



OSUN STATE UNIVERSITY

www.uniosun.edu.ng

OSOGBO, NIGERIA

**THE 12TH OSUN STATE UNIVERSITY
FOUNDATION DAY ANNIVERSARY LECTURE**

**BREAKING THE CYCLE OF INDOLENCE AND DEPENDENCY:
A CHALLENGE TO NIGERIAN YOUTHS**

DELIVERED BY

Abel Olajide Olorunnisola, PhD, *FNSE, FNIM, FMSN*

Professor & Head

Department of Wood Products Engineering

University of Ibadan, Ibadan, Oyo State, Nigeria

Friday, September 20, 2019



Abel Olajide Olorunnisola, PhD, *FNSE, FNIM, FMSN*
Professor & Head
Department of Wood Products Engineering
University of Ibadan, Ibadan, Oyo State, Nigeria

Your Excellency, The Governor of the State of Osun and Visitor to Osun State University
Members of the State Executive Council here present
The Pro-Chancellor and Chairman of the Governing Council
Other Members of the Governing Council
The Vice-Chancellor
Other Principal Officers of the University
Members of the University Community
Students of Osun State University and Students in attendance
Gentlemen of the Press
Distinguished Guests
Ladies and gentlemen

I heartily congratulate the Visitor, Chancellor, Pro-Chancellor and all Members of the Governing Council, Management, staff, and students of this University on this great occasion marking your foundation day. I consider it a great privilege to be asked to present the 12th Foundation Day Anniversary Lecture and I am very pleased indeed to be here today. I was pleasantly surprised when the Vice-Chancellor, Professor Labode Popoola, contacted me on a Monday morning a few weeks ago, and requested that I deliver this lecture. The task was made easy because the topic, which happens to be one of the subjects I am particularly interested in, and which is very relevant to the current situation in Nigeria today, had been pre-selected.

In delivering this lecture entitled '*Breaking the Cycle of Indolence and Dependency: A Challenge to Nigerian Youths*', I like to proceed by first defining the three key terms in the title in reverse order.

The Youths

Youth is generally regarded as the period between childhood and adult age. Interestingly though, the word 'youth' currently has no generally acceptable definition in the Nigerian context because different government documents and schemes give conflicting definitions of the age range of the youths. For example, in some government documents, 'youths' are referred to as persons who are between the ages of 15-35, whilst the Nigerian constitution recognizes 18 years as the starting point of youthfulness i.e., the terminal point of childhood. The National Youth Service Corps (NYSC) scheme recognizes 30 years as the upper limit of youthful age, while the Nigerian National Youth Policy (2009) recognises 'youths' as male and female individuals whose ages are between 18 and 35 years. Again, the Presidential Youth Empowerment Scheme (P-YES), established by the Federal Government in 2019, defines "youths" as male and female individuals whose ages are between 18 and 40 years. For the purpose of this lecture, I have decided to adopt the age range of 18 to 35 for youths, because a 15- year old is still a child before the law in any country including Nigeria and age 35 is the beginning of middle age. In my view, since a 40 - year old can have a 15-year old son or daughter, such persons should not be classified as youths. All things being equal, a 40-year old man or woman should have been fully settled and established for, as the saying goes, 'a fool at 40 is a fool forever'.

Indolence

The American Heritage dictionary (2016) defines indolence as inactivity resulting from a dislike of work; a disposition to remain inactive or inert; the trait of being idle out of a reluctance to work; or a failure to be active as a consequence of lack of initiative or ambition. The synonyms of indolence include laziness, inertia, idleness, inactiveness, inactivity, shiftlessness, and faineance.

Dependency

The same American Heritage dictionary (2016) defines dependency as ‘the state of being dependent, i.e., reliance on someone or something for financial support.

Indolence and the Challenge of Youth Unemployment in Nigeria

Youths make up a greater part of the working population and are expected to make significant contributions to the economic development of Nigeria. Hence, a discussion about indolence among the youths will naturally include issues of unemployment, empowerment and job creation. Unemployment or joblessness, is a situation in which able-bodied people who are looking for a job cannot find a job. The term empowerment refers to measures designed to increase the degree of autonomy and self-determination in people. The concept is based on the assumption that giving people skills, resources, authority, opportunity, motivation, and holding them responsible and accountable for outcomes of their actions, will contribute to their competence and satisfaction. Job creation, on the other hand, is the process by which the number of jobs in an economy increases. Conceptually, it is the proactive opposite of unemployment.

Youth unemployment is a global phenomenon. In some societies, it is man-made and can easily be resolved by man-made job creation policies. In some other societies, it is a product of failed economic policies. In others, it is a reflection of the demand-supply price mechanisms and how they relate to interest rates and investors motivation hiring for increased production. Nigeria has a teeming population of youth, estimated at 64 million. The unemployed youth population in the country is currently dominated by secondary school leavers and graduates of tertiary institutions and the youth unemployment rate averaged 23.63% between 2014 and 2018, reaching an all-time high of 38% in the second quarter of 2018 as shown in Figure 1

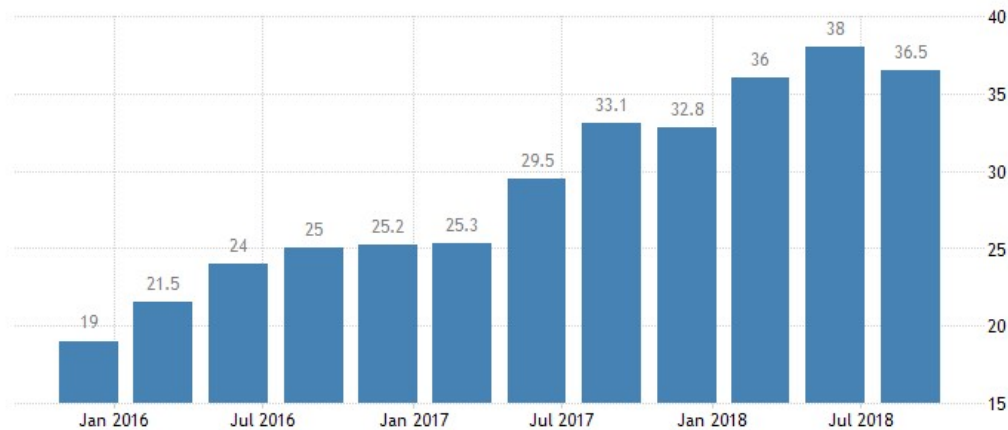


Figure 1: Youth Unemployment Rate in Nigeria: January 2016 – July 2018

Source: National Bureau of Statistics, Nigeria

<https://www.nigerianstat.gov.ng>

(<https://tradingeconomics.com/nigeria/youth-unemployment-rate>). A contra-distinction of youth unemployment across a few countries between the 3rd and 4th quarters of 2017 to February 2018 revealed that Spain had the highest rate (35.5%) followed by Italy (32.8%); France (21.6%); Turkey (19.2%); Euro Area (17.7%); Australia (13.3%); India (12.9%); United Kingdom (12%); Canada (11.1%); South Korea (9.6%); United State (9%); Netherland (7.2%); Germany (6.2%); and Japan (4.2%).

