political class for clandestine and criminal activities (Adupegbe 2011: Ibrahim 2011: Levtey,2011; Olatunji and Abioye 2011: Okafor,2011).

Fajana (2000) defines unemployment as a situation where people who are willing and capable of working and are unable to find suitable paid employment. (Patterson et al, 2006) defined unemployment a as a situation in which people who are willing to work at the prevailing

work rate are unable to find jobs. Fajana (2000) and standing (1983) unemployment can be describe as the state of worklessness experienced by person who are members of the labour force who perceived themselves and are perceived by others as capable of work. Unemployed people can be categorized into these who have never worked after graduation from university and those who have lost their jobs thereby seeking reentry into labour market.

After the 1967-1970 civil war in Nigeria, the incidence of graduate unemployment was suspected, removed and feared (Fajana 2000). In this regards, professor Diejomal (1979) in a study conducted at the human resource unit of the University of Lagos found that the incidence of graduate's unemployment between 1965 and 1972 was not a serious problem contrary to what is being dreaded. Similarly, Fakayan Ojo (1979) attributed whatever level of graduate unemployment (presumably small) during the period 1965-1972 to slow bureaucratic machinery for processing of application for jobs and influence system might have caused some graduates to remain temporarily unemployed for the 1st few months after graduation. However, at the time, there was a shortage of medical doctors, graduates teachers and engineers while agricultural graduates are under- utilized.

Nonetheless, the trends have changed greatly from late 1970s, till date. Currently the number of universities has increased and their curricular have expanded. The motivation for the establishment of private universities, its curricular has expanded and was in the past a response to unprecedented demand by Nigerians for higher education (Sylvester Ugoh, 1982) with phenomenal expansion in education, the demand for this service and students enrollment had become a rife that by 1987, the turn out figure had risen to 30,000 per year even into the 1990s. (Federal Ministry of labour 1985), the trend of under graduate application and admission into the universities is shown in the table below, from 2003 to 2008

2003	2004	2004	2005	2005	2006	2006	2007	2007	2008
M	F	M	F	M	F	M	F	M	F
603,176	443,764	484,217	353,834	353,834	390,780	521,170	391,180	578,715	455,368

The yearbook of labour statistics (1984, 1985, 1986) reports that unemployment rate has generally risen during the worldwide recession of the 1980s & 1990s, the retinal steps taken by most management to cope with recession includes ban on recruitment. Since graduates are mostly first job seekers, this practice natural wastage which involves the refusal to fit vacancies implies that graduates directly hit. The annual report of civil service commission (1981, 1982) show that overseas recruitment were carried out ostensibly because of the absence of qualified

Nigerians to fit some technological and professional jobs. This may have contributed to the problem of unemployment in Nigeria. Contrary to this, Fajana (2000) argued that the presence of expatriates in jobs may not cause graduate unemployment. Nevertheless, these factors become very important when solutions to the problem are being sought. One of the measures adopted by governments in developing nations or countries as part of their policy package to solve manpower problems is the establishment of national youth service programs (Goodfrey, 1970). The National Youth service corps (NYSC) in Nigeria came into being in 1973 in response to the particular urgent needs of fostering national unity, a means of recouping government investment in graduates. Unfortunately, the NYSC scheme has encourages employers (private and public to shy away from employing graduates. It can be said that, it has contributed to graduates unemployment's in Nigeria. Graduate initial unemployment and idleness have diverse psychological social, occupational and financial effects on them (Fashoyin,

1987) and Fajana,2000). Unemployment has serious effects both on their present living conditions and their outlook in the future and on the society in which they are supposed to be part.

Unemployment is the undergoing of graduates because it literally destroys them morally and rapture the ties and relationships they form. People who do not have job feel insignificant and inferior. And always having the feeling that they are ostracized from the rest of the society and most often they are regarded as parasites by other people. In most societies conventional work ethics suggests that unemployment is unwelcome because of the special role and meaning work has. Particularly young people in this situation feel that they must find work, no matter what. At the beginning of the search they look for jobs suited for their qualification or trade but later if they could not get the job they wanted, they look for any work to do (Hayes and Nutman, 1981) any kind of pay (Kasper, 1987). Unemployment and underemployment may cause people to flee the rural area, more about or migrate. The later effect will tend to explain some of the current wave of brain drain to the advanced countries from less developed world. The unemployed produce an unsettled labour force, and in urban areas there may lead to overcrowding and crimes.

Research findings by Hayes and Nutman (1980) indicated that at a period characterized by a permanent stable high unemployment situation, there will be considerable increase in deaths due to cardiovascular diseases and cirrhosis of the liver and murders too. According to Banks and Ullah, (1988), there will be also increase in admission into psychiatric hospitals (for mental illness) and also imprisonment arising from the criminal tendencies of idle hands. In summary Fajana (2000) opines that unemployment can lead to the following: loss of status, loss of prestige and economic strength or power as a result of loss of wages and benefits from world of work,

loss of responsibility, Identity and respect which the position at work ensure, loss of purchasing power, loss of union check off dues, loss of production and stunting of gross national product, reduction in the pay-roll tax revenue of the state.

2.11 Causes of Unemployment in Nigeria

In recent years, several factors have been identified to be responsible for unemployment in Nigeria. These factors are discussed in the underlying subsequent sections:

i. Poor Educational Planning: It is a widely held view that high rate of unemployment among our graduates is traceable to our educational system. The architects of this view believe that our educational system does not equip our graduates with adequate skills and tools necessary for them to meet social needs. It is also believed that our educational system is faulty because it does not prepare the graduates for self employment (Obi 1980). In the view of Ebosi (2005), the nature of unemployment in Nigeria is not only traceable to the Keynesian prescription or Instability of effective demand, rather it is mainly due to the lack or what he called fundamental disequilibrium. This is because the problems come from lack of proper skill expansion in our educational institutions, faculty curricular and orientation. The government is also blamed for bad orientation of students and poor salary structure in the public sector that has no special incentives for those who possess such skills. It has also been observed that the current proliferation of higher educational institutions and those seeking higher education for white-collar jobs is the main factor responsible for the problem (Gbosi, 2005). This is closely related to the problem or mismatch between educational and economic planning. Consequently, the rates of graduates turn out rises faster than the expansion of job opportunities.(Gbosi,2005) further observed that, our educational system is liberal arts biased. Every year our higher educational

institutions turn out thousands of graduates who are not in higher demand in the labour market. Most of these schools leaving apparently could not fund jobs. Consequently, they join the array reserves of the employed. This is the situation Nigeria finds herself today.

ii. Wrong Impression about Technical and Vocational Studies: The wrong impression of students about the place of technical and vocational education also accounts for the deteriorating state of unemployment in Nigeria. There is an enduring societal biased attitude against technical and vocational education (Damachi, 2001). A large number of job seekers lack practical skills that could enhance self-employment. That is why rather than providing jobs for others, the graduates unemployed persons keep depending on the government and non-vibrant private sector for job offers.

iii. The Neglect of the Agricultural Sector: The agricultural sector has been the leading provider of employment in Nigeria especially in the sixties employment for more than seventies when the sector provided employment for more than 60% of the Nigeria population. However, unfortunately, in the wake of oil discovery, the attention on this anchor of economy was gradually drawn away to the oil sector where employment capacity is very low. The resulting effect is the large number of job seekers who have no place in the oil industry. Even with the expansion of the industry, unemployment has continued to grow at alarming rate.

iv. Poor Enabling Environment: The poor economic enabling environment that characterized the economy over the years has continued to pose serious challenges to employment generation in Nigeria. This, coupled with poor security environment has continued to hamper investment driver and thereby reducing the prospects of employment generations. Many job seekers who would have embarked on self-employment programs are unable to do so

because of the hostile production environment. Others who make an attempt are forced to wind up due to absence of infrastructures and the overall heat of the investment.

