

Restructuring the Institutions of Learning: A Tool for Eroding Unemployment in the Less Developed Countries

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Abstract

An institution of learning in any society is expected to embed on students with skills, depositions and virtues that would assist them in engaging in meaningful entrepreneurial ventures or gainfully employed after graduation. In the less developed countries, reverse is the case – graduate from most institution of learning find it difficult to be gainfully self-employed after a period of searching for white collar job, even those who often get employed find it difficult to cope with their place of work due to lack of adequate exposure and deposition acquired at institution of learning. Over time, this situation has raised the rate of unemployment in the less developed countries. It is on this note; this paper provides solution insight through a restructuring of the institutions of learning as a tool for eroding unemployment in the less developed countries.

Keywords: Institution of learning, Unemployment, Less Developed Countries.

Less Developed Countries

Development is generically refers to an institutional change which is accompanied by increase in welfare, and fall in cost of living. In other word, it is a reduction in unemployment, tribal inequality and poverty for a given nation (Akarowhe, 2017). It can also be seen, as the later stage of growth (Akarowhe, 2017). Development is a purposeful change in a society that contributes to social and economic well being and advancement of its people without creating any disharmony (UNESCO, 2009). According to Umo (1986) development is a process by which a high degree of self-reliance economic growth in a given society, sustained over a long time is associated with a substantial reductions in poverty, unemployment and inequality. It is a term commonly associated with the third world countries/less develops countries (LDC).

Development is a term used to appreciate the need for institutional change from the primitive society to a more advance society in the less develop, least develop and even developing countries of the world. Less developed countries are countries of the world with high level of dependence on aids (financial, monetary, military and administrative) from the developing or developed countries of the world. Less developed countries are countries that have little or no potentialities to develop in all facet of human endeavour. These countries are often called underdeveloped or third world countries.

Indicators of less developed countries

The following are some of the indicators of less developed countries.

1. **High level of unemployment:** In Less developed countries, the number of persons/manpower available for work at the on-going wage rate who are not gainfully employed is usually high. This may be attributed to many factors such as over-population, inadequate planning and so forth, but not withstanding this problem often results in their less developed nature. This in the long-run result in high level of social vices such as criminal elements in these countries.
2. **Low income:** Less developed countries are often faced with low income among its citizenry. In other words, in the third world or less developed countries income that an individual receives in terms of wages or salary is relatively low. The less developed countries are faced with low income per-head among the national of these countries. In this perspective, the citizens of the less developed countries leave below one dollar per day. Additionally, the less developed countries revolves rounds a vicious cycle of poverty, that is, low income giving rise to low saving which inturns give rise to low investment in aggregate.
3. **Low Level of human resource:** According to Jhingan (2011) the existence of surplus labour in the less developed countries is to a considerable extent due to shortage of critical skills. Underdeveloped human resources are manifested in low labour productivity, factor immobility, limited specialization in occupation, and in customary values and tradition social institutions that minimize the incentive of development (Jhingan, 2011).
4. **Low standard of living:** Standard of living refer to the capability of an individual to maintain its' self with the basic necessities of life which includes food, shelter clothing and security/protection. Countries that are termed to be less developed, the citizenry are often faced with problem of maintaining themselves with these basic needs of life. In similitude of this, citizens in the less developed countries often face low standard of living such as lack of proper diet, lack portable housing, lack of sufficient clothing and problem of high level of insecurity. In the light of the forgoing, the United Nation perspective less

- developed countries in its' Millennium development goals (MDGs) are countries whose citizen are living below one dollar a day to cater for their wellbeing.
5. **Technological retardation:** Advancement in technology is often the characteristic of developed and most developing countries, but this is rather the opposite in the less developed countries. In the less development countries, crude technological approaches are often adopted in production of goods and services. Additionally, this technological retardation result in high cost of production, delay in rendering of specified service to an expected population, ineffective and inefficiency on the aggregate in service delivery.
 6. **High level of unequal distribution of income:** Although, the developed countries experience some level of unequal distribution of income or wealth among its' citizens, but this often worrisome in the less development countries in which there is a wide gap between the rich (elite) and poor (peasant). This gap tends to be reflective in consumption, saving and investment pattern between the rich and poor.

Concept of Unemployment

Unemployment is a term associated with labour economics. The term unemployment has been given various meaning and definition as the situation of employed labour changes over time. Unemployment is the stock of all those individual who are not engaged in any productive activity and who are either unable to find work at the prevailing real wage rate or who are in process of switching to a new job (Adebayo, 1999). Unemployment can be defined as a situation in which people that are capable and willing to work are unable to obtain a satisfactory work to do at the wage rate prevailing in the labour market.

Unemployment is a volatile situation in which manpower in a given country is unable to contribute positively to a particular organization/establishment, at which he/she is expected to receive wage/salary in return for such contribution. This buttressed the fact that for an individual in any given society to be unemployed, firstly, he/she is said to have a potential of being able to contribute positively to an institution but he/she is rendered unable, secondly, he/she is given a reward in the form of wage/salary due to the first condition. Unemployment rate can be expressed as the labour force or working population minus employed workforce.

Cause of Unemployment

The followings are some of the causes of unemployment in the less developed countries of Africa.