There is a general believe among employers of labour that many Nigerian youths, particularly the secondary school leavers and graduates of our tertiary institutions, are simply un-employable because they lack the battery of skills required for job performance expected of holders of the different categories of certificates that they parade around. Also, indolence, ignorance, shoddiness, arrogance and ill manners are well-known bed fellows. Hence, some of the major manifestations of a combination of indolence and youth unemployment/un-employability in Nigeria today include the upsurge in examination malpractices at all levels of our educational system, the rise in crime rate (particularly kidnapping by some criminals as young as 20 years old, a national tragedy for which Ibadan-Ilesa-Akure road has become notorious in the last one year), the menace of drug-abuse which has a direct correlation with violent crime, increase in internet fraud/scams (e.g., the notorious yahoo-yahoo boys), as well as the increase in drug abuse and trafficking. A few examples will suffice. The Registrar of the Joint Admissions and Matriculation Board (JAMB), Prof Is-haq Oloyede, in announcing the 2019 Unified Tertiary Matriculation Examination (UTME) results reported, as usual in recent times, all kinds of malpractices perpetrated by both candidates and computer-based test centres. In some examination centres, the closed circuit television cameras installed by JAMB caught ‘professional writers’ who hid in toilets and later replaced the UTME candidates who pretended to go to the toilet to ease themselves. It is worth mentioning that it was because of the upsurge in such examination malpractices that many universities instituted Post-UTME examinations a few years ago.

Only recently (August 2019) the Federal Bureau of Investigation of the United States of America published within two weeks two separate lists of arrested Nigerian credit card fraudsters. The first list contained 77 names while the second list contained 22 names. The age range of the 22 arrested fraudsters as provided in the second list was between 22 and 32 years, majority (over 70 %) of them being less than 30 years old. The menace of drug abuse among the youth has also become so serious in the country that a number of established pharmaceutical formulations which were routinely sold as over-the-counter drugs in the past (e.g., *Codine*, *Tramador*, etc.) have now been placed on restriction. Apart from pharmaceutical formulations, anyone visiting a major motor park in the south-west will be confronted with sights of young people (drivers, conductors, miscreants, etc) openly taking all forms of the so-called multipurpose herbal concoctions, 'energy drinks' and various mixtures of alcoholic drinks which go by all kinds of names- '*awogbaarun*', '*paraga*', etc. At the tail end of August 2019, a list of 23 young Nigerians, convicted for drug trafficking, to be executed in Saudi Arabia was circulated in the social media. At least two other Nigerians had been executed for the same offence in Saudi Arabia within one year, while other young Nigerians had earlier been convicted and executed for the same offence in Malaysia, China and Singapore in recent times. As the popular saying goes, '*the devil finds job for an idle hand*', or otherwise put: '*an idle mind is the devil's workshop*'. The 'age-crime curve' also suggests that crimes are most prevalent during mid to late adolescence, i.e., the incidence of crime increases with age until individuals reach about 16 to 20 years of age. The incidence then decreases with age in adulthood.

There is no doubting the fact that several factors other than indolence contribute to the current prevalence of youth unemployment and un-employability in Nigeria today. These include: 1) high population growth rate, 2) deficient school curricula and teacher training, 3) deficient infrastructure, 4) lack of vibrant industry to absorb competent graduates, 5) flawed and inconsistent public policies on education and employment, and 6) indolence and the dependency syndrome fuelled by entitlement mentality on the part of the youth, which is the main focus of this lecture. The Governments at national and state levels have made attempts over the years to curb the population growth rate, address the deficiencies in school curricula, provide infrastructure, and promote industrial development. Several policies have also been enunciated to address youth unemployment, hence the diversity of youth empowerment schemes created by the Government at various levels over the years to assist the youths to be self-employed (Olorunnisola 2019). Three examples of such schemes are:

- **The National Youth Service Corp (NYSC)**, established by Decree No 24 of 22nd May 1973. The primary aims of this scheme are to inculcate discipline in youths and loyalty to the nation, to raise morality in youths, to promote national unity among youths irrespective of their ethnic nationality in the country, to encourage the corps members to seek career employment all over the country, thus promoting the mobility of labour, to induce employers to employ the youths irrespective of their states of origin in the country and finally, to enable youths acquire the spirit of self- reliance. The NYSC now has a skill acquisition and entrepreneurship department whose functions include sensitizing and mobilizing young graduates for skill acquisition annually, and facilitating the training and mentoring of young graduates in skill acquisition, entrepreneurship development for self-reliance, promoting public-private partnership for entrepreneurship development and self-reliance amongst Nigerian youths, promoting documentation and sharing of best practices

on youth empowerment, supporting evidence-driven advocacy efforts for favourable policies on youth empowerment, sensitizing and mobilizing corps members for enrolment into the skill acquisition and entrepreneurship development programmes, and developing a standard curriculum for the in-camp skill acquisition exercise (<http://www.nysc.gov.ng/saed.html>).

- **National Poverty Alleviation Programme (NAPEP)**, established in January 2001. It was designed to replace the Poverty Alleviation Programme. NAPEP's goals include training youths in vocational trades, supporting internship, supporting micro-credit, and creating employment in the automobile industry among others (<https://en.wikipedia.org/>).
- **Presidential Youth Empowerment Scheme (P-YES)**, established by the Federal Government in 2019, designed to equip the youths with requisite skills, knowledge and resources that will make them productive; thereby reducing poverty and creating an economically empowered youth population that can contribute meaningfully to national growth. The intervention programmes include agriculture, ICT and mobile money, fashion, catering and technical skill acquisition. The scheme is designed as an incubation programme whereby youths will be directly empowered with Seed Empowerment Tools (SET) with the aim of creating multiple layers of empowerment (<https://www.p-yes.gov.ng/>).

However, these and many other schemes and programmes have not been able to curb the rise in youth unemployment in the country partly because the effectiveness of job creation depends largely on the quality, the attitude and mindset of the available workforce. It seems that it is yet to dawn on some youths that the era of white collar jobs for all graduates (with the associated '*ogo ta, ogo o ta, owo alaaru a pe*' mentality) is fast disappearing and that the Nigerian economy, in its current state, presents vast opportunities for self-employment. As noted by Okunmadewa (2019), an average of four million people enter the job market every year and it takes an average of two and a half years for a university graduate to get a standard job in Nigeria today. The irony of the situation is that even in the midst of mass youth un-employment, Nigeria is in short supply of well-trained craftsmen, artisans and technicians of all sorts-auto mechanics, bricklayers, carpenters, tailors, plumbers, electricians, computer analysts, database and Web/Network technicians, medical technicians, etc (Olorunnisola 2014, 2017, 2018, 2019). There is no doubt that there are numerous Nigerian youths who have taken the bull by the horn and have become job-creators. Nevertheless, many are indolent and want to get rich quick, while others prefer to be dependent on government, their parents, uncles, siblings, etc.