v. **Unstable Political Environment:** It is important to know that we cannot separate environment usually enhance macro-economic stability. Today however, many developing countries are characterized by military coups inter-tribal war, border disputes and complete breakdown of law and order. The latter has been very frequent in Nigeria in recent years. The youths restiveness in some communities in Niger Delta today deserves a special attention. It has been observed that political instability usually attracts foreign investment. Actually the inflow of foreign resources has facilitated the expansion of Nigeria's industrial activities whereby making the sector to contribute significantly to the gross domestic product (GDP). This is because of foreign investment brings about foreign exchange. As a result it leads to creation of new employment opportunities, thereby developing new skills. From the stand point of natural economic benefit, the care of the case for encouraging inflow of capital is the increase in real income arising from investment, which is greater than resultant income of the investors (Meier 1988). As the Nigeria case has demonstrated, the country has been relatively politically unstable as a result of large scale bribery scandal against our lawmakers (Gbosi, 2005). As a result, many countries fear coming to do business in Nigeria. Specifically, no foreign government will allow its citizen to go and do business in a country that is politically unstable. To this effect all the benefits associated with foreign investment will be drastically reduced especially that of creating employment opportunities.

vi. **Corruption:** High level of corruption in Nigeria has robbed the country of developing a vibrant economic base in spite of her abundant natural resources. Massive corruption is perpetuated in every sector and has permeated the entire social structure of Nigeria. Funds meant

for development projects which could have generated employment have been misappropriated, diverted, or embezzled and stashed away in foreign Banks. Endemic corruption has robbed the country of the chance of using more than \$500 billion dollars estimated revenue from the sale of oil in the last 50 years to develop a vibrant economy that would have created jobs for the youths in the various sectors of economy (Okafor, 2005). Various forms of crime are prevalent and on the increase in the country. These data reveal that the majority of perpetrators of the criminal activities are youths. Majority of these youths are likely to be unemployed youths who are finding a way out of the trap of poverty. The frequency of the criminal activities as recorded is a cause for serious concern. It indicates that crime is being committed on daily basis with serious consequences on the polity. The age bracket of the prisoners and the increase in the number of prisoners from year to year also indicates that incarceration has ceased to be a fear factor for those who have the intention of committing crime. This loss of fear factor could be traced to the unemployment situation in the country, as desperate jobless, frustrated and hungry young men and women are ready to go to any length to survive as spite of the possibility of arrest and incarceration

vii. Rapid Expansion of the Educational System: Following the deregulation of education Nigeria, government has been encouraging the opening of private schools and universities. However, the aggressive creation of more private and public-funded institutions has not been followed or matched with a commensurate job absorption strategy for the many graduates from these educational institutions. Whereas tertiary institutions have grown at multiple progression, jobs and employers have grown at arithmetic progression (Ajufo, 2013). This has led to the increase in the supply of educated manpower which outstrips the corresponding demand for them. This has contributed greatly to the problem of youth's unemployment in Nigeria.

According to Manning and Junanka (1998), the total number of graduates turned out by higher institutions in Nigeria in 1986/87 was 73,339, which rose to 131,016 in 1996/97. For Musari (2009), about 4.5 million youths enter the labour market every year without any hope of getting employment for life sustenance. Getting jobs for the astronomical increase in the number of graduates produced in Nigeria has been a problem because the economy is too weak to absorb them.

viii. Decide in the Manufacturing Sector: The capacity of the manufacturing sector to absorb youths into its workforce has been hampered by the continuous decline in the sector. In 2009, over 837 factories have collapsed and closed shops. About half of the remaining operating firms have been classified as “ailing”, a situation that poses serious threat to the survival of the manufacturing sector in the country in the next few years (Okafor, 2011). According to a survey carried out as part of its membership operational audit in January 2010 by the Manufacturers Association of Nigeria (MAN), the 837 figure represents the cumulative aggregate of firms that have shut down operations in 2009 across the country. The MAN survey usually covers five manufacturing enclaves into which the country is divided in terms of manufacturing activities. These include the Lagos, Northern, Southeast, Southwest and South-South areas. The report of the survey showed that in 2009, a total number of 176 firms became terminally ill and collapsed in the northern area, comprising the Kano and Kaduna manufacturing axis. In the southeast area, which comprises Anambra, Enugu, Imo and Abia states, a total number of 178 companies closed shops during the period. While in the south-south area, which comprises Rivers, cross River and Akwa Ibom states, 46 companies shut down operations before December 2009. According to the survey, the southwest area, which comprises Oyo, Ogun, Osun, Ondo, Ekiti, Kogi and Kwara states, lost 225 companies during the year. It said that the Lagos area covering Ikeja, Apapa,

Ikorodu and other industrial divisions in the state, followed closely with 214 manufacturing firms closing shop before the end of 2009 (Maiyak, 2010; Okafor, 2008; Oparah, 2011; Usman, 2011; Okafor, 2011).

ix. Rapid Population Growth: Nigeria has continued to experience high rate of population growth. The increasing population growth has produced an overwhelming increase in the youth population thereby resulting in an attendant increase in the size of the working age population. With the 2006 population census in Nigeria, the nation's population was estimated to be 140,431,790 and projection for the future indicates that the population could be over 180 million by the year 2020, given an annual rate of 3.2 percent (National Population Commission and ICF Macro, 2009:3). This made Nigeria the most populous nation in Africa. The growth in population rate has resulted in rapid growth of the labour force which is far higher than the rate of jobs supply.

x. Rapid Rural-Urban Migration: The rate at which young people move from the rural areas to the urban centers in Nigeria in search of greener pastures is alarming. Many of these youths are fleeing assumption, curricula and training programmes are generally tailored towards preparing young people for formal sector jobs. But since these jobs do not exist, there is often a mismatch between the skills possessed by the job seekers and the available jobs.

2.12 Social-Economic Implications of Unemployment in Nigeria

The social –economic effect of unemployment in Nigeria, like most other African countries is very severe and threatening to the citizenry and the economy as a whole. The unemployment episode has continued to pose so many challenges to the survival of the Nigeria Nation. While some of these consequences bothered directly on the unemployed, others like epidemics are limitless some. Below are some of the effects:

a. Unemployment and Personal Well-Being

Unemployment in Nigeria has a very serious negative effect on the personal well-being of unemployed. Until recently when a very small number of affected people benefited from poverty education program of the government, the effect was quite severe on those involved. In cross sectional regressions, there is clear evidence that unemployment is associated with low level of psychological well-being (Macion and Maning, 1998). The unemployed is somewhat worse than being divorced in the effects on subjective measures of personal well-being. Unemployment dehumanizes and makes people feel inferior before their peer group and sees life as totally demeaning. This is the situation of many Nigeria job seekers.

b. Unemployment and Poverty

One of the core causes of poverty in Nigeria today is the inability of many job seekers to secure gainful employment. This has further increased the income inequality crisis that characterizes most African economics. Largely, the increasing level of unemployment can explain the increasing level of poverty in Nigeria for which is available information currently puts at 70%. This ugly trend of unemployment rate in the face of raising cost of living, has conditioned many people to a very low and a dignified standard of living in Nigeria and African region as a whole.

c. Unemployment and Social Crime

Unemployment accounts for most of the social crimes perpetrated by youths in the Nigeria society today. The accelerating level of prostitutions, armed robbery rape and all facts of violence can be largely attributed to the incidence of unemployment. An examination of most of the apprehended criminals shows that a large number of youths that engage in criminal activities

are those without gainful employment. Some of these criminals are people who have the potentials for gainful employment but have been denied such opportunity. Unemployment then can be seen as the core causes of the raising level of social disorder and insecurity permeating the entire country of Nigeria

d. Unemployment and Economic Growth

The adverse effect of high unemployment on the domestic economy cannot be quarantined. The availability of abundant human resources. Its utilities could serve as great catalyst to the economic growth but it otherwise, could exert negative influence on the economy. The unutilized large quantity of human resources in Nigeria due to non-availability of employment opportunities has continued to impact on prospect of growth in several ways. The resulting effect of unemployment such as perpetration of violence and general insecurity threatens economic growth and development to a large extent. Therefore rather than being a source of growth situations, the army of unemployed remains a potential threat to the well-being of the economy. It's imperative to note that at a social level, prolonged unemployment usually results in some form of social pathology, as reflected by an increased crime rate and violent agitators. It breeds discontent against the state and any slight provocative issue or incident may trigger violent demonstrations and social unrest which may result in loss of life and damage of properties, if the situation is handled properly by the authorities.