1. **Over population:** Unemployment in the less developed countries is often dues to the ever increasing population of those individuals who fall within the working population, without a corresponding increase in available job opportunities to make them gainfully employed. In other word, the supply side of labour by employee outweighs the demand side for labour by employer, due to over population.
2. **Ineffective or defective educational system:** In recent times, unemployment is a result of a ineffective or defective educational system, which tends inculcated on the learners values that would make them pass examination and living peacefully in the society without taking into consideration values that would make an individual to earn a living by getting self-employed.
3. **Inadequate planning:** Unemployment is more prevalent in the less developed countries of Africa due to inadequate or improper planning by government. Inadequate planning on the part of government is one of the major cause of unemployment, given the fact that there is often no predetermine goals to be achievement for a given fiscal or monetary year. This may be due to lack of sufficient expertise to benchmark the way forward out of the lop-host of unemployment.
4. **Mono-economy:** Mono-economy is an economy that is based on the possibility of producing only one kind of product, from a particular source of raw material. The exportation of this mono-product tends to serves as the only source of income to that country. Less developed countries are often producer of only one product with agriculture as their primary source of raw materials. Due to this fact there is always a high level of unemployment in these countries that base their production on one primary source of raw material for production of goods to the teaming population and export.
5. **Age of entry the work-force and age of retirement:** In recent times, age of entry the work-force and leaving (retirement), to a large extent contributes to the cause of unemployment in a particular country be it developed, developing or less developed. In any country were the age of entry the work-force is late, there will be a high level of unemployment. Similarly, when the age of leaving the work-force/labour force is early there is also a corresponding high level unemployment for that given country.
6. **Economic gyration:** Economic gyration within the business cycle in terms of recession and depression are among the prevalent causes of unemployment in a country. In recession and depression employer of labour find it difficult to pay employee (workers) due to poor patronage of produced goods and services to an anticipated consumers, hence they tend to lay-off employee to maintain a breakeven and also cope with maintenance/depreciating cost. This in recent time, have increase the unemployment situation in these less developed countries which often experience wide economic gyration of recession and depression.

Concept of Institution of Learning

Institution of learning is a place where positive values, disposition, ideas and belief system are transfer from an instructor/teacher to an anticipated learner with the view of making the learner contribute positively to him/herself in the short-run and in the long-run the society at large. In simple terms, it is a specific place where learners and teachers are in a close contact with the aim of helping the learners to develop him/herself through acquisition of saleable skills, and worthwhile values that would assist them in getting employed.

Institution of learning is a pivotal for societal development in any country, be it less developed, developing and developed country. An institution of learning comprises of the teaching staffs, non-teaching staffs, learners and infrastructural facilities. In other word, in an institution of learning consist of human resource (material and non-material) which are directed/geared toward the process of educating an individual for self actualization for gainful employment and the development of the society at large.

Challenges Facing Institutions of Learning in the less Developed Countries

Challenges are noticeable situation that posses a pitfall or retard advancement in any outfit, organization, establishment. The following are some of the challenges facing institutions of learning in the less developed countries.

- 1. Lack of Sufficient Manpower:** Manpower is human physical and mental capability to accomplish a given task or set goals and objectives. Sufficient manpower in terms of competent teachers is an essential factor that contributes to successful manning, management and optimization of set goals, in any institution of learning be it in developed, developing and less developed countries. Most institution of learning in the less developed countries are faced with challenges of insufficient manpower in terms of teachers/lecturers to man their institution of learning, this often in the short-run retard learners ability to understand a given learning objective in the teaching-learning process. Additionally, in the long-run this will contribute to a large extent lack of competency on the part of the learner before/after their graduation in carrying out expected duties in their place of work.
- 2. Poor Remuneration of Producers of Labour:** Remuneration of teachers is an incentivizing factors that could motivate a teacher to contribute his quota in learners development. Teacher remuneration in terms of take home is often small as compare to their actual pay in the form of salaries. This is due to the tax-system (on the part of trade-union and government) of the country, which tends to exploit workers by higher deduction in their salaries. This has over the years make teachers take home infinitesimal, which often make them to be dissatisfied in carry out their job effectively. This has make them not willing to inculcate values and disposition that will makes learners to be self employed and also for the learners to contribute positively to the society he lives after graduation.
- 3. Inappropriate Curriculum:** Curriculum is a plan of learning experience which learners are expected to be taught, which will help them to achieve a particular learning objective in other to contribute positively to the society at large and after graduation to be gainfully employed through acquisition of saleable skills acquired. In the process of planning the curriculum, curriculum planners does not take into consideration the long term benefit of the curriculum to the learners after a period of learning to utilized learning experience to cater for his needs by gainfully employment.
- 4. Inappropriate Teaching Methods:** Teaching methods are the various ways used by teachers to convey a particular topic to expected learners. In the less developed countries, the teaching method use by teachers includes lecture, expository, enquiry method, which is devour of experimental and discovery method will equip learners with skills that would help them in rendering services to individual in the society in other to earn monetary values for service so render. As teacher in the less developed countries tends to adopt various method of teaching which often assist learners pass examinations rather than inculcating in them skills that would help them to develop skill for monetary value, learners after graduation tends to be unemployed.
- 5. Illegal Gratuities:** Illegal gratuities are inappropriate conduct of code expressed by learners to teachers. Illegal gratuities form part of academic dishonesty which can be done in monetary and non-monetary form. Monetary aspect involves giving of money by learners to teacher in other to upgrade their scores, get exam questions and so forth; while non-monetary aspect involves female learners having sex with their teachers, presenting of gift to teacher, assisting teachers in supervision of exams with the aim of getting academic flavour from the teacher. Due to illegal gratuities on the part of the learners, over the years there has been retardation in needed manpower capacity for national development.
- 6. Embezzlement, misappropriation and shortage of fund:** Embezzlement, misappropriation and shortage of fund in the less developed countries is not a new term associated with administrative and managerial facet of human endeavour. It is quite abnormal, that when funds are made available to educational institutions or institutions of learning, some individual within the managerial and administrative domain of authority often use such fund for their