Indeed, one of the biggest problems in Nigeria today is the pervasive laziness amongst youths across the country. Like the huge deposits of untapped mineral resources under the earth, so lies large, wholesale, but untapped creative and economic power within the Nigerian youths. With 60% of the population below age 35 we should have had more thriving businesses formed by the youths, much more skilled and multi-skilled youths, fewer vacancies and higher employment rate, more and richer expressions through music, poetry, book publishing, movies, art, etc. Unfortunately, indolence, though largely encouraged by external factors, have now been internalized, embraced and magnified by the youths. A few examples will suffice:

- Many Nigerian youths nowadays are satisfied just having a certificate as against having clear know-how or skill. It is now okay to be a graduate that cannot communicate adequately either orally or in writing. Knowing enough to make a pass mark seems just fine. The desire to burn the midnight candle is waning among those who are still students.
- Few would choose to gain more knowledge or acquire a skill as against being idle. Instead of investing in learning computer skills or maybe even buying a small laptop, many would rather party, buy expensive phones, or simply even do nothing
- Waking up early and arriving at work early are some of the biggest challenges of many youths of today.
- Some are led more by the clock than by the demands of the job ahead of them. Many would prefer to do a shoddy job just because it is time or close to the time for them to close from work.
- “Ability to work under little or no supervision” and “ability to work under pressure” appear on the CVs of many youths but are not demonstrated in the quality of their work.
- Many youths will not attend career seminars or job fairs but will prefer to go for concerts and weddings. Few will mine the internet for useful information about companies and industries they wish to work in. Most would rather spend time on Facebook, WhatsApp, Instagram, Twitter, etc. Many do not take the trouble to learn how to write a great CV. Many do not take the trouble to practise endlessly for pre-employment tests or rigorously prepare for interviews. Some arrive late for interviews with unbelievably flimsy and irresponsible excuse such as “it was traffic”. Many would go better dressed and prepared to attend a wedding than a job interview.
- Many young graduates desirous of building enterprises cannot seem to understand the concept of apprenticeship or volunteerism. For them apprenticeship is a concept for the unschooled and semi-educated. They seem not to understand how one can deliberately work with someone or in an organisation for some years just to gain access to their knowledge, methodologies, and networks. They do not want to volunteer, i.e., spend time, unpaid, working for an organisation in a bid to acquire workplace knowledge and skills, with the hope that doing this would increase the chances of getting a desired job. They seem not to know how to learn to earn. They cannot delay gratification.
- Many youths attempt starting a business but fail because of indolence and their inability to pay attention to details.
- Even the type of music they listen to these days is lacking in content, originality and creativity.
- Generally, the quality of preparation for anything has reduced. Laziness and casualness show in every area of the lives of many of our youths of today.
- Many Nigerian youths wish to start big. Quite a number of the young musicians of today have even composed songs about this wishful thinking of becoming as rich as Aliko Dangote, Femi Otedola, etc, without lifting a finger!

Incidentally, Aliko Dangote has been credited with making the following statement, perhaps in response to the various songs projecting the wishful thinking of the average Nigerian youth of today:

“I built a conglomerate and emerged the richest black man in the world in 2008, but it didn’t happen overnight. Youth of today aspire to be like me, but they want to achieve it overnight.

It's not going to work. To build a successful business, you must start small and dream big. In the journey of entrepreneurship, tenacity of purpose is supreme”.

The Dependency Syndrome among Nigerian Youths

The dependency syndrome among the Nigerian youths of today is largely a product of their ‘entitlement mentality’. By definition, an entitlement mentality is a state of mind in which an individual comes to believe that privileges are rights, and that they are to be expected as a matter of course (https://www.conservapedia.com/Entitlement_mentality). The entitlement mentality among our youths is characterised by:

- A lack of appreciation for the sacrifices of others- parents, relations, government, etc.
- A lack of personal responsibility. Just as the youths who have an entitlement mentality typically expect others to solve their problems, they also refuse to accept that the problems are of their own making. Thus, they are frequently unable or unwilling to acknowledge fault or error which typically leads to denial.
- An inability to accept that actions carry consequences.
- An arrogant assumption that privilege reflects on the merits of the individual in question.
- An increased dependency on government intervention and an expectation that the government will intervene to solve personal problems

Some of the consequences of the dependency syndrome among Nigerian youths of today are the unwillingness of many to take charge of their life and the surge in suicide rates. Many youths do not know how to look for jobs. Rather, it is their parents and guardians that job -search for them. There are instances where 30-year old men still live with their parents even when they are already employed and they can afford to rent their own accommodation. Some expect their parents not only to foot the bills of their wedding ceremonies, but also those associated with the day-to-day running of their homes. Many cannot think for themselves and hence cannot handle the challenges and vicissitudes of life. Recent newspaper reports indicate that no less than ten youths, including quite a large percentage of undergraduate students, have committed suicide in the last twelve months. The matter became so serious that *Sniper*, an insecticide which became notorious for its use by many of those who had committed suicide, had to be banned by the Federal Government. It should be noted in passing that banning of *Sniper* only tackles *how* people commit suicide not *why* people commit suicide. It is like going to dry up the Lagos Lagoon because people use it as a tool for committing suicide. To truly curb this epidemic, we must focus on the reasons why people, especially the youths, do it.

As rightly noted by Ibitoye Olukosi, an online commentator,

‘banning sniper will not solve the problem of suicide in Nigeria, because there are other toxic substances or lethal objects that can be used for deliberate self-harm. In this light, anyone calling upon the authorities to ban Sniper should also tell them to ban kitchen knife, acid, rope, detergent, petrol as well as deconstruct the Third Mainland Bridge that has been seen by many as an exit point to the afterlife’.

It should also be quickly mentioned that all suicides cannot be attributed to dependency syndrome. Many people who commit suicide have underlying depression. In addition,

heartbreak, all kinds of provocation, rejection, and hubris can also lead to suicide. A 2018 statistical report revealed that about 40 to 60 million Nigerians are suffering from one form of mental disorder or another and that the figure might continue to rise considering the growing rate of social crisis surrounding many young people living in Nigeria today. Nevertheless, in my view, a number of the youths who have committed suicide had dependency problems. What is more worrisome (because of its multiplier effect) is that a number of those who have committed suicide in recent times use the social media either before (posting video or audio recordings of their suicide message on *Facebook, WhatsApp, Twitter, Instagram*, etc) or during the act! There was the pathetic case reported in the newspapers of a 34- year old part-time student of a Polytechnic here in the South-West who, before committing suicide posted a video on Facebook to explain that he had to kill himself because his girlfriend jilted him.

How did We Get Here?

The unacceptable levels of indolence and dependency among the Nigerian youths of today are attributable to many factors, including the following:

Deficits in Parenting

Ordinarily, by the time a child is 18 years old, he/she should have become a fully functioning adult who is capable of making decisions about his/her life. To be able to do this, the child must have been taught from childhood how to think for himself/herself, how to make decisions and how to face the consequences of making a wrong decision. However, as noted by Richard Templar in one of his books on *‘The Rules of Parenting’*:

‘if you are still spoon-feeding your child at 4, and putting their homework books back in their bag when they are 14, they are going to struggle when they have to look after themselves. So don’t do anything for them if they can do it for themselves’

Unfortunately, many parents in Nigeria today, particularly the affluent ones, have assumed the role of perpetual nannies for their children, from childhood to adulthood, thus promoting indolence and dependency. A message posted by an anonymous author and recently circulated on a *WhatsApp* platform that I belong to, entitled *‘A Generation of Cowards’*, which I have taken the liberty to copy verbatim below summarizes the deficits in parenting that have contributed to the indolence and dependency syndrome we are witnessing among the Nigerian youths of today:

It's your fault. You started this. You started it long time ago when you resolved that your children would not pass through the difficulties you went through. Your love for them made them weak. Your parents prepared you for the challenges ahead. They allowed you to solve many of your problems. They only guarded and guided. They allowed you to go to WAEC office to check your WASSCE result. You even travelled to Ikoyi to check UME and PCE results. But you consider your children too young and inexperienced to do anything for themselves. The same children that you put in school at age 2 have suddenly become too young. You rushed them through childhood thinking cognitive achievements would see them through. They can't even keep their own records. When they register for exams, you keep photo cards and slips. You will keep result checkers too. When results are out, you rush to cafes to check and print them-. You followed them everywhere and show them everything as if they were blind. You follow them to register for JAMB, your phone number is on the registration form, you stayed in the car on the exam day,

immediately after exam, you zoom them home. They never get the chance to socialize. They can't even discuss contents and conduct of the exam with fellow candidates. You won't let them stay back a second but you stayed back on the day of your own exam. You made new friends and all of you, strangers to one another, went to buy snacks together. You were all talking and smiling as if you had known one another for years but your children can't do this. "What else are you waiting for?" is the question from your raised voice.