In summary, unemployment has effects both on the unemployed individual, and on the society /economy as a whole. The unemployed is perpetually unhappy with him in a world of material consideration. Social effects of unemployment include personal hardship, depression, decay of acquired but unused skills, involvement in crime (mostly among youths) as well as

disputes among married people, delayed marriage among single and sometimes broken homes, joblessness, in fact, unemployment of husbands can lead to infidelity of the wife. Unemployment increases government expenditure or transfer payment where welfare programs are implemented in favour of the unemployed, it brings poverty and inequality. Unemployment represents waste of resources expended on training the unemployed where exchange value of education is considered in absolute sense. The economic cost of unemployment includes reduction in GDP. It involves loss of output and income. Increasing crime rate in Nigeria does not distance itself from unemployment.

2.13 SURVIVAL STRATEGIES EMPLOYED BY UNEMPLOYED, UNDEREMPLOYED GRADUATES IN ADO-EKITI

The rate of unemployment in Nigeria is growing every day and the higher institutions turn- out graduates in thousands in the labour market every year without the government providing enough job for them. And even those who are employed are mostly underemployed. The hope of getting the right and suitable placement in the shortest possible time seems unending. The time of waiting elongates and frustration sets in. It is on this notes that some are lured into evil practices for survival sake, and many a time these youths become so entangled in the practices that they feel reluctant to withdraw .Although, few of them are productive by engaging themselves in some legal jobs such ridding of motorcycle, popularly called okada, transport business, small scale businesses like selling of recharge cards, snacks and fruits, molding of blocks, selling of news paper doing menial jobs e.t.c. However, majority of these unemployed graduates in Ado-Ekiti engages in all kinds of social vices such as armed robbery,

thuggary for Politicians, prostitutions, internet fraud, popularly known as (yahoo yahoo), financial crime ,Kidnapping, e.t.c. in order to keep body and soul together.

2.14 THEORETICAL FRAMEWORK

In this chapter, effort is made to analyze and explain the theoretical framework. In explaining some of the theoretical analyzes, the importance of theoretical framework in any research cannot be underestimated. In the word of Merton (1968), a research that is not based on theory will be sterile. Therefore, this study will examine a theoretical framework appropriate for scholarly explanation analysis.

Sociologists relates with theories as a scientific expedition with theoretical and empirical orientation. Hence, the essence of theories in any Sociological research cannot be over-emphasized even in both natural and social sciences. For the purpose of this study, however, it will focus upon the explanation of the research study in relation to unemployment and coping strategies for survival.

This study made use of two theories. The theory of anomie by Robert King Marton and social disorganization theory championed by Robert Ezra Park and others.

2.14.1 Theory of Anomie

Most likely, everyone you know has had a moment in life where there was a challenge so difficult that they almost gave up. Perhaps some of these people did give up, maybe some did not. It is likely, however, that most of these people did not resort to crime as their response. However, if you were applying the concept of anomie, this could potentially be the result you would see. The idea of anomie first emerged in 1893 when French sociologist Emile Durkheim

published his book entitled *The Division of Labor in Society*. In this book, Durkheim indicated that the rules of how individuals interact with one another were disintegrating and therefore people were unable to determine how to act with one another. As a consequence, Durkheim believed that anomie was a state where the expectations of behavior are unclear and the system has broken down. This is known as normlessness. Durkheim claimed that this normlessness caused deviant behaviors and later, as claimed in his 1897 work *Suicide*, depression and suicide.

Through the book, *The Division of Labour in Society*, Durkheim coined the phrase anomie. Anomie is a term describing social disorder. In a society where it is unknown what expected behavior is, criminal activity can result because of lack of knowledge or expectations. Durkheim proposed that individuals lead to anomie in industrialized societies that contain social hierarchies based on economic or relational merit. It is in these societies that crime and deviant behavior is increased. Durkheim also used the term anomie in his studies of suicidal behavior. Merton on other hand, changes the concept slightly, to refer to a situation in which there is an apparent lack of fit between the culture's norms about what constitutes success in life (**goals**) and the culture's norms about the appropriate ways to achieve those goals (**means**).

In Merton's formulation, anomie becomes the explanation for high rates of deviant behavior in the U.S. compared with other societies and also an explanation for the distribution of deviant behavior across groups defined by class, race, ethnicity, and the likes. The U.S., in fact, Merton sees as a polar example of a society in which success goals (often defined primarily in monetary terms) are emphasized for everyone in the culture, and people are criticized as being quitters if they scale back their goals. On the other hand, the culture is at best ambivalent in its norms about the appropriate means of being successful. Certainly hard work and ambition, in

school and then in the economic marketplace are the culturally approved means of success, but there is also an element of admiration for the robber baron and the rogue who breaks the rules about appropriate means but achieves success goals by deviant means. In America, in other words, success is probably rated a lot more highly than virtue.

In the period in which Merton was writing, ours was a clearly racist society. Black Americans, for example, were severely limited in their access to education, but if they overcame those obstacles and obtained a good education, that education would not "buy" them as good a job as it would for a white person. In some societies that emphasize astrictive criteria in allocating power and privilege, the culture sets a very different standard of success. Someone who was born an untouchable in the Indian caste system, for example, would learn not to aspire to the kind of success that might be available to an upper-caste individual. But in the U.S. the same kinds of success goals are held out to all. Thus, our very high rates of deviance and crime, compared with other societies, in Merton's analysis can be understood, first as a result of our emphasizing success goals more than we emphasize approved means of achieving those goals, and second, our emphasizing the same kind of success for everyone even while the race, ethnic, and class stratification of the society limits the opportunities for success by those in the less privileged groups.

How do people respond to this disjunction of goals and means? Merton creates a typology of adaptations. The first symbol designates people's relationship to norms about goals; the second symbol designates their relationship to norms about the means of achieving those goals.

Marton's Typology Of Individual Adaptations To Environmental Pressure		
<i>Types of Adaptations</i>	<i>Cultural</i>	<i>Institutionalized</i>
	<i>Goal</i>	<i>Means</i>
<i>I. Conformity</i>	+	+
<i>II. Innovation</i>	+	-
<i>III. Ritualism</i>	-	+
<i>iv. Retreatism</i>	-	-
<i>V. Rebellion</i>	±	±

Note: + signifies acceptance, - signifies rejection and ± signifies rejection of prevailing goals or means and substitution of a new goal or means.

Sources: Adopted from Robert K. Marton social theory and structure. rev.ed (New York press.1957, P 150)

Although Merton spends some time discussing each of these modes of adaptation, it's probably the second one, "innovation," which most logically follows from his earlier discussion of the relationship between culture and deviance in general and the deviance-producing features of American society in particular. Innovators are people who break the rules (and often the laws) in order to achieve the success goals that are so heavily promoted in the society. At the upper levels, Merton points out, "the pressure toward innovation not infrequently erases the distinction between business-like strivings this side of the approved norms and sharp practices beyond the norms." Merton quotes Torstein Veblen: "It is not easy in any given case--indeed it is at times

impossible until the courts have spoken to say whether it is an instance of praiseworthy salesmanship or a penitentiary offense."

Because, this theory is concerned with how society set a goal and the means of achieving the goals. Some people follow the means of attaining the goals and attain the goals,(conformist), others will accept and follow the means of attaining the goals and will not achieve the goals.(Ritualism). However, some accept the means of attaining the goals but did not follow the societal means of attaining the goals but adopt their own way of attaining the goal or success(Innovation), others did not accept the means of attaining the goal neither did they attain the goals, they are the useless people in the society(Retreatism). The last category of people are the (Rebellion).These people reject and terminate the societal means of attaining goals, and substitutes a means of attaining the goals. They feel the society did not know what they are doing.

2.14.2 Applicability of Anomie Theory to this Study

Anomie has a focus on coping strategies for survival, hence, calls for its usage in this research work titled the coping strategies for survival among unemployed graduates. Since every society set cultural goals and the cultural means of attaining the goals. The unemployed graduates have followed the means of attaining the success goals by attending different higher institutions of learning depending on their aspiration in life which was set by the society, they have also do everything possible to conform with every norms guiding their conducts within the specified period of schooling so that their students was not terminated along the line. That is, they attend classes, write different tests whether announced or impromptu, during the time of examinations, they conduct themselves well to write examination without cheating in any form.

