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Editorial Comment

This edition addresses crucial issues on corruption in higher education in Nigeria. Among the issues are redressing corruption through higher education for national development; history and the role of the economic financial Crime Commission in the fight against corruption; curbing corruption through organizational politics in Federal universities in South-West, Nigeria; an assessment of ethical issues in accessing higher quality education in Nigeria; power abuse and good governance imperative; and accountability in the Nigerian higher education system as a key to National development; corruption among academic and non-academic staff in higher education system;

Furthermore, other critical issues covered include corruption and service delivery in higher education; discouraging corruption in teaching and learning in higher education; corruption in Nigeria tertiary institutions; managing corruption in tertiary institution; moral decadence among students of higher institutions of learning and management tips towards alleviation of corruption.

The journal is being improved year in year out to serve you better. We welcome comments, observations and suggestions for the journal's improvement in order to help us serve you better.

The Editors

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MANAGING CORRUPTION IN TERTIARY INSTITUTIONS: CAUSES EFFECTS AND ERADICATION

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Abstract

Corruption is seen as cankerworm that had eaten deep the fabrics of Nigeria tertiary educational system in our contemporary time. This has caused challenges of development on Nigerian graduates and the rate at which productivity among the youth had dwindled. This paper examined the concept of corruption, causes of corruption in tertiary institutions such as greed, lack of infrastructural development and so on, and effects of corruption on educational system. The study further highlighted the impact of corruption in tertiary institutions and strategies of curbing the psychosocial challenge. The paper concluded that corruption must be flushed out for appropriate measures to be adopted before it damages the tertiary institutions and the lives of leaders of tomorrow. The paper provided possible recommendations for combating corruption with among others the educational curriculum which must be revisited by educationist so as to give room for youth empowerment to enable them earn their living.

Employment opportunities should be given utmost priorities by government to enable graduates fit to labour market after their National Youths Service Corps (NYSC). Also, admission of students in tertiary institutions should be based on merit and not compromise.

Keywords: *Corruption, Tertiary Institutions and Eradication*

Introduction

In the world today corruption is seen as one of the oldest and most perplexing phenomena in human society that exists in every country of the world. No country is immuned from this phenomenon because it is a well-known fact for quite some time that the classical view on corruption concerns only less developed countries. Corruption has affected almost all phases of human endeavor most especially educational system which has resulted into many crises that is difficult to control or tamed up to this present moment. It is argued that the educational sector is as corrupt as other respective sectors in a state.

Therefore, deterrence on corruption will help purge the educational sector. This because, there is a symbiotic relationship between the educational culture and the psychosocial and political culture of the society at large. It has been observed that cankerworm of corruption in the society also affects the educational sector and whatever happens in the educational sector affects the society at large vice versa (Priye 2018). There are two variants existing of corruption: (i) the "bottom-up"- and the "top-down"-corruption as opined by Rose-Ackerman (2012). Hence, when low-level officials collect bribes, which are shared with superiors, it is called "bottom-up"-corruption. Therefore, giving share of bribes to superiors protects them of being fired and getting prosecuted if a complaint arrives. If this system is institutionalized these payments become a condition of employment. The "top-down"-corruption works in the other

opposite direction. However, there are two reasons for this kind of corruption: Firstly, superiors might fear that a subordinate denounces them. Secondly, if the contracts are decided upon top-level, but the inputs are given by the subordinates, the superiors depend on the cooperation of their subordinates.

However, it has been observed that most graduates are not measured up to the standards of both internal and external evaluators (Torulagha, 2017). What has not been very clear in this discourse among others are: (a) the actual level of the deterioration at various levels of educational systems (b) the level of deterioration of moral values of the custodians of knowledge (teachers and lecturers) to the extent of certifying someone not knowledgeable to be knowledgeable and (c) the level of government negligence of education and the effect of the deterioration of the system. These are areas that need thorough investigation. Nevertheless, what is going on in tertiary institutions today call for urgent and serious attention by the leaderships of this country.