When results are out, you will receive the notification. You will be the one to go and print the result and start thinking of how to get admission processed. Finally, when admission is secured, you will still be the one to go to banks and pay all fees. You will also travel down to look for their accommodation. Unfortunately, you can't follow them to campus, you would have preferred to attend every lecture with them. You, inevitably, relax the apron string at this stage and allow them to face life by themselves for the first time. They now have to, for the first time in their entire life, do things by themselves and for themselves. There's no more mom and dad to think, act, predict, assume and foresee events any more. Then the vicissitudes of life come knocking. They fail one course out of nine in 100 level but they struggle to move on. When it happens again in 300L and they consider all the hardships of the last two years, the only way out is to commit suicide. What kind of children commit suicide after failing exams? Haven't they heard stories of dropouts who have become extremely successful? What kind of children are you raising? Please stop raising a generation of cowards.

The Current Pre-Occupation of the Youths with the Cell Phones, the Internet and the Social Media

Many of our youths of today spend hundreds of hours on their cell phones, the internet and social media. Many Nigerian youths now turn to the social media for consolation and comfort in times of emotional needs. According to *Common Sense Media* survey conducted on August 23, 2018, teenagers spend an average of nine hours a day online. More than half of teenagers (54%) agreed that they were spending too much time on their cellphones, while 41% agreed that they were spending too much time on social media. The era of young students doing their homework themselves is vanishing in Nigeria. The era of 'cut and paste' has taken over. Many of such students see nothing wrong in copying answers to homework questions from the internet. Some even copy entire project reports and submit same as their own for the award of degrees. To such people, plagiarism is an alien word that does not exist in their dictionaries. In extreme cases, many students at different levels of education have constituted themselves into 'NFA'- 'No Future Ambition' clubs simply because of their affluent background.

The Get Rich Quick Mentality of the Youths of Today

As earlier mentioned, many Nigerian youths of today are dreaming of getting rich without hard work and patience. These days, quality effort does not seem to matter. Mental and physical lethargy have now set. We are now raising a generation who believe in minimum or nil effort. Their philosophy, sometimes encouraged by religious organisations, is 'ise kekere, owo nla', i.e., 'little effort, stupendous wealth'. Many are not bothered about skill development, job search, entrepreneurial pursuits, creativity, and innovation. The kinds of get-rich-quick programmes being promoted by private companies through the print and electronic media are not helping matters. For example, a reality television show winner or a dancing competition winner goes

home with prizes worth millions of Naira, while the winner of a quiz or any other academic competition goes home with a few books and/or relatively cheap items.

Corruption

Corruption symbolises a breakdown of ethical and moral values of systems, institutions and personal behaviour. *Transparency International* defines corruption as the ‘misuse of entrusted power for private gains’. It is the abuse of public office for personal gains or other illegal or immoral benefit. This could be in terms of:

- ***Administrative Corruption:*** Corruption that alters the implementation of policies, such as getting a license even if you don’t qualify for it.
- ***Political Corruption:*** Corruption that unduly influences the formulation of laws, regulations, and policies, such as revoking all licenses, and gaining the sole right to operate the beer or gas monopoly.
- ***Electoral Corruption*** that unduly influences electoral processes in form of under-age registration and voting, ballot snatching, ballot stuffing and other forms of election rigging.
- ***Academic Corruption*** that unduly influences academic activities and practices in forms of admission racketeering, examination malpractices, plagiarism, etc (Aponmade and Olorunnisola 2012).

Experts are all in agreement that government corruption is the worst form of corruption in Nigeria which accounts for heavy losses in national income required for economic growth, trade, and investment. The United Nations Office on Drugs and Crimes also estimates that close to US \$400 billion was stolen between 1960 and 1999 in Nigeria. An implication of gross electoral corruption is the enthronement of misfits as leaders at different levels of governance who have wreaked havoc on the nation. Over the years, billions of Naira that could have been put to better economic use have been squandered on fraudulent electioneering campaigns and fighting electoral battles in courts of law. Hundreds of otherwise potentially useful young lives have also been lost during elections due to fraudulent democratic practices.

However, let me hasten to add, based on my observation and personal experience, that the Nigerian society in general must be blamed for this state of affairs. A person who serves in leadership position in the public sector for many years or political office for a few years without strings of cars, houses and other forms of possession is usually regarded by his relations, friends and local community as a failure and a fool, no matter his or her contribution to the society.

Scarcity of Good Role Models

Aristotle noted, and I agree with him, that human beings learn to be moral (virtuous) by modelling the behaviour of moral people, and depending on their role models, people can learn both good and bad habits. Unfortunately, one of the challenges confronting Nigerian youths of today is the shortage of good role models (or at least their recognition). Our youths are bombarded in newspapers with celebration of thieves, murderers and saboteurs with their fanciful houses, cars, or flamboyant public donations to demonstrate wealth – without

questioning the source. Merit and hard work are hardly any qualification for elevation in many fields of endeavour in Nigeria today. This is the case of a society where ‘role models’ set bad precedents. It is now trickling down to all facets: from father and mother to children; from teachers to students; from politicians to the electorate; pastors and imams to congregation; from manager to subordinates; and from leaders to followers.

Music, movies, politics, and fashion are supposed to portray societal values and assist in building up children into responsible adults who have the right attitude that will make them better persons to themselves and the society at large. This is no longer the case as these supposed ‘agents’ of societal values have degenerated into agents of bad influences on the youths. Taking music as an example, many years ago, we had a number of musicians whose music touched and inspired the soul; music that had stories to tell; stories that made sense. What do we have today? Foul language by musicians. Such music is accompanied by all kinds of funny dance steps such as *Azonto*, *Alingo*, *Alanta* and so on. Nigerian youths are no longer entertained with good music. Unfortunately, nobody seems to be ready to hold the wayward musicians accountable and let them know that though they may claim that they are entitled to their erratic, eccentric and immoral behaviour, they are not permitted to destroy the future of the youths who adore and emulate them.

The Demise of Volunteerism

Volunteering, as defined by *Volunteering England* is “any activity that involves spending time, unpaid, doing something that aims to benefit the environment or someone (individuals or groups) other than or in addition to close relatives. Central to this definition is the fact that volunteering must be a choice freely made by each individual. This can include formal activity undertaken through public, private and voluntary organisations as well as informal community participation”. It also includes spending time, unpaid, working for an organisation in a bid to acquire workplace knowledge and skills, with the hope that doing this would increase the chances of getting a desired job.

The tradition of volunteerism in Yoruba and other Nigerian cultures is no longer popular as it used to be in the past. Everybody now seems to, as it were, live for himself or herself alone. Gone are the days when people joyfully participated physically in community development activities such as erosion control, fixing leaking roofs in community schools, etc. We are now in the era of ‘*cash and carry*’. Everything is for a fee, nothing goes for nothing! It has even got to a stage that ‘something must go for nothing’. It is common nowadays to see young men carrying shovels near pot holes along the road, asking for money even when it is obvious that the shovels are for decoration only! Another variant is the typical ‘area boy’ or motor park tout (*agbero*) whose stock in trade is harassing people for money. It is a pity most young people in Nigeria today do not like volunteering because there are no monetary benefits. This desperation for money is the reason why so many young people are still jobless today.