All these legitimate requirements were culturally met and upon graduation and National Youths Service Corps (NYSC), they become liability on their parents and guardians because the government at all tiers failed them woefully. This is because most parents have diligently served the government too at one time or the other without fulfilling their monthly pension to keep themselves, family and extended relations not to talk of caring for children they have suffered too much to fend for in universities.

To this end, most of these graduates (about 90-95%) become innovators. That is, they accept the goal but reject the means because the social system (government in Nigeria) failed them by not providing good jobs for or an alternative to good job that is, programme of self-reliance or independence via provision of enabling environment for them to acquire skills of their choice and make money available for them to establish themselves. Instead, of waiting for government to give them job, they become employer of labour. As innovators, graduates of Nigeria take to different social vices both males and females which now put Nigeria as a society in total bad shape and bleak future

2.14.3 SOCIAL DISORGANOZATION THEORY

In sociology, the **Social disorganization theory** was one of the most important theories developed by the Chicago School, related to ecological theories. Social disorganization theory: linking (directly) high crime rates to neighborhood ecological characteristics, youths from disadvantaged neighborhoods were participants in a subculture in which delinquency was approved behavior and that criminality was acquired in a social and cultural settings through a process of interaction. A core principle of social disorganization theory is that place matters -- i.e., one's residential location -- as much or more than one's individual characteristics (age,

gender, race) in shaping the likelihood that a person will become involved in illegal activities. The theory is not intended to apply to all types of crime, but instead to street crime at the neighborhood level. The theory has not been used to explain organized crime, corporate crime, or deviant behavior that takes place outside neighborhood settings, which shows its effect as are not highly regarded. A recent overview of social disorganization theory, including suggestions for refining and extending the theory, is a journal article by Kubrin and Weitzer (2003).

Criminologists and other social scientists look at many things when trying to explain what causes criminal behavior. It follows that sociologists have developed social structure theories in an effort to link criminal behavior patterns to socioeconomic forces and other social environmental factors. Arising from the social structure theories is social disorganization theory, which “argues that crime occurs when the mechanisms of social control are weakened” (Kelly, 2000, p. 531).

Social disorganization theory pioneers Clifford R. Shaw and Henry D. McKay suggested that disorganized communities characterized by poverty, ethnicity heterogeneity, and residential mobility weakened social stability (Kelly, 2000; Messer, Baumer, & Rosenfeld, 2004). Weakened social controls led to the inability of communities to solve problems, which, in turn, led to crime. While the theory was initially popularized by Shaw and McKay, “the concept of social disorganization was applied to the explanation of crime, delinquency, and other social problems by sociologists at the University of Chicago in the early 1900s” (Jensen, 2003, p. 1). At that time, the city of Chicago was the perfect laboratory for social research as it was booming with industry and was the home to an increasingly diverse population. With this rapid growth

and constant change, social problems ensued, allowing society to become somewhat disorganized.

In light of the social problems plaguing Chicago and its suburbs, Shaw and McKay studied the prevalent local crime and delinquency. Building on “an ecological theory of urban dynamics,” social disorganization theory aimed to explain the larger ratio of delinquency that occurred in certain Chicago neighborhoods (Cantillon, Davidson, & Schweitzer, 2003, p. 322). Shaw and McKay “discovered that high delinquency rates persisted in certain Chicago neighborhoods for long periods of time despite changes in the racial and ethnic composition of these communities—a finding that led to the conclusion that neighborhood ecological conditions shape crime rates over and above the characteristics of individual residents” (Kubrin & Weitzer, 2003, p. 374). Further, their study revealed that high rates of crime occur in those communities that exhibit declining populations and physical deterioration (Jensen, 2003).

At its core, social disorganization theory focuses on the effects of location and location-specific characteristics as they relate to crime (Mustaine, Tewksbury, & Stengel, 2006). Neighborhoods lacking organization lack the necessary social controls and are unable to provide essential services. This leads to an inability of the community to control its public, which is why “one way to define social disorganization is to view such places as unable to maintain public order through informal means” (Mustaine et al., 2006, p. 332). The absence of public order coupled with the problematic characteristics of disorganized communities—namely, poverty, population heterogeneity, and residential mobility—are strong predictors of high crime rates. In fact, “defined in terms of the absence or breakdown of certain types of relationships among

people,” social disorganization theory “is intimately tied to conceptions of those properties of relationships that are indicative of social or communal ‘organization’” (Jensen, 2003, p. 1).

Because social disorganization theory is effective within the scope of the aforementioned criteria, it follows that the theory is useful in the real world and, therefore, has possible public policy implications. The most important of which should be to organize those communities that are disorganized. Services should be offered to community residents; for example, the residents of a disorganized community should be aided in owning and maintaining homes. Also, recreation programs and other community organizations should be created to deter delinquent activity and increase community involvement. By improving neighborhoods and making them more appealing, social controls will be strengthened. In addition to leading to the improvement and organization of communities, social disorganization theory is a useful tool for analysis, which is why it has historically been “the predominant theory of the spatial location of crime has been social disorganization theory” (Rice & Smith, 2002, p. 306).

As suggested by the recent body of research and the studies that came before, social disorganization theory continues to dominate in explaining the influence of neighborhood characteristics—specifically, poverty, racial/ethnic heterogeneity, and residential mobility—on crime rates. Looking to the future, social disorganization theory will continue to be applied to different types of crime and will continue to aid criminologists and social scientists in their analysis of criminal behavior.

2.14.4 Applicability Social disorganization Theory to this Study

This theory tries to explain criminal behavior as a result of social disorganization of structures, that is, when structures in the system do not work as supposed, when it does not reach its optimal function, it results in malproducts, and this starts from socialization. When the basic institutions of socialization fail or do not function optimally, it leaves a loophole in the system. When the educational sector does not also function very well, it leads to half-baked graduates which will not meet up the employment requirements in most top organizations. Also, the political class also plays a part as when they do not make arrangements for absorbing the fresh graduates into the labour, these graduates engage in different kinds of social vices and criminal activities for survival, thus, this theory explains poverty, unemployment from the ecological perspective.

CHAPTER THREE

METHODOLOGY

3.0 Introduction:

This chapter is all about the step by step procedures on how to go about the methods of this study in terms of an appropriate research design, the best population for the study, sample size, sampling technique of selecting the respondents for this study, research instrument that will enhance the achievement of the set objectives of this study, research ethic and data analysis.

3.1 Research Design

Going by the nature of this study, it is indeed a descriptive type of study. To this end, both primary and secondary sources of data will be appropriate for this study. The secondary source of data collection was done based on past related empirical studies/works relevant to this study while the primary source of data collection was through the use of questionnaire for quantitative data. To this end, data was collected from the major population for this study that is, the unemployed graduate in Ado-Ekiti township. The semi-structured questionnaire was administered to the unemployed graduates to elicit information/data on their coping mechanisms for survival since they left school.

3.2 Population

The main population for this study is the unemployed graduates from different higher institutions residing in Ado-Ekiti. The choice of Ado-Ekiti is actually because several unemployed graduates always like to live in cities because of unlimited opportunities for job via

social network of different friends. Every unemployed graduate stand a better chance to participate in this study.

3.3 Sample Size

For this study, the sample size was drawn from the generality of the number of unemployed graduates living or residing in the city of Ado-Ekiti struggling each day to get a job. In total, a sample of one hundred and fifty (150) unemployed graduates was scientifically selected for this study to provide information on the subject matter via semi-structured questionnaire.

3.4 Sampling Technique

The appropriate sampling technique for this type of study is snow balling. This is simply because the unemployed graduates do not have a specific place they can be reach. They are scattered all over the city of Ado-Ekiti. To this end, they need to snow ball form one to another because no doubt they will have built a social network.

3.5 Research Instruments

The research instrument for this study was a semi-structured questionnaire which was administered to the unemployed graduates residing in the city of Ado-Ekiti. The questionnaire used a three-point Likert Scale to actually measure some variables and was thematically arranged based on the objectives of the study.

3.6 Description of Instruments of Study

The questionnaire methods was explored to collect data for this study. The questionnaire was divided into five sections. This is based on the objectives of the study. Section A is basically on the socio-demographic data of the respondents, section B is on the causes and who is responsible for unemployment in Ado-Ekiti, section C is on the positive and negative effects of unemployment among graduates, section D focused on the coping strategies of unemployed graduates for survival while section E dwell on the socio-psychological pains of unemployed graduates in Ado-Ekiti.