Concept of corruption

Corruption can be seen in so many angles and it has been defined by many scholars. Corruption is perceived across spectrum of illegal payments and transactions such as bribes, embezzlement, and money laundering among others. Since corruption is illegal, capturing the amount of corruption is not possible but could be measured using some parameters which are useful in the court of law. Corruption can be referred to as unethical behaviour of person or persons entrusted with public or private responsibilities who therefore neglect the duties to achieve unjustified benefits. These benefits could be measured in form of impairment of integrity, virtue, or moral principle and so on.

Hence, the term corruption, is often used when referring to matters of politics. According to Transparency International, corruption is defined as abuse of entrusted power for private gain.

It is also seen as dishonest or fraudulent conduct by those in power, typically involving bribery (Transparency 2011). Generally, corruption is a form of dishonesty or criminal activity undertaken by a person or organization entrusted with a position of authority, often to acquire illicit benefit. However, the word corruption is used to describe any act that violates generally accepted norms and behaviour of any society.

The Oxford Advanced Learner's Dictionary (7th edition, p.329) viewed corruption as "dishonest or unapproved behaviour, mostly of people in authority". In line with this, Osimen, Adenegan, and Balogun, (2013) defined corruption as a "daunting obstacle to sustainable development", a constraint on education, health care and poverty alleviation, and a great impediment to the Millennium Development Goal of reducing by half the number of people living in extreme poverty by 2015. Afolabi (2015) defined corruption as "one of the constellation of development problems, a serious illness, the AIDs of democracy". AIDs acronyms for Acquired Immune Deficiency Syndrome is maladies which destroy a system's inborn and natural ability to resist and survive a virtual attack. It is seen as the economic, social and political malaise that affects and destroys the growth and development of a nation suffering from such act. While Osuagwu (2012) buttressed that corruption manifests itself in Nigeria in form of abuse of position and privileges, low levels of transparency and accountability, inflation of contracts, bribery, kicks backs, misappropriation or diversion of funds, under and over invoicing, false decoration, audience fee fraud and other deceptive schemes which include commodity harbouring, illicit smuggling of drugs and arm, human trafficking, child labour, illegal bunkering, foreign exchange malpractices, counterfeiting of currency, theft of intellectual property, open market abuse and prohibited goods (Alege, Adamu and Andi, 2014). This indicates that corruption is seen as an illegal behaviour of people who are either in office or public places and who use their authority to do wrong things in return for

money or favour. It is obvious today that there are many prevailing corruption or unethical behaviour that was manifested among the students, academic and staff in tertiary institutions.

Corruption in Nigeria tertiary institutions has bastardized the educational system in many ways which have negative effect on graduates the turned out today. This impediment has crumbled the country potentials which have affected the quality of education generally. However, this has deteriorated almost phrases of educational sectors (Primary, Secondary and tertiary institutions). Since education is seen as fundamental human rights and a major driver of human and economic development that strengthen personal integrity and shapes the societies in which we live. Education comprises of 20-30 percent of a country's budget, it is critically prone to corruption, from national education ministries to local schools and universities.

The cost of corruption is high. Stolen resources from education budget mean overcrowded classrooms and crumbling schools, or no schools at all. Schools and universities charge of unauthorized fees, forcing students most especially girls sexual addict for academic purposes and so on. Teachers and lecturers are appointed through family connections without qualifications, wrong people occupying right position. Student's admission fraud, dashing/sales of scores, lack of accountability, unethical behaviour in academic environment etc. and lack of transparency among the so call leaders has in no measure affected the growth of educational system in Nigeria (Torulagha, 2017).

Categories of corruption

Corruption can be divided into three parts which include:

- (i) **Grand corruption:** This is an act committed at a high level of government that distort policies or the central functioning of the state, enabling leaders to benefit at the expense of the public good.