The Pervasive Poor Attitude to Work in the Public Sector

It is common knowledge that many public and civil servants in Nigeria have poor attitude to work. This is manifested in various forms including absenteeism, lateness, rudeness to clients, etc. Besides, many public and civil servants, including university lecturers, now work for barely four days a week, in contrast to what obtains in some Asian countries that observe a six-day

working week and have since transformed into developed countries. Burial and marriage ceremonies involving all kinds of ‘owambe’ parties are now routinely held starting from Thursday morning and many government employees have no qualms leaving their desks for such ceremonies/parties every week and failing to return until the following Monday. Laxity, indiscipline, carefree attitude, coupled with contempt or disregard for constituted authority have become the order of the day. Two of the popular but erroneous beliefs/sayings that drives this poor attitude to work in the public sector are ‘*a ki sise ijoba laagun*’, simply translated to ‘you need not break a sweat as a government employee’, and ‘*emi ise gun ju emi eeyan lo*’ which simply means ‘there will always be something to do, so you don’t have to overstretch yourself – simply do the minimum required’. To make matters worse, we now observe numerous holidays annually (totalling about a dozen days) - a situation for which the government should be held responsible. The consequence is that we currently spend a lot of what could otherwise be our productive time idling away. Ours is, therefore, a society that promotes indolence among the rank and file. I recall one of my sons once asking his mother when he was about 7 years old what I did for a living that warranted my leaving home every working day of the week and returning in the evening when my neighbour, a fellow public servant, seldom left home before noon every day and would be back home well before 5 pm.

Inadequate Implementation of Government Policies

Education is the bedrock of socio-economic development of modern nations and knowledge-driven economies. It is part and parcel of human capital development that is strategic to the socio-economic development of Nigeria. It is critical that our youths are knowledgeable, skilled, productive and healthy to engender economic growth and development. Unfortunately, there is still a myriad of challenges in the provision of effective and efficient basic education in Nigeria today. For example, the ‘compulsory’ aspect of the free education policy is not being implemented. Hence, the increases observed in recent times in school drop-out rates and the number of out-of- school children. The 2008 National Policy on Education, which is long overdue for a comprehensive review, contains many other yet to be fulfilled promises by the Nigerian Government to take necessary measures to ensure that teaching in Nigerian educational institutions is practical, activity-based, experiential and ICT-supported; that education is related to overall community needs; and that special provisions and incentives are made for the study of the sciences at all levels of the educational system.

It must be noted that in recent years the Government has intervened in the development of basic education. Such interventions include the ‘*Safer Schools Initiative*’, the ‘*Adopt a School Initiative*’ and the ‘*Home-Grown School Feeding Programme*’. However, there has been an increase in insecurity of school children in recent times- abduction, internal displacement, etc. The ‘*Adopt a School Initiative*’ was not sustained long enough to have any meaningful impact. The ‘*Home-Grown School Feeding Programme*’ is not being properly monitored. It has been reported that in a number of schools, the teachers take more of the food items provided than the children. There remain also the challenges of inadequate monitoring, particularly of the private schools; inadequacy of trained manpower (only about 57% of the 1.5 million Basic Education teachers are qualified), sub-standard facilities with the attendant increase in failure rates in terminal examinations. Besides, vocational and technical education (VTE) is still not very attractive to prospective learners.

The introduction of the nomadic education by the Government is also laudable. Its main objectives include reduced distance to school; increased enrolment, and increase in literacy and numeracy among migrant children. However, there are numerous challenges associated with its implementation, including high rates of absenteeism, relatively high drop-out rates, staff and infrastructural deficiencies and the irregularity in payment of teachers with outstanding liabilities to nomadic teachers reported over the years in many States.

Sports, co-curricular and recreational activities have been relegated to the background in many public and private primary and secondary schools. These activities are supposed to be very useful means of engaging the youths and a major part of youth development. Besides, sport is a veritable tool for social mobilisation, character-building, delinquency control and community safety. In other words, sports have the capacity to engage the youths in meaningful employment and prevent them from indolence, deviance and social vices.

Health care is another cardinal imperative of human capital development. As the saying goes, '*a healthy nation is a wealthy nation*'. The Federal and State Governments of Nigeria operate a tripartite health care system, i.e., primary, secondary and tertiary health care systems. The government health care facilities are complemented by private religious and indigenous health care facilities, including clinics, hospitals, dispensaries, chemists, pharmacies, etc. However, despite specific government interventions in the last 20 years, Nigeria's health care system is not providing the level of services required. There is still a challenge of access and affordability for the masses, resulting in the growth of largely un-regulated traditional and herbal medicine practice and the appreciable increases in drug abuse and very young organ failure patients. The grim health statistics show that average life expectancy in Nigeria is 52 years; under-five mortality rate is currently about 89 deaths per 1000 births, far above 64 deaths per 1000 live births set in the Sustainable Development Goals (SDG); maternal mortality rate was 576 deaths per 100,000 live births in 2014; only about 47 % of youths in Nigeria have access to and use public hospitals; on the incidence of tuberculosis, Nigeria ranks 128 out of 138 countries, while on HIV prevalence, the country currently ranks 123 out of 138. While the World Health Organisation (WHO) recommends a ratio of 1 psychiatrist to 10,000 people, the current ratio in Nigeria is 1:10 million since we currently have less than 300 psychiatrists working in the country.

Breaking the Cycle of Indolence and Dependency

Breaking the cycle of indolence and dependency among Nigerian youths will require the following:

A Paradigm Shift in Parenting Philosophy

Many Nigerian parents must be ready to change their philosophy and approach to parenting. Children must be taught responsibility and accountability from childhood so that they can grow up as responsible adults. Parents must realise that life is full of ups and downs and as such it is better to prepare their children for the road rather than trying to prepare the road for their children.

Motivating the Youths to be Responsible

Indolence is a habit while dependency is a product of a mindset. Both may be caused by a decreased level of motivation, which in turn can be caused by over-stimulation or excessive impulses or distractions. The youths must, therefore, be motivated to take full responsibility for their lives and eschew entitlement mentality. If an average American youth is expected to become responsible for his/her upkeep at age 18, a 25- year old Nigerian should not expect his parents to still be fully responsible for his/her upkeep.

Challenging the Youth on Time and Money Management

Nigerian youths must understand that time is a finite, wasting, non-renewable resource that once spent can never be regained. They must be encouraged to make hay while the sun shines, in recognition of the fact that they will only be young once and time and tide waits for no one. They must understand the concept of time management which is a combination of *efficiency* (doing things right) and *effectiveness* (doing the right things at the right time). Finding ways to manage the conflicting demands on them can be the key to developing a successful and a rewarding and satisfying personal life devoid of stress, i.e., mental or physical tension caused by factors such as urgency, pressure, worry, anxiety, anger, frustration, irritation, etc. As noted by Covey, *et al.* (1994), proper time management is an effective antidote against stress.

The youths must also, from childhood, be taught the difference between spending and investing money and the concept of delayed gratification. Parents have a great role to play in this regard. They must provide avenues for their children to earn and manage money as early as possible.