3.7 Description of Variables

This study has both dependent and independent variables. The dependent variable is unemployed graduates. These are graduates of different higher institutions who are citizens of Ado-Ekiti. The independent variable which is the main study is coping strategies. This variable is actually to measure ways or mechanisms that each graduate in Ado-Ekiti explore to survive while they are diligently waiting for jobs.

3.8 Validity and Reliability of the Research Instrument

The validity and reliability of the instruments t used in obtaining data for this study is that, the instruments especially the structured questionnaire was subjected to what is call pre-test. That is, the instrument was administered in a different area and analyze in order to ensure that it is capable of attaining all the set objectives for this study. Also, the content-validity of the instrument was verified by experts in the subject area. The various suggestions that was made was used to modify the instrument.

3.9 Data Analysis

The quantitative data collected was analyzed using the SPSS computer package. These descriptive statistics was presented using mean, frequency tables, percentages, charts where applicable and cross tabulations tables. The hypotheses was analyzed with the aid of the Spearman correlation coefficient to ascertain the statistical relationship in the hypotheses tested at 0.05 level of significance.

3.10 Ethic Consideration

The ethical consideration of the respondents was guided such that no respondents that is, unemployed graduate was forced in any way to respond to the instruments. Also, the information provided by each of the respondent was confidentially protected.

CHAPTER FOUR

DATA ANALYSIS AND INTERPRETATION

4.0 Introduction

This chapter is on the analysis and interpretation of the quantitative data collected for this study. For this chapter, a total of 148 respondents filled and returned their questionnaires as against 150 questionnaires which is 98.7%. The chapter is thematically arranged based on the objectives of the study.

4.1 Respondents Socio-Data

Table 1: Age of Respondents

Age	Frequency	Percentage
Less than 20 years	17	11.5
21-30 years	87	58.8
31-40 years	34	23.0
41-50 years	10	6.8
Total	148	100.0

Source: Research, 2015

Table 1 is on the age of the respondents for this study. Most of the respondents 87(58.8%) were within the age range of 21-30 years 34(23.0%) were within 31-40 years while only 10(6.8%) were between 41-50 years. This simply means that unemployed graduates in ado-Ekiti are growing old without really achieving anything despite the fact that some gained admission into higher institution at tender age.

Table 2: Sex of Respondents

Sex	Frequency	Percentage
Male	92	62.2
Female	56	37.8
Total	148	100.0

Source: Research, 2015

Table 2 shows that 92(62.2%) of the respondents were male while 56(37.8%) were female. This may indicate, in which less girls-child is sponsored into higher institutions and hence their lower number than their male counterparts and buttress the fact that the gender discrimination in terms of admission into higher institution is to the detriment of male who are supposed to be bread winners when it comes to searching for jobs.

Table 3: Marital Status

Marital status	Frequency	Percentage
Married	08	5.4
Single due to never married	95	64.2
Single due to divorced	06	4.1
Single due to widow	36	24.3
Single due to separated	03	2.1
Total	148	100.0

Source: Research, 2015

From table 3, most of the respondents 95(64.2%) were singles due to never married, 36(24.3%) were single due to widow while only 03(2.1%) were single due to separated. In indicate that over 95% of the respondents were single due to different social categories they belong.

Table 4: Respondents Religion

Type of Religion	Frequency	Percentage
Christianity	101	68.2
Muslim	34	23.0
Traditional Religion	03	2.0
Free thinker	10	6.8
Total	148	100.0

Source: Research, 2015

Table 4 maintained that 101(68.2%) of the respondents practiced Christianity, 34(23.0%) were Muslims while only 03(2.0%) were Traditional religion practitioners. That is, most of the respondents were Christians because they believed that the Almighty God is capable of providing good job for the unemployed graduates and the study location was dominated by Christians and that the number of free thinkers is growing than those that practice traditional religion.

Table 5: Educational Qualification

Type of Education	Frequency	Percentage
University Degree	63	42.6

HND Degree	77	52.0
Postgraduate Degree	07	4.7
Professional Qualification	01	0.7
Total	148	100.0

Source: Research, 2015

Table 5 looks at the educational qualification of the respondents. 77(52.0%) of the respondents had HND, 63(42.6%) had University degree while only 01(0.7%) had professional qualification. This simply denote that only few among the unemployed graduates in Ado-Ekiti were able to further their education believing that it give them additional qualifications which makes them have a good and better edge above others during interview for job anywhere anytime.

4.2 Causes and who is responsible for Graduates Unemployment

Table 6: Are you an Unemployed Graduate in Ado-Ekiti

Unemployed Graduate	Frequency	Percentage
Yes	121	81.8
No	27	18.2
Total	148	100.0

Source: Research, 2015

Table 6 is on whether or not respondents is an unemployed graduates. Majority of the respondents 121(81.8%) said yes while 27(18.2%) said no. this means some of the respondents denied their current status as unemployed graduates probably because they were pursuing further degrees or they were into some petty business that makes them to keep body and soul together.

Table 7: Period of been Unemployed

Period of Unemployment	Frequency	Percentage
1 – 3 years	79	53.4
4 – 6 years	54	36.5
7 – 9 years	07	4.7
10 years and above	08	5.4
Total	148	100.0

Source: Research, 2015

Table 7 affirmed that most of the respondents 79(53.4%) having been jobless between less than 1-3 years, 54(36.5%) were between 4-6 years while 7(4.7%) respondents have been unemployed between 7-9 years. This means the issue of unemployment is indeed a bad and serious situation in Ado-Ekiti because majority of these respondents having been in this situation for even above 10 years. This also indicates that the three tiers of government have not been doing anything serious about the issue of unemployment in Ado-Ekiti. The situation of unemployment in Ado-Ekiti is liken to a state sitting on timely gun powder which may explode anytime if government fails to expedite action.

Table 8: Who is Responsible for the Unemployment?

Who cause Unemployment	Frequency	Percentage
Federal Government	80	54.1
My state Government	20	13.5
My Local Government	01	0.7
My parents	02	1.4

Myself	02	1.4
Social system	05	3.4
All of the above	35	23.6
None of the above	03	2.0
Total	148	100.0

Source: Research, 2015

Table 8 maintained that majority of the respondents 80(54.1%) said Federal government was responsible for unemployment in Ado-Ekiti, 35(23.6%) of the respondents said all of the above were responsible for unemployment while only 01(0.7%) of the respondents said my local government is responsible for unemployment. From the above breakdown, it showed that the rate of unemployment in Ado-Ekiti is indeed a shared problem. Virtually all the stakes contributed to the rate of gross unemployment in the state capital at one point or the other, it may also be direct or indirect.

Table 9: Main causes of Unemployment in Ado-Ekiti

Main causes of Unemployment	Frequency	Percentage
Laziness of graduates	19	12.8
Corruption	65	43.9
High number of graduates	39	26.4
Lack of required skills for jobs	11	7.4
Lack of connection	11	7.4
Keen competition	03	2.0
Total	148	100.0

Source: Research, 2015

Table 9 is on causes of unemployment. Most of the respondents 65(43.9%) said corruption is the cause of unemployment in Ado-Ekiti, 39(26.4%) said high number of graduates while 03(2.0%) of the respondents said keen competition is the cause of unemployment graduates. This indicates that there are several causes of unemployment of graduates in Ado-Ekiti. This may also differ from one community or local government or the other.