- (ii) **Petty corruption:** It is everyday abuse of entrusted power by low- and mid-level public officials in their interactions with ordinary citizens often trying to access basic public goods and services'
- (iii) **Political corruption:** This has to do with the manipulation of policies, institutions and rules of procedure in the allocation of resources and financing by political decision makers, who abuse their position to sustain their power, status and wealth

Levels of Corruption

- (i) **Bribery:** - The act of dishonestly persuading someone to act in one's favour by payment or other inducement. Inducements can take the form of cash, gifts, loans, fees, rewards or other advantages (taxes, services, donations, and so on). The use of bribes can lead to collusion (e.g. inspectors under-reporting offences in exchange for bribes) and/or extortion (e.g. bribes extracted against the threat of over-reporting).
- (ii) **Embezzlement:** - To steal, misdirect or misappropriate funds or assets placed in one's trust or under one's control. From a legal point of view, embezzlement need not necessarily be or involve corruption.
- (iii) **Facilitation payment:-** A small payment, also called a "speed" or "grease" payment, made to secure or expedite the necessary action to which the payer has legal or other entitlement.
- (iv) **Fraud:** - The act of intentionally and dishonestly deceiving someone or group in order to gain an unfair or illegal advantage (financial, political or otherwise) for selfish purposes.
- (v) **Collusion:** - An arrangement between two or more parties designed to achieve an improper purpose, including influencing improperly the actions of another party.

- (vi) Extortion: - The act of threatening to impair or harm, directly or indirectly, any party or the property of the party to influence improperly the actions of a party.
- (vii) Patronage, clienteles and nepotism: - Patronage at its core means the support given by a patron. In government, it refers to the practice of appointing people directly.

However, the state of corruption in Nigeria is disheartening. Hence, corruption is a menace that has turned the situation of things upside down. According to Aluko (2002), he opined that corruption now appears to have become a permanent feature of the Nigerian polity. It had become completely institutionalized, which had entered into the realm of culture and the value-system.

Tabular representation of Levels of corruption in Nigeria

Year	No of countries	Position of Nigeria
2001	91	90 th
2002	102	101 st
2003	135	2 nd
2004	145	3 rd
2005	158	6 th
2006	180	144 th
2007	148	32 nd
2011	146	144 th
2012	176	139 th
2013	177	144 th
2014	174	136 th
2015	176	26 th
2016	175	28 th
2017	147	27 th
2018	146	27 th

Source: Tradingeconomics.com Transparency international (2018)