Challenging the Youth on Stewardship of Natural Endowments

Our youths must understand the principle of stewardship of their natural endowments. They must be made to recognize the fact that they are and will be principally held responsible for their actions and inactions, no matter what efforts they make in passing the buck. They must be constantly reminded by every means possible that life is too short for anyone to be indolent and be dependent on others instead of making efforts to improve himself/herself. However, the elderly ones in positions of authority over the youths must also stop promoting *godfatherism* and favouritism.

Recognising and Rewarding Excellence

We, as a nation, must change our reward system. We must begin to, once again, recognise and reward hard work in all spheres of life. We must begin to celebrate our youths who are doing it right. Rewards must be prompt to encourage and motivate our youths to be more hardworking just as sanctions for indolence, poor or non-performance must be swift and tailored to match the level of performance and/or misdemeanor. Our boys and young men in tertiary institutions in particular must be challenged to buckle up. Following the various efforts targeted towards promoting girl-child education in the country, many of the girls and young ladies now enrolled in Nigerian schools at various levels are large in number (especially in the South-East and South West) and doing well. They are already beating the boys in large numbers in every school subject and academic discipline. Anyone in doubt should make out time to attend a valedictory service of any private secondary school or the convocation ceremony of any Nigerian University and take special note of the number of awards received by male and female graduating students. A good example is the decision of one of the popular daily newspapers to publish free of charge,

full-page stories of young first class graduates and students who have made outstanding innovations in its Saturday editions. As the newspaper itself captured it, it is about celebrating excellence and astonishing feats among the youths. The same newspaper also devotes a full page tagged '*barrier breakers*' to celebrating mostly young '*people living with disability and overcoming odds*'. This, I believe, is responsive journalism.

We must also provide ample opportunities for the youths, who have the capability, to lead, make their own mistakes, and learn from their mistakes. The '*Not Too Young to Run*' bill - a constitutional amendment bill that reduced the age required of a candidate to contest for some elective offices in Nigeria- recently passed by the National Assembly and assented to by the President is a good initiative in this direction.

Continued Promotion of Youth Empowerment Schemes

The various youth empowerment schemes of the government should be sustained for their impact. However, it is recommended that crash programmes on pedagogy should be organised periodically for the un-trained N-Power volunteer teachers; remuneration of the volunteers should be reviewed from time to time and the loop holes in volunteer database management should be plugged. Job clusters related to indigenous technologies and job culture should be encouraged. Talent, competencies and skills supply gaps should be bridged across different artisanal and professional groups.

Curbing Corruption

There are three sides to corruption. These are: demand, supply, and condoning. The three sides are usually present for corruption to persist in any society. Without demand, there will be no supply and vice versa. Also, without people condoning corruption, it dies a natural death. Quoting an anonymous writer, '*until we begin to separate looters from hardworking Nigerians, the next generation of youths will think looting is a career*'. Integrity, transparency and the fight against corruption have to become part of our culture again as they used to be in Yoruba culture with which I am more familiar (anchored on our traditional concept of '*Omoluabi*'). Our youths have to be taught and they must imbibe from childhood the fundamental components of ethical, moral behaviour, i.e.,

- **Moral Sensitivity** –How to recognise a moral problem;
- **Moral Reasoning** – thinking about proper course of action when faced with an ethical challenge;
- **Moral Commitment-** Choosing ethically sound course of action; knowing what it takes to choose an ethically sound course of action over an unethical one; and
- **Moral Perseverance-** Tenacity to follow through; having the ego strength to follow through on ethically sound decisions. Moral perseverance is similar, but not identical to moral commitment. A person who lacks moral commitment is one who, in some circumstances, wants to act unethically because the unethical course of action is somehow more attractive than the ethical course. In contrast, a person who has a strong moral commitment may still fail to act morally because of a lack of perseverance, an

inability to face up to outside pressures and to actually do what he/she genuinely wants to do and firmly believes should be done (Rest *et al.* 1986).

They must be taught from childhood and constantly reminded that honesty is the best policy and that a man/woman without honour and integrity is a poor man/woman indeed, no matter his/her earthly possessions. The elders must also show them through personal example that:

- Integrity encompasses truthfulness, credibility, consistency of action, sincerity of purpose, and deep commitment to doing the right thing for the right reason, regardless of the circumstances;
- The supreme quality for leadership is unquestionable integrity and that it is the foundation of effective leadership in any capacity;
- Leading with integrity is rather a difficult path to trod, but it can be learned and practised;
- To lead with integrity is to be ready at all times to seek out the best for your followers, setting aside personal gain and becoming a “steward” of your followers, and that
- Service in the public sector is not and must not be seen as an opportunity to slice and eat their own share of the national cake.

Promoting Mentorship and Good Role Models

This is a clarion call to Nigerian leaders, fathers, mothers, celebrities and to all stakeholders that now is the time to be mentors and good role models to our youths. Mentoring is about providing guidance, giving advice and showing the way. Typically, a mentor is also a role model and may be an authority figure, i.e., a father or mother figure. Anyone willing and able to do so can become a mentor, regardless of academic, social or financial status. Young people of the same age group can mentor one another. What it takes to be a good mentor are patience, kindness, truthfulness, firmness, and maturity. Every youth needs a mentor to guide, advise and motivate him/her in navigating the various facets of life, whether he/she consciously recognizes it or not. Without a mentor, it may take much longer to achieve set goals or they may not be achieved at all. Also, more mistakes are likely without mentoring. However, the youths must be ready to submit to mentoring.

We also need more positive role models in the contemporary Nigerian society who can positively influence actions and motivate the youths to strive to uncover their true potentials and overcome their weakness. A step in the right direction is a programme tagged ‘*Handmaidens: Women in Leadership Series*’ which is a platform for grooming young women for leadership positions by women achievers and good role models. Some young achievers are also playing such roles at the personal level. For example, reproduced below in her own words is the challenging story of a 21-year female role model and recent graduate of the University of Ibadan (who will remain anonymous for the sake of this lecture) which she made available on her *Facebook* and other social media platforms:

Three years ago, while I was in my second year in the university, we stopped enjoying three square meals daily, we started trekking paths we had boarded buses or bikes to and my younger siblings missed significant parts of school due to non-payment of their tuition fees. My ever-shining future almost looked blurry and it seemed I had to leave school to pave way for the education of my siblings. These and more happened when our father became unemployed.

As the first of seven children of the family, I had to look for legitimate means of survival not just for me but also to assist the whole family. I applied for every scholarship which I had the requirements needed and won some. The scholarships won were used to settle my siblings' tuition fees as I could not watch them stay at home while other kids were in school. I started trying different jobs to fend for myself. At this point, I started learning what it meant to be resilient through the best teacher: My family. In my second year, I provided catering and decorating services for some events on campus and traded on jewelry in my third year. I became a private tutor for secondary school students and started a cake business in my final year. Creating a balance between these jobs and my academics was not an easy feat but I believed I could achieve whatever I set my mind to.

Amidst this, I volunteered to speak to public secondary school students in my community on career and scholarship opportunities so as motivate them to never allow their background to put their back on the ground. I completed my academics with one of the best grades and I had become more resilient as a person. Through it all, I have learned to become a problem solver and garnered multitasking abilities.

My life is still speaking as I move to greater heights in education and personal life. I have learned to be responsible for others besides myself. I am motivated even more to never give up but rather stand out in every situation.