4.3 Positive and Negative effects of Unemployment among Graduates in Ado-Ekiti

Table 10: Positive Effects of Unemployment on Graduates in Ado-Ekiti

Positive Effects of Unemployment	SA	A	N	D	SD
Unemployment has positive effect	32(21.6%)	25(16.9%)	20(13.5%)	39(26.4%)	32(21.6%)
Unemployment gives me rest of mind	78(52.7%)	45(30.4%)	11(7.4%)	13(8.8%)	01(0.7%)
Unemployment give me a psychological balance	64(43.2%)	37(25.0%)	26(17.6%)	14(9.5%)	7(4.7%)
Unemployment makes me to be self-reliance	38(25.7%)	26(17.6%)	24(16.2%)	46(31.1%)	14(9.5%)
Negative Effects of Unemployment	SA	A	N	D	SD

Unemployment is characterized by negative effects	91(61.5%)	36(24.3%)	11(7.4%)	7(4.7%)	3(2.0%)
Unemployment leads to increase in social vices in Ado-Ekiti	74(50.0%)	50(33.8%)	12(8.1%)	11(7.4%)	01(0.7%)
Unemployed graduates are used as thugs during election	59(39.9%)	53(35.8%)	26(17.6%)	04(2.7%)	06(4.1%)
Unemployment lead to psychological trauma for parents	60(40.5%)	56(37.8%)	26(17.6%)	4(2.7%)	2(1.4%)
Unemployment give rise to unwanted babies and spread of STDs in Ado-Ekiti	51(34.5%)	36(24.3%)	36(24.3%)	18(12.2%)	7(4.7%)
Graduates unemployed is responsible for poor growth and development	67(45.3%)	35(23.6%)	20(13.5%)	18(12.2%)	8(5.4%)

Source: Research, 2015

The above table is divided into two parts. That is, the positive and negative effects of unemployed graduates in Ado-Ekiti. On the positive effects of unemployment, 39(26.4%) of the respondents disagree that unemployment have positive effects, 78(52.7%) strongly agree that unemployment give rest of mind, 64(43.2%) strongly agree that unemployment give me a psychological balance while 46 disagree that unemployment makes me to be self-reliance. From the above it means unemployment does not have any positive effects on the lives of the

respondents in anyway. Although the respondents affirmed that it gives rest of mind but then the socio-psychological effects on the respondents overrides whatever positive effects it may have it at it does have. When someone is under the pressure of socio-psychological trauma, then there is serious problem and if urgent care is not taken, by the time the long awaited job will come, the respondents might not have good health to do the job.

On the negative effects of unemployment, 91(61.5%) of the respondents strongly agree that unemployment is characterized by negative effects, 74(50.0%) strongly agree that unemployment leads to increase in social vices in Ado-Ekiti, 59(39.9%) strongly agree that unemployment graduates are used as thugs during election, 60(40.5%) strongly agree that unemployment lead to psychological trauma for parents, 51(34.5%) strongly agree that unemployment give rise to unwanted babies and spread of STDs in Ado-Ekiti and 67(45.3%) strongly agree that graduates unemployed is responsible for poor growth and development. From the above statistics, it can succinctly be perceived that unemployment is laced with unlimited negative effects. Although this depend on the background each respondents is coming from. This is simply because there is a popular saying that, “an idle mind is a devil’s workshop”.

4.4 Coping Strategies of Unemployed Graduates for Survival

Table 11: If there are Coping Strategies to survival as Unemployed Graduates in Ado-Ekiti

Option	Frequency	Percentage
Yes	119	80.4
No	16	10.8
Don't Know	13	8.8

Total	148	100.0
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Source: Research, 2015

Table 11 shows that most of the respondents 119(80.4%) said yes there are coping strategies for survival among the unemployed graduates in Ado-Ekiti, 16(10.8%) said no, no coping strategies for survival while 13(8.8%) of the respondents said they don't know. This means not all the unemployed graduates have coping strategies for survival most especially the few ones that came from well to do or averagely economically fair families. But for those that are for commoners homes, they will have been creative in one or the other to get involve in some clean, rational and legal small business to cope pending the time they will be remembered for stable and promising job.

Table 12: If Respondent designed a coping strategy for survival as an unemployed graduates in Ado-Ekiti

Option	Frequency	Percentage
Yes	127	85.8
No	13	8.8
Don't Know	08	5.4
Total	148	100.0

Source: Research, 2015

Table 12 is on whether respondents design the coping strategies or not. About 127(85.8%) of the respondents said yes, they design the coping strategy, 13(8.8%) said no they did not design any coping strategy while 08(5.4%) of the respondents said they don't know. This simply implies that most of the respondents creatively design coping strategy in order to

survival. They do not want to depend on their poor or old parents or siblings or relations for any form of assistance but rather live on their own to survival, they believe that this will enhance lasting and permanent respect for them anywhere and anytime. The other 13.0% of the respondents were probably from averagely good homes where they need not stress themselves for any form of assistance but their parents and relations will always provide all they need in abundance while they wait for formal job.

Table 13: Coping Strategies peculiar among unemployed graduates

Coping mechanisms	Frequency	Percentage
Menial Jobs	20	13.5
SMEs	85	57.4
Dependents	07	4.7
Social Vices	17	11.5
Artisans	11	7.4
Others	08	5.4
Total	148	100.0

Source: Research, 2015

Table 13 focused on the coping mechanisms by the respondents. Majority of the respondents 57.4% are into SMEs, 13.5% cope doing menial jobs, 11.5% are into social vices while only 4.7% of the respondents depend on some people to survive. This depict that there are lots of things that the respondents do as their coping mechanisms to survive their wilderness period. It is indeed a mixed feeling because while some respondents explore their personal skills to survive some who are lazy took to social vices to survive.

Table 14: Respondent's personal strategies that keeps him/her moving as an unemployed Graduate in Ado-Ekiti

Personal mechanisms	Frequency	Percentage
Menial Jobs	23	15.5
SMEs/business	72	48.6
Dependents	07	4.7
Social Vices	20	13.5
Artisans	10	6.8
Mini salary work	11	7.4
Personal development skills	05	3.4
Total	148	100.0

Source: Research, 2015

Table 14 is mainly on the personal mechanisms that the respondents used to survival till the time of this study. Most of the respondents 48.6% survive on SMEs/business, 15.5% live on menial jobs, 13.5% depend on social vices while only 3.4% of the respondents explore their personal acquired skills. This simply indicates that unemployed graduates in Ado-Ekiti survive on different types mechanisms developed by individual depending on their initiatives. But it is also said to discovered that graduates are into social vices because they are idle.

4.5 The Socio-Psychological pains of Unemployment among the Graduates in Ado-Ekiti

Table 13: Socio-psychological pains of Unemployment among Graduates in Ado-Ekiti

Statements	SA	A	N	D	SD	Total
I am stigmatized as an unemployed graduate	6(4.1%)	18(12.2%)	16(10.8%)	48(32.4%)	60(40.5%)	148(100%)
I really participate in any social activities because financial involvement	4(2.7%)	24(16.2%)	27(18.2%)	51(34.5%)	42(28.4%)	148(100%)
My parents are always disturbed about my unemployed	1(0.7%)	14(9.5%)	25(16.9%)	48(32.4%)	60(40.5%)	148(100%)
My goals in life are delayed because of no job	7(4.7%)	14(9.5%)	18(12.2%)	44(29.7%)	65(43.9%)	148(100%)
I face a lot of embarrassment from different people in the society	8(5.4%)	19(12.8%)	25(16.9%)	39(26.4%)	57(38.5%)	148(100%)

Source: Research, 2015

Table 13 use about five indices to measure the socio-psychological pains unemployed graduates in Ado-Ekiti were subjected to. About 60(40.5%) strongly disagree that I am stigmatized as an unemployed graduate, 51(34.5%) of the respondents disagree that I really participate in any social activities because financial involvement, 60(40.5%) strongly agree that my parents are always disturbed about my unemployed, 65(43.9%) also strongly agree that my goals in life are delayed because of no job and 57(38.5%) of the respondents strongly agree that I face a lot of embarrassment from different people in the society. From the above analysis, it can strongly concluded that the issue of unemployment especially among graduates in Ado-Ekiti is a global issue that is not found wanting in any country but the rate of unemployment in each country differ from one place to another. That is, unemployment is a global social issue that every nation faces at different level depending solely on the governance and the leaders. But the respondents were not in any way disturbed or stigmatized because they strongly believe that one day their prayer will be answered. They did not get involved in any form of social vices because the Yoruba speaking people are well cultured. They believe in good and culture behavior no matter what the condition or situation is. Hence this adage that says, *“Good name is better than silver and gold”*.

4.6 Testing of Hypotheses

Hypothesis One: There is a strong relationship between unemployment and increase in social vices in Ekiti state.