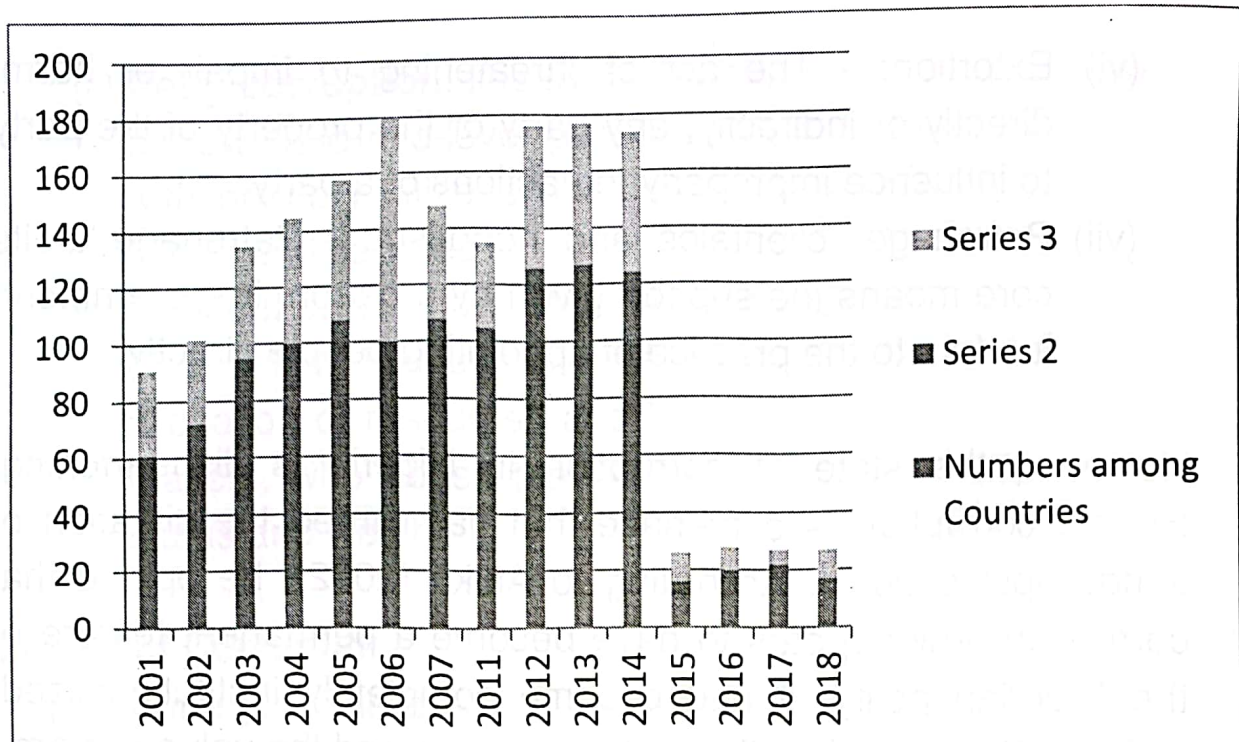


Figure 1: Histogram on Levels of Corruption in Nigeria

For example, according to Transparency International in 2001 survey, 91 countries in the world were surveyed which shows Nigeria occupied the 90th position, taking the second position after Bangladesh. In 2002, 102 countries were surveyed and the report showed Nigeria occupied 101st position. In 2003, out of the 135 countries surveyed, Nigeria ranked number 2. In 2004, Nigeria ranked 3rd most corrupt country out of the 145 countries of the world. In 2005, Nigeria was ranked the 6th most corrupt country of the world, having surveyed 158 countries. In 2006, Nigeria was 144th despite all the anti-graft laws that were put in place. In 2007, 180 countries were surveyed in Nigeria was ranked 148th position. Hence, year 2008, 2009, and 2010 were not captured in this study due to lack of data.

However, survey was carried out in 2011 which out of 146 countries surveyed, Nigeria was 144th. In 2012, Nigeria ranked 139th out of 176 countries surveyed. In 2013, Nigeria took the 144th position of the 177 countries surveyed. In 2014, Nigeria ranked 136th out of 174 countries surveyed. 176 countries were surveyed and Nigeria ranked 26th in 2015. In 2016, 175 countries

were surveyed Nigeria ranked 28th position. 147 countries were surveyed in 2017; Nigeria ranked 28th position and in 2018 Nigeria ranked 27th position out of 146 countries that were surveyed (The Transparency International Corruption Perception Index, CPI, 2019).

Causes of Corruption in Tertiary Institutions

Corruption in tertiary institutions deserves attention for many reasons but in particular because of the negative impact it has on society. Corruption as earlier defined has “the behaviour of persons entrusted with public or private responsibilities, who neglect their duties to achieve unjustified benefits”. Measures to prevent corruption in the field of education are fashioned purposely to enhancing the quantity, quality and efficiency of the education system (Oschse, 2004). Education is a core fundamental right which drives the political, social and economic development of a nation.

Moreover, corruption in the tertiary institution today may take multiple forms and they permeate all areas of the system. Arikwandu (2017) stressed that various reasons have been found as prevalence of corruption which include: great inequality in distribution of wealth; political office as the primary means of gaining access to wealth; conflict between changing moral codes; the weakness of social and governmental enforcement mechanisms; poor reward system; greed; peer community and extended family pressures; polygamous households; weak cultural values; ineffective taxing values; and loss of national pride and credibility among the committee of nations. World Bank (2014) identified four principal causes of corruption, which are:

- (i) Government restrictions and intervention, which lead to excessive profits. These include trade restrictions (tariffs and import quotas), favourist industrial policies (subsidies and tax deduction), price controls, multiple exchange rate

- practices, foreign exchange allocation schemes, government-controlled credit;
- (ii) Natural resources, e.g., (crude) oil whose supply is limited by nature where huge profits are available to those who extract it; officials who allocate extraction rights are likely to be offered bribes;
 - (iii) Where civil servants are paid low wages and have to resort to collect bribes in order to feed their families; and
 - (iv) Inadequate and sustainable retirement and remuneration benefits.