Promoting the Culture of Volunteerism among the Youths

We must revive the culture of volunteerism in our society because it bears many advantages for teenagers, the youth, fresh graduates, employees, recruiters, employers, human resource leaders, organisations, and society in general. Early in life the youngsters who engage in volunteerism begin to learn to love, to help and to share. They learn about team work, leadership, and how to be more accountable to self, others and society. They get a training ground to utilize some things taught in school and also a platform for discovering themselves. Volunteering is also renowned for skill development, socialization, and fun. As there are more job seekers than there are jobs, the youths have to resort to creative-entrepreneurial approaches to job search such as volunteering. They should be ready to do unpaid work in exchange for learning and skill building and/or absorption into a career track. As noted by Nike De'Souza, the founder and Managing Director of a number of thriving businesses and companies in Nigeria,

Volunteering builds team spirit, interpersonal and communication skills, leadership skills, humility and a spirit of caring ... all that we need in employees and citizens of the nation.

Let us imagine a Nigerian society with volunteers from secondary and tertiary level schools and employees strewn all over the place. We would find a diffusion of skill, knowledge and ideas across industries, sectors, career groups, age groups, educational levels, etc. Vulnerable groups

would readily find help and care particularly in times of natural disasters and epidemics. It is imperative, therefore, that parents and guardians allow their children and wards to partake in various types of volunteer schemes. School administrators at all levels should support volunteerism. Business leaders, recruiters and human resource practitioners should encourage job-search volunteerism. Recruiters should begin to deliberately look out for job seekers who have a track record of volunteering- giving of their time skills and talent to others when they have no jobs – people who added value to their communities while in school and on NYSC, etc. Private sector employers should also be encouraged to offer their employees paid time off to benefit their local community as a way of fulfilling their corporate social responsibility and building a reputation as a responsible business.

Improving on Our Work Ethics and Poor Attitude to Work

As a country, we must improve on our work ethics and attitude to work if we want our youths to follow our positive example. All public and civil servants must be ready to do 8-hour work a day for an 8-hour pay with only minimal supervision, absenteeism and lateness. We must find better ways of engaging the teeming population of ‘*agberos*’, ‘*area boys*’ and other hangers-on in our society who have no visible sources of income in more productive activities. Our political leaders and government officials must be ready to lead by example in several ways- punctuality at functions, carrying out government functions with dispatch, etc. They must also stop promoting political thuggery, hooliganism, favouritism, ethnicity, *godfatherism*, all forms subservience, all of which encourage indolence and dependency among the youths. In general, we all (leaders, workers and youths) must be ready to change our attitude to work, be more honest, morally upright, and trustworthy. Our deeds must match our words.

Addressing the Challenges of Policy Implementation in Educational and Health Sectors

The earlier identified challenges facing the educational sector must be addressed. For example, the free and compulsory basic education policy should be fully implemented. Also, implementation of the ‘*Home-Grown School Feeding Programme*’ should be closely monitored and beyond the feeding programme, parents should be further incentivised to enrol their children in school, girl-child education in particular should be incentivized; Short and medium term strategies should be developed to tackle the relatively high absenteeism and drop-out rates, the number of out-of-school children, as well as the staff and infrastructural deficiencies in the nomadic schools. All outstanding liabilities to teachers and other staff of the nomadic schools should also be cleared as quickly as possible.

It is obvious that many of the indolent youths in Nigeria today do not have marketable skills even when it is self-evident that what we need are more job creators now than job seekers. Revitalizing VTE is a veritable means of improving economic opportunities for the Nigerian youth through skill acquisition. We must address the challenges of the current preoccupation with university education in the country; the overall disinterest in structured VTE and a decline in enrolments in VTE over the years; inadequacy of basic VTE training infrastructure; and the dearth of experienced VTE instructors in the country. Exposing all students to vocational and entrepreneurial education during their training as is currently being practised in many Nigerian Universities today should continue. All Universities, Polytechnics and Technical Colleges should be encouraged to establish and fund industrial training centres (Olorunnisola 2014, 2019).

Medical infrastructure should be constantly upgraded. The menace of drug-abuse and its relationship with violent crime and surge in suicide should be tackled. Though the practice of traditional and herbal medicine should still be promoted, there should be progressive modernisation stricter regulation. Relevant faculties in our universities should be encouraged to partner with herbal medicine practitioners on drug discovery and development, while the National Agency for Food Drug Administration and Control (NAFDAC), Pharmaceutical Council of Nigeria, other regulatory agencies and Health Workers' Unions should be further strengthened for a more effective control of the use of herbal, prescription and over-the-counter drugs. Besides, more child and adolescent mental health practitioners including psychiatrists, psychologists and social health workers should be trained and retained to participate in addressing the drug abuse pandemic. More drug rehabilitation centres should also be established across the country. Lastly, the comprehensive mental health action plan 2013–2020, adopted by the 66th World Health Assembly, which provides a framework for strengthening capacities in countries to address the mental health needs of children and adolescents, should be implemented.

Promoting Sports and Recreational Activities

There is a need to resuscitate recreation and sports activities at all educational levels- basic, post-basic and tertiary levels to, as it were, '*catch them young*', reduce the drug abuse pandemic and the increasing rate of suicide among the youths in the country. Grass-root sports development should be promoted. Local production of sport equipment and facilities should also be encouraged. League management challenges and other crucial challenges such as branding, sponsorship, TV rights, officiating, training matters should be addressed to make the local leagues more attractive than or as attractive as European leagues. Also, indoor and outdoor sports such as swimming, tennis, track and field events, et c, should be accorded equal importance as football.

Conclusion

Nigeria is blessed with a teeming population of youths. However, the potentials of these young minds are not being fully tapped due to a variety of reasons including indolence and dependency syndrome which have been discussed in this lecture. Youths, as future leaders, need to develop social virtues that are desirable and contributory to national development. If our youths imbibe the spirit of self and social discipline, they would mature into responsible and socially disciplined adults. Personal and social discipline starts with observing simple rules such as punctuality at school and functions, and abiding by basic social norms. Making them learn such values would require a combination of moral instructions and enforcement rules and regulations. As clearly indicated in this lecture, the youths alone are not to be blamed for the current situation. The parents, the government and the society have not provided the kind of support system required for the wholesome growth and development of our youths. To break the cycle of indolence and dependency among our youths, therefore, many Nigerian parents will have to encourage their children to be more hardworking and responsible; government has to continue to enforce public order, lead by good example, provide functional education, and promote social entrepreneurship; public and civil servants must adopt good work ethics; while adults in all walks of life should be ready to mentor the youths and be good role models. All said and done, the national change we seek would not be transformational and transgenerational if our youths do not collectively and individually begin a journey back to hard work, industry, persistence,

thoroughness, dependability rather than dependency, and excellence in all spheres of human endeavour.

I thank you all for your attention.

References

American Heritage Dictionary of the English Language, Fifth Edition. Copyright 2016 by Houghton Mifflin Harcourt Publishing Company. Published by Houghton Mifflin Harcourt Publishing Company.

Aponmade I.O. and A.O. Olorunnisola 2012. Corruption: Implications for Growth and Development. A Paper Presented at the Centre for Sustainable Development, University of Ibadan, Nigeria, August 2012.

Covey R., Merrill A.R., and R.R. Merrill. 1994. First Things First. Simon & Schuster, New York. 55 pp.

Federal Government Presidential Youth Empowerment Scheme (P-YES) 2019: <https://www.p-yes.gov.ng/>. Site visited on 01/05/19.

<https://tradingeconomics.com/nigeria/youth-unemployment-rate>). Site visited on 01/05/19.

https://en.wikipedia.org/wiki/National_Poverty_Eradication_Programme. Site visited on 01/05/19.