Table 14: Relationship between unemployment and increase in social vices

	Unemployment leads to increase in social vices in Ado-Ekiti	χ^2	df	P
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Are you an unemployed graduate in Ado-Ekiti?		SA	A	N	D	SD	Total	14.984 ^a	8	.059
	Yes	62	42	08	07	01	120			
	No	12	08	03	04	-	27			
	Don't Know	-	-	01	-	-	01			
	Total	74	50	12	11	01	148			

Source: Research, 2015

P-Value = ≥ 0.5

Table 14 is for hypothesis one. It looks at the relationship between unemployment and increase in social vices among unemployed graduates in Ado-Ekiti. The result ($\chi^2 = 14.984$, $df=8$ and $p= .059$) showed that there is a strong significant relationship between unemployment and the increase in social vices. This buttress the fact that as Nigeria witness high level of social vices/criminality such as Boko Haram and the rest, it is also as a result of increase in unemployment in Ekiti and all the states across the country and nation at large. Therefore, this hypothesis is accepted.

Hypothesis Two: There is a strong relationship between poor governance and unemployment in Ekiti state.

Table 15: Relationship between unemployment and poor governance

		Poor governance is responsible for graduates unemployed						χ^2	df	P
Are you an unemployed graduate in		SA	A	N	D	SD	Total	15.648 ^a	8	.048
	Yes	60	28	14	14	04	120			
	No	07	07	05	04	04	27			

Ado-Ekiti?	Don't Know	-	-	01	-	-	01			
	Total	67	35	20	18	08	148			

Source: Research, 2015

P-Value = ≥ 0.5

From table 15, the relationship between unemployment and poor governance was investigated. The above result ($\chi^2 = 15.648$, $df = 8$ and the p-value is .048) shows that there is a strong relationship between poor governance and unemployment in Ado-Ekiti. It means when a government at any tier of government did not govern the people well or lack good administrative dexterities, and then there will be serious problem. Such is the case in Ado-Ekiti where graduates are increasing each year without job to cater for them. This hypothesis is also accepted.

Hypothesis Three: There is a strong relationship between unemployment and poor growth and development in Ekiti state.

Table 16: Relationship between unemployment and poor growth and development

		Graduates unemployed is responsible for poor growth and development						χ^2	df	P
Are you an unemployed graduate in Ado-Ekiti?		SA	A	N	D	SD	Total	11.027 ^a	6	.035
	Yes	53	25	09	16	02	105			
	No	12	12	05	07	06	42			
	Don't Know	-	-	01	-	-	01			
	Total	65	37	15	24	08	148			

Source: Research, 2015

P-Value = ≥ 0.5

In table 16, the nexus between unemployment and poor growth and development in Ado-Ekiti. The result ($\chi^2 = 11.027$, $df = 6$ and $P\text{-value} = .035$) indicated that there is a strong relationship between unemployment and growth and development in Ado-Ekiti. This means the fact that the number of graduates increase each year without engaging them with white collar job at state or local government level is responsible for poor growth and development the state at large witness because when almost all graduates are given job, the rate of economic interaction within and outside the state will increase and this will trickle down to everyone. That is, employment gives or earn a multiplier effects on all and sundry in any state or country. This hypothesis is also accepted.

Hypothesis Four: There is a strong relationship between unemployment and socio-psychological effects on parents and guardians of graduates in Ekiti state.

Table 17: Relationship between unemployment and socio-psychological effects on parents and guardians of graduates

		Unemployment lead to psychological trauma for parents						χ^2	df	P
Are you an unemployed graduate in Ado-Ekiti?		SA	A	N	D	SD	Total	16.274	8	.039
Yes	07	13	23	24	53	120				
No	-	01	02	13	11	27				
Don't Know	-	-	01	-	-	01				
Total	07	14	26	37	64					

Source: Research, 2015

P-Value = ≥ 0.5

Table 17 focus on the relationship between unemployment and socio-psychological effects of unemployment on the parents. The results showed that ($\chi^2 = 16.274$, $df = 8$ and $P\text{-value} = .039$) that there is a strong relationship between unemployment and socio-psychological trauma on parents. This simply means that the socio-psychological pains parents of unemployed graduates are subjected to cannot be measured. This is because the parents suffered a lots of denial before the child or children were sent to higher institutions and graduate, and upon graduation, when the child is expected to begin to give back to the aging parents, he became an advance liability on the parents again. How many of such graduates will not think of social vices as an immediate alternative? Therefore, this hypothesis is also accepted.

4.7 Discussion of Findings

It is a known fact that unemployment is a global phenomenon. That is even in developed or western world, there are graduates who are unemployed but it is important to note that the index of unemployment in civilized world cannot be compare to developing nations especially Nigeria. This is because government of developed countries values the citizens and strongly believes that youths or young people will take over the leadership of those nations, but in Nigeria, it is the opposite. That is, they do not have regard and respect for graduates and do not create avenue for young people to take over when the time comes. Instead, the old brigades replace themselves or fix their biological children in position whether or not they are capable or know how to do it.

Unemployment put a country in a very tight corner in terms of social vices which hamper growth and development. You will agree with me that in the whole of southwest, Ekiti is the least developed state. This is because as the state turn in graduates every year, not up to 5% are

given employment probably because they or their parents do not belong to the political party that rule the state.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.0 Introduction

This chapter mainly focuses on the summary of the entire project, conclusion and the recommendations.

5.1 Summary of literature

On the review of relevant and current literature, the study looked at employment as a concept, the demand of labour and the employment of graduates in Nigeria was also area of concern, this further looked at the relationship between the dexterities of an average graduate in Nigeria and the opportunity of getting employed was discussed (Akerele, 2004 and David, 2002). The study also discussed recruitment process in Nigeria in order to know the status and types of employment that exist and pattern of employment.

5.2 Summary of theories

On the theory used for this study, Two major theories was used. The anomie by Robert K. Merton and social disorganization championed by Robert Ezra Park and others. The anomie categorized the people into major groups in the society. It also state the attitude of each of the group to culturally and societally accepted goals and means of attaining these goals. It also gives alternative way forward of any category that fail to follow what the society dictate. The theory of social disorganization was explored, it discussed the ecological environment as the main basis for committing crime. The unemployed graduates found Ado-Ekiti as an enabling environment for crime. The issue of unemployment in Nigeria was fully discussed among others. It posit that

society get disorganized and norms, rules and laws are easily violated when governance does not favor the masses. For instance, government is supposed to provide employment for its people but when it fail to do so, there will be violation of laws or a state of disorderliness.

5.3 Summary of Methodology.

Because of the nature of t the study, it is indeed a descriptive type of study, both primary and secondary sources of data was used. The secondary source of data collection was done based on past related empirical studies/works relevant to this study while the primary source of data collection was done through the use of questionnaire for quantitative data. To this end, data was collected from the major population for this study that is, the unemployed graduate in Ado-Ekiti township. The semi-structured questionnaire was administered to the unemployed graduates to elicit information/data on their coping mechanisms for survival since they left school. The main population for the study is the unemployed graduates from different higher institutions residing in Ado-Ekiti. The sample size was drawn from the generality of the number of unemployed graduates living or residing in the city of Ado-Ekiti, sample of one hundred and fifty (150) unemployed graduates was scientifically selected for the study. The sampling technique was snow balling which is appropriate for the study because they are scattered all over Ado-Ekiti. The research instrument for this study was a semi-structured questionnaire. This study has both dependent and independent variables. The dependent variable is unemployed graduates. These are graduates of different higher institutions who are citizens of Ado-Ekiti. The independent variable which is the main study is coping strategies. The quantitative data collected was analyzed using the SPSS computer package. These descriptive statistics was presented using mean, frequency tables, percentages, charts where applicable and cross tabulations tables. The

hypotheses was analyzed with the aid of the Spearman correlation coefficient to ascertain the statistical relationship in the hypotheses tested at 0.05 level of significance.

5.4 Summary of findings:

On the summary of the findings of this study. The results showed that 87(58.8%) were within the age range of 21-30 years 34(23.0%) were within 31-40 years while only 10(6.8%) were between 41-50 years, 92(62.2%) of the respondents were male while 56(37.8%) were female, respondents 95(64.2%) were singles due to never married, 36(24.3%) were single due to widow while only 03(2.1%) were single due to separated. About 77(52.0%) of the respondents had HND, 63(42.6%) had University degree while only 01(0.7%) had professional qualification, 121(81.8%) said yes while 27(18.2%) said no, 79(53.4%) having been jobless between less than 1-3 years, 54(36.5%) were between 4-6 years while 7(4.7%) respondents have been unemployed between 7-9 years, 80(54.1%) said Federal government was responsible for unemployment in Ado-Ekiti, 65(43.9%) said corruption is the cause of unemployment in Ado-Ekiti.