Also, the following has been identified as part of causes of corruption in tertiary institutions: (i) Greed (ii) Lack of infrastructural development (iii) Poor youth empowerment and unemployment (iv) Poverty and (v) Lack of students' services

(i) Greed: The term greed has no grade because it happened at all phases of life, be it in business, secular world, academic environment (both on the part of students, lecturers and school administrators). Greed has caused lot of crises in the world, Nigeria inclusive. Because of greed, political leaders embezzle funds that ought to be used for national development diverted to settle their own selfish needs which has caused crises in many sectors most especially on the part of academic lecturers which had been demoted or dismissed because of unethical behaviors among them.

(ii) Lack of infrastructural development: Some decades ago infrastructures in tertiary institutions are admirable for example Obafemi Awolowo University, Ahmadu Bello University are similar to where Nigeria borrowed the Western educational system but today reverse is the case. The school compounds and campuses were well kept. The grasses were cut regularly, flowers were well trimmed, new building were always cropping up, efforts

were made conscientiously to upgrade laboratory equipment and there was regular painting of the buildings and facilities in general. The vice chancellors, registrars, deans, principals, headmasters, professors, lecturers, instructors, teachers both in the schools and in the educational bureaucracies were highly motivated and committed to educating the youths of the country. The quality of education was very high, thereby, enabling Nigerian students to compete very well throughout the world. During the decades mentioned, educators maintained high professional and ethical standards in their respective works. Educational institutions competed at every level to be ranked best regionally, nationally, and internationally in terms of academic performance, extra-curricular activities, and infrastructural development. Today, there is little or nothing to motivate one of been in an educational environments and this has great influence on academic performance of the students.

- (iii) Poor Youth Empowerment and unemployment:** Poor moral youth empowerment is a contributor to corruption. Internet fraud, sexual harassment by male sexual promiscuity e.g. baby mama, sugar daddy, multiple sex partners and other bad acts are because Nigerians lack understanding on the importance of youth empowerment. When parents and governments empower youths both financially and morally, the level of corruption among them will diminish. It is because the youthful exorbitant stages are contending with them, it is a stage when the strength is there and the rightful skill must accomplish in order to identify their given talent. Unemployment is a major challenge in Nigeria and does not need much explanation because it had broken the hearts of many citizens (). People are pushed into corrupt practices because of high rate of unemployment. An unemployed citizen can indulge

in corruption to make money and live better. The youths, fathers and mothers are seriously lamenting on the negative impact of unemployment in their lives. Youth are faced with unemployment thereby driving them into armed robbery which results to untimely death or life in prison when caught by the authorities.

(iv) Poverty: According to international standards of poverty, a person is said to be poor when he lives below \$1.25 (₦210) though it varies per day. There are many poor people in Nigeria, and poverty pushes them into corruption. According to World Bank Group, in 2004, 63.1% of Nigerians were poor (). The poverty level increased in 2010. In 2010, 68% of the Nigerian population was estimated to be poor. A person can take bribe to commit crime because he is poor (World Bank, 2013). It is one of the reasons why the poor youths in the country collect bribes to work as thugs for Nigerian politicians. Also, students in tertiary institutions recently are used as instruments they make use of to fulfill their greed interest.

(v) Lack of concern for student's services: In tertiary institution today there is no concern for students unlike in 1970s (Torulagha, 2017). This attested to the fact that student services, scholarships, grants are lacking at every level of education (primary, secondary and university). Unlike the periods of 1970 and 80's the present times witnessed the scarcity of scholarship programmes. In the past, both federal and state governments provide all kinds of scholarships to enable Nigerian youths pursue higher education either in Nigeria or overseas. This has encouraged and motivated the students to put in more effort in pursuance of their academics. At the student's' level, the evil association called cultism is another aspect of corruption, although on

a low scale as a result of the stringent punitive measures adopted against cultists. This has ruined the lives of many undergraduates in the institutions.

Effects of Corruption in tertiary Institutions

Corruption today serves as cankerworm that has affected Nigeria educational system and in 1970s the rate of discipline in tertiary institutions cannot be compared with present situation. Tertiary institution is seen as citadel of learning, where mental, moral, emotion, attitude, characters are build in order to be a good citizen of tomorrow or to represent a good image of the country but today the story have changed. For example before students can be allowed to write examination, certain percentage of attendance must be put to consideration but today reverse is the case. Amini-Philips, and Ogbuagwu, (2017) explained that many learners in higher institution do not attend lectures because the 70% attendance to lectures to qualify them to write examination policy is hardly implemented because students are prepared to bribe to pass. However, this attitudes lead to inadequate learning and resulted to examination malpractices and other illicit practices like bribery/sorting of lecturers. This too have great impact on the product and the quality of graduates that are turned out of the system. Kehinde and Salami (2017) supported that corruption in tertiary institutions distorts the efficiency and quality output of the system.