National Youth Service Corps 2019. <http://www.nysc.gov.ng/saed.html> . Site visited on 01/05/19.

Okunmadewa, F. 2019. Reviving Nigeria's Socio-Economic Life. *Enjoy* –The In-flight Magazine of Overland Airways, Issue 24, pp. 14-15, May/June, 2019.

Olorunnisola, A.O. 2013. Harnessing the Forester's Harvest for Sustainable Development. An Inaugural Lecture delivered on May 16, 2013, published by the Publishing House, University of Ibadan, 102 pp.

Olorunnisola, A.O. 2014. Revitalizing Vocational and Technical Education to Prepare the Workforce for Disruptive Technologies: Nigeria as a Case Study. A Paper presented at the United Nations Conference on Trade & Development (UNCTAD) Meeting held in Geneva, Switzerland, November 26 - 28, 2014.

Olorunnisola, A.O. 2017. Macro and Micro Economic Implications of Recession in an Emerging Economy-Strategic Way forward: Nigeria as a Case Study. A Paper presented at a Summit organized by the Nigerian Institute of Management, Southwest Zone, July 2017.

Olorunnisola, A.O. 2018. Infrastructural Development for Job Creation in Nigeria. A Paper presented at a One-Day Seminar organized by the Association of Professional Bodies in Nigeria (APBN) at the Nigerian Institute of Surveyors Building, Agodi, Ibadan, August 28, 2018.

Olorunnisola, A.O. 2019. Youth Empowerment and Self-Employment Opportunities in Nigeria: The Missing Link. A Paper presented at the 5th Olusi Annual Lecture organized by *Egbe Omo Usi*, University of Ibadan Chapter, June 8, 2019.

Rest, J., Bebeau, M., and Volker, J. 1986. *Moral Development: Advances In Research And Theory*. Praeger Publishers, New York, USA.

Templar, R. 2008. *The Rules of Parenting*. Published by Pearson Education Limited, Edinburg.

A Brief Citation of Professor Abel Olajide Olorunnisola, PhD, *FMSN, FNSE, FNIM*

Professor Abel Olajide Olorunnisola graduated with a B.Eng. (Honours), Second Class Upper Division in Agricultural Engineering from the Federal University of Technology, Akure in August 1989. He was posted to Kwara State for the National Youth Service and received a Certificate of Commendation at the end of the 1989/90 service year service. He subsequently obtained his Master's and PhD degrees in Wood Products Engineering from the University of Ibadan in 1992 and 1997 respectively as well as a professional Diploma in Management from the Nigerian Institute of Management in 1999.

Professor Olorunnisola joined the services of the University of Ibadan on January 2, 1993 as a Lecturer Grade II. He subsequently rose through the ranks to become a Professor on October 1, 2006. He has, over the years, held visiting appointments in several institutions across the globe, including The Pennsylvania State University, University Park and McCormick School of Engineering, Northwestern University, Evanston, USA; Buckinghamshire New University, High Wycombe, England; University of San Paulo, Pirrasununga, Brazil; and the Central Building Research Institute, Roorkee, India. He is a recipient of several local and international grants and fellowships, including the African Academy of Sciences Research Grant, John D. and Catherine T. MacArthur Foundation, USA Research Grant; The Third World Academy of Sciences (TWAS) Postdoctoral Fellowship; Petroleum Development Trust Fund (PTDF) Research Grant; Edward Bouchet-Abdus Salam Institute Conference Grant; FAO Conference Grant; the United States Department of Agriculture (USDA) Conference Grant; Pan-African Materials Institute (PAMI) Conference Grant, International Network for Bamboo and Rattans (INBAR) and International organization for Standardization (ISO) Sponsorships to attend international meetings. He has served and currently serves as an external examiner to a number of universities in Nigeria, Kenya and India. He is also currently a member of *INBAR Expert Taskforces on Rattan Uses and Development*, (2017 – 2020) and *Bamboo for Renewable Energy* (2017 – 2021); and ISO Technical Committee (ISO/TC296) on the development of standards for bamboo and rattans (2017 to date).

Professor Olorunnisola has a broad spectrum of administrative experiences having served the University of Ibadan in various capacities within the last twenty-six years. He was the Sub-Dean (General) of the Faculty of Technology (1996 –2000); Departmental Postgraduate Programmes Coordinator (2003 - 2004); Sub-Dean (Postgraduate) of the Faculty of Technology (2004 –2007); Sub-Dean of the Postgraduate School (2007 - 2010); and Dean of the Postgraduate School (2010 – 2014). He has also served in various Committees and Boards including the following: Member, University of Ibadan Commercial Enterprises Review Committee (January – July 2015); Member, University of Ibadan Strategic Plan Drafting Committee (2014 –2015); Board member, UI School of Business (2012-2014); Member and Chairman of Finance Committee, Board of IT and Media Services (2012-2016); and Member of both Tender Analysis Committee and Tenders Board (2011 to date). He is currently representing Senate on the Governing Council of the University whilst serving also as the Head of the Department of Wood Products Engineering. In appreciation of his numerous voluntary services, he received the Vice- Chancellor's *Letters of Commendation* for community service in 1994 and 2005 respectively. He also received a *Letter of Commendation* from the University of Ibadan Governing Council Sub-Committee on Capital Projects in 1996.

Professor Olorunnisola is a member of several learned societies including the Nigerian Institution of Agricultural Engineers, American Society of Agricultural & Biological Engineers, and the Forest Products Society, USA. He served as the Secretary of the Nigerian Institute of Management (Chartered), Ibadan Branch (2003 – 2004); Chairman, Nigerian Society of Engineers, Ibadan Branch(2010- 2011); and National Secretary (2006 -2010) and President (2010 -2014) of the Materials Science and Technology Society of Nigeria. He was a member of Council of the Nigerian Society of Engineers between 2010 and 2011. He is the current Chairman of the Nigerian Institute of Management (Chartered), Ibadan Chapter (2017 to date); Coordinator of Ibadan Centre for the Mandatory Continuing Professional Education Course for Prospective Members organised by the Nigerian Society of Engineers (2016 to date);Chairman of the Building Committee of the Nigerian Society of Engineers, Ibadan Branch (2015 to date); and Chairman of the Works Committee of Council of the Nigerian Institute of Management (2018 to date).He was conferred with the fellowships of the Materials Science and Technology Society of Nigeria, the Nigerian Society of the Nigerian Society of Engineers, and the Nigerian Institute of Management (Chartered)in 2010, 2011 and 2016 respectively. For his selfless services to various organisations, he has received numerous including the following:

- Distinguished Service Awards, Nigerian Society of Engineers, Ibadan Branch (2004, 2005, 2006, 2007, 2008, 2009, 2012, 2016)
- Distinguished Alumnus Award, the Federal University of Technology, Akure (2012)
- Distinguished Service Awards, Nigerian Institute of Management, Ibadan Branch (2014, 2017)
- Award of Excellence for Outstanding Contributions as a Member of the Committee of Deans of Postgraduate Schools in Nigeria (2014)

Professor Olorunnisola has a patent, and over 100 publications in form of books, chapters in books, journal articles, conference papers, and technical reports to his credit. His research interests span renewable energy studies, simulation modelling and the development of non-conventional composite materials and their characterization. He is an avid reader particularly of leadership books, biographies and autobiographies, a singer and a computer programmer. He is also interested in learning new languages and has a working knowledge of French and Germans. He is happily married to Dr. Omobola Olorunnisola and the union is blessed with children.