The negative and positive effects of unemployment shows that the respondents on the positive effect said 39(26.4%) of the respondents disagree that unemployment have positive effects, 78(52.7%) strongly agree that unemployment give rest of mind, 64(43.2%) strongly agree that unemployment give me a psychological balance while 46(31.1%) disagree that unemployment makes me to be self-reliance. The negative effects showed that 74(50.0%) strongly agree that unemployment leads to increase in social vices in Ado-Ekiti, 59(39.9%) strongly agree that unemployment graduates are used as thugs during election, 60(40.5%) strongly agree that unemployment lead to psychological trauma for parents, 51(34.5%) strongly agree that unemployment give rise to unwanted babies and spread of STDs in Ado-Ekiti and

67(45.3%) strongly agree that graduates unemployed is responsible for poor growth and development. About 119(80.4%) said yes there are coping strategies for survival among the unemployed graduates in Ado-Ekiti, , 13(8.8%) said no they did not design any coping strategy while 08(5.4%) of the respondents said they don't know. This simply implies that most of the respondents creatively design coping strategy in order to survival. About 127(85.8%) of the respondents said yes, they design the coping strategy, 13(8.8%) said no they did not design any coping strategy while 08(5.4%) of the respondents said they don't know, 57.4% are into SMEs, 13.5% cope doing menial jobs, 11.5% are into social vices while only 4.7% of the respondents depend on some people to survive, 48.6% survive on SMEs/business, 15.5% live on menial jobs, 13.5% depend on social vices while only 3.4% of the respondents explore their personal acquired skills.

In respect to soci-psychological pain of unemployment among the graduate, About 60(40.5%) strongly disagree that I am stigmatized as an unemployed graduate, 51(34.5%) of the respondents disagree that I really participate in any social activities because financial involvement, 60(40.5%) strongly agree that my parents are always disturbed about my unemployed, 65(43.9%) also strongly agree that my goals in life are delayed because of no job and 57(38.5%) of the respondents strongly agree that I face a lot of embarrassment from different people in the society.

5.2 Conclusion

The findings of this study portray ado-Ekiti the study location as a place sitting on a timing gun powder that may explode when everybody least expected because of the increasing number of unemployed graduates. That is, unemployment is serious social problem because the people in question do not have any alternative than to think of mechanisms to survive until they are able to get something legal and permanent to do. The coping mechanisms depend on the individual personality, environment and their background. For instance, when you go to Abuja, you will different caliber of unemployed graduates most especially women. They decide to go to Abuja because they may come across a politician whom they will hang out with and take care of them beyond their imagination. This in high dimension put the community and the entire country into serious risk.

5.3 Recommendations

This study at the end of the day recommends that:

- i. Government at all tiers should endeavor to create employment and employ people like registering the unemployed and underemployed graduates and introduce back to land policy by providing small scheme loan to engage them in agricultural activities such as snail rearing, poultry, piggery, fish farming e.t.c
- ii. Government should design a small loan scheme for serious and business minded graduates to start up something and not to depend on government for employment;
- iii. Government should orientate the unemployed graduates or youths towards small scale entrepreneurship of invention and innovation. This include large scale already made sowings,

show making, bags, and other house hold items. Yet others who could should be given vehicles for commercial purposes.

iv. Entrepreneurship in higher institution of learning in Nigeria should be taken serious and do it in such a way that students will have the interest to be self-employed rather than depending on anybody;

v. Parents and religious leaders should endeavor to always preach to their children and followers respectively on the need to be a responsible people in the community whatever the case or situation may be.

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QUESTIONNAIRE SURVEY
FEDERAL UNIVERSITY OYE- EKITI, EKITI STATE
FACULTY OF SOCIAL SCIENCES
DEPARTMENT OF SOCIOLOGY

Dear Respondent ,

I am a final year student of the Department Sociology in the above mentioned University. I am conducting a research on the topic, “ *Strategies for survival among Unemployed Graduates in Nigeria, Ado-Ekiti as Case Study*”. I therefore appeal to you to spare some of your valuable time to answer the attached questions to enable the successful completion of the research project. I assure you that all information supplied will be confidentially treated and used solely for academic purpose.

Yours faithfully,

Orumah Sylvester Jones

SECTION A: PERSONAL DATA

Instruction: Please fill in the appropriate and tick the correct option, where it is necessary.

1. Your age as at last birthday:

- A. Less than 20 Years ()
- B. 21 -30 Years ()
- C. 31 - 40 Years ()
- D. 41- 50 Years ()

E. Above 60 Years ()

2. Sex:

A. Male ()

B. Female ()

3. Marital Status :

A. Single due to

i Never married ()

ii Separated ()

iii Divorce ()

iv Window

B. Married ()

C. Divorced ()

D. Widow ()

E. Separated ()

4. Religious Affiliation

A. Christianity ()

B. Muslim ()

C. Traditional Religion ()

D Free Thinkers ()

5. Educational Qualification

A. University first Degree ()

B. HND Degree ()

C. Postgraduate Degree ()

D. Professional Qualification (Specify).....

Section B: Causes and who is responsible for Graduates Unemployment in Ado-Ekiti

6. Are you an unemployed graduate in Ado-Ekiti?

- A. Yes ()
- B. No ()
- C. Don't Know ()

If the answer to the above is yes

7. For how long have been waiting for job?

- A. < 1 – 3 years ()
- B. 4 - 6 years ()
- C. 7 - 9 years ()
- D. 10 years and above ()

8. To the best of your knowledge, who is responsible for unemployment of graduates in your state?

- A. Federal Government ()
- B. My State Government ()
- C. My Local Government ()
- D. My Parents ()
- E. Myself ()
- F. Social system ()
- G. All of the above ()

H. None of the above ()

9. What do you think are the main causes of unemployment of graduates in Ekiti State?

A. Laziness of graduates ()

B. Corruption ()

C. High number of graduates every year ()

D. Lack of require skills for jobs ()

E. Lack of connection ()

F. Keen competition ()

Section C: Positive and Negative effects of Unemployment among Graduates in Ado-Ekiti

Instruction: Please fill in the appropriate correct options where it is necessary.

Key: S.A - Strongly Agreed, A – Agreed, N-Neutral, D – Disagreed, S.D- Strongly Disagreed

S/N	Statements	SA	A	N	D	SD
10.	Unemployment has positive effect					
11	Unemployment gives me rest of mind					
12	Unemployment give me a psychological balance					
13	Unemployment makes me to be self-reliant					
Negative Effects of Unemployment among Graduates						
14	Unemployment is characterized by negative effects					
15.	Unemployment leads to increase in social vices in Ado-					

	Ekiti					
16.	Unemployed graduates are used as thugs during election					
17.	Unemployment lead to psychological trauma for parents					
18	Unemployment give rise to unwanted babies and spread of STDs in Ado-Ekiti					
19	Graduates unemployed is responsible for poor growth and development					

Section D: Coping Strategies of Unemployed Graduates for Survival

20. Are there coping strategies for survival as unemployed graduates in Ado-Ekiti?

- A. Yes ()
- B. No ()
- C. Don't Know ()

21. Do you design a coping mechanism for yourself to survive in this period of unemployment

- A. Yes ()
- B. No ()
- C. Don't Know ()

22. Please, list four coping mechanisms peculiar among unemployed graduates in Ado-Ekiti

- i.....
- ii.....

iii.....

iv.....

23. State three personal strategies that is keeping you moving as an unemployed graduates in Ado-Ekiti

i.....

ii.....

iii.....

Section E: The Socio-Psychological pains of Unemployment among the Graduates in Ado-Ekiti

Instruction: Please fill in the appropriate correct options where it is necessary.

Key: S.A - Strongly Agreed, A – Agreed, N-Neutral, D – Disagreed, S.D- Strongly Disagreed

S/N	Statements	SA	A	N	D	SD
24	I am stigmatized as an unemployed graduate					
25	I really participate in any social activities because of financial involvement					
26	My parents are always disturbed about my unemployed status					
27	My goals in life are delayed because of no job					
28	I face a lot of embarrassment from different people in the society					