The implication of corruption on the part of tertiary institutions authorities/administrator is not encouraging on the type of projects and the contractors handling it. Misappropriation of funds, diversion of money to other illegal projects or for their own selfish interest which has implication on the building projects and so on. The non-academic too is not helping matters in tertiary institutions today. For example during admission exercise they are in the fore front to collect bribe and issue fake admission letters. This has affected many candidates as they are eventually

thrown out of the system, this resulted in these set of candidates to remain in the campus and join cult and become violent among the students.

Emphasis should be laid on discipline at all levels which should be attached with punishment when discipline declines virtually everything else does, as a culture of impunity is created since officers perceive the disciplinary system as ineffectual. Effective supervision, discipline, and clear accountability of officials through adequate monitoring of behaviour can go a long way to check the spread of corrupt practices as punishment meted out to the bad eggs will serve as deterrent to others. Therefore, negative consequences of corruption are many, and among them are: (i) Poor investment (ii) Rise in poverty (iii) Poor national development and (iv) National crises.

- i) **Poor Investment:** Unemployment in Nigeria would have been eradicated to some extent if only investors were attracted to it. Companies that would have invested in Nigeria are afraid because they do not know if the corrupt practice will ruin their industries in time. For this reason, they refuse to invest in Nigeria.
- ii) **Rise in Poverty:** This is when the heads of public service are busy laundering the money that is supposed to be used to create employment for the masses and reduce poverty are misappropriated there will be a rise in the poverty level of the country. Just like the rise in poverty as statistically shown between 2004 and 2008 respectively. Since the government is selfish and does not want to help the poor, poverty continues to rise in Nigeria.
- iii) **Poor National Development:** National development is seen as the ability of a country to provide or improve the standard of living of an individual or a citizen. For example, ability of the country in the provision of social amenities such as quality education, good roads, infrastructure, water, electricity, absence of medical care

make an individual to be corrupted. Hence, any country with high corruption is likely to experience developmental bankruptcy. A situation where some executive officers indulge in corrupt practices to make their money indicate that economic development will suffer. When Nigerians keep on shifting the country's currency to foreign countries, there will be less economic development in Nigeria.

- iv) **National Crises:** So many crises in Nigeria today are as a result of corruption. The insecurity threat in Nigeria caused by Boko Haram was a consequence of corruption. Corrupt politicians are fought the government of former President Goodluck Jonathan using Boko Haram as their agent because they do not want his administration to succeed. The attacks by Boko Haram have caused disorderliness in Nigeria and seriously affected the economy of the country. Now that the held men have took over, the situation is getting worst compared with the past.

Strategies of Curbing Corruption

In order to put an end to corruption in Nigeria some measures must be put into consideration. Corrupt Nigerians do not truly understand the harm they have and are causing other citizens. Corruption has been identified as a social evil which has immediate effects on the economy and generally tertiary institutions with long-term damage on moral fabric of the humanity. This has eaten into the family values where ones worth is measured by the size of the wallet. It is also fueled by capitalism which advocates competition, privatization and wealth accumulation. Rose-Ackerman (1998) recommends a two-pronged strategy aimed at increasing the benefits of being honest and the costs of being corrupt, a sensible combination of reward and punishment as the driving force of reforms.

However, curbing corruption in Nigeria is a way of poverty reduction in the society (World Bank & Transparency International, 2015). According to Osewa in Daniel (2015), he identified a typical case of corruption in tertiary institutions in Nigeria which impact is felt in the country. The demand for money from prima-facie qualified candidates to offer them admissions into universities in Nigeria, which he pointed out, is difficult to refute. He further stated that some of these charges which students are constrained to pay for the development of institutions on admission, are not often paid to the school authority. Other ways of curbing corruption include:

Self-Satisfaction: Self-Satisfaction in this context implies being content with what one has. When the leaders of Nigeria are satisfied with the salary they are paid and use them in the right way, the issue of embezzlement and money laundering will be history. School administrators who are satisfied with what they are paid will not have time to indulge in corruption to make more money.

Institution of Proactive Anti-Corruption Groups: Creating strong anti-corruption institutions is another arsenal to win the fight against corruption. This group is to work independently with the government to ensure transparency. Anyone who is caught in corrupt practice by the group should experience the consequences decided by the anti-corruption agency. That he is a minister or governor of a state should not be given preferential treatment from facing the punishment he is to receive according to the Constitution of Nigeria.

Generation of Employment: The unemployed in the country find themselves involved in corruption mainly because they want to make money to meet the demand of the day. Governments and capable hands should endeavour to generate more jobs for citizens to get employed and be paid in return. A busy mind finds it difficult to indulge in corruption

because he is being paid adequately. This has gone a long way in affecting the youth in many ways and has turned them to something else in the society. Self-employment will make graduates more determined in the work they do and will prevent them from corrupt practices like Internet scams, kidnapping and the rest.

Funding of Schools: Understanding the importance of skills acquisition will go a long way in propelling students to develop in tertiary institutions across Nigeria. When more attention is paid to the tertiary institutions in the country, it will produce graduates that are employable. Installation of necessary equipments and machines needed in universities will help Nigerian undergraduates acquire skills which will be useful to generate income, even if no company employs them after graduation.

Equality among citizens: Treating any offender in the country equally will help reduce corruption. No one is above the law and any who acts contrary to it should be given the punishment that he or she deserves. Being the Minister of Aviation or Governor of the Central Bank of Nigeria should not count in this case. Ministers or head of state are punished based on corruption, allegation or crime committed. Through this disciplinary means which will serve as deterrence to others so as to separate themselves from any corrupt practices.

In synopsis, the paper reviewed the rate at which corruption infiltrated and retarded tertiary institutions and individual in the society. Hence, corruption is seen as cankerworm that had penetrated deep the fabrics of Nigeria's tertiary educational system. This has caused challenges of development on Nigerian graduates and the level of productivity among the youth had also dwindled. This paper examined the concept of corruption, causes of corruption in tertiary institutions such as greed, lack of

infrastructural development and so on, and effects of corruption on educational system. The study also discussed the impact of corruption in tertiary institutions and strategies of curbing the psychosocial challenge if the higher education stated objectives are to be achieved. The paper concluded that corruption must be flushed out for appropriate measures to be adopted before it damages the tertiary institutions and the lives of leaders of tomorrow. The paper provided possible recommendations for combating corruption with among others the educational curriculum which must be revisited by educationist so as to give room for youth empowerment to enable them earn their living.

Conclusion

Conclusively, corruption should be flushed out by adopting different measures before it damaged the tertiary institutions and lives of leaders of tomorrow. However, corruption is perceived as a serious threat to the successful achievement of educational goals as stated in the Nigeria educational policy. Therefore, it is time to wage war against corruption, that is, anti corruption should be extended to the educational sector in other to get the best.

Suggestions

Based on the findings of this study the following suggestions were made:

- The Federal government/ institutions/lecturers should improve on student's welfare by improving on scholarship programmes and treat them like their own children, attending to their needs and not exploiting them.
- Tertiary institutions should base student's admission on intellectual capacity. This will enable them monitor and curb some art of indiscipline or unethical behaviour among these students.
- The government should invest much on education by increasing the budgetary allocations with a view of

producing qualitative teachers who are well trained in content, pedagogy and moral with good level of commitment in teaching and business.

- Both government and institution should provide serene academic environment that values integrity, well-designed governance, good mind of transparent and accountability.
- Parents should not neglect their duty to the institution in training their children because they are the first teachers
- Educational curriculum must be revisited and give room for youth empowerment in order to earn their living.
- Employment opportunities should be given priorities for graduates to fit in the labour market immediately after their National Youth Service Corps.
- Students' admission into tertiary institutions should be strictly based on merit
- Adequate welfare packages should be given to the lecturers and their promotion should not be denied to serve as encomium for better service delivery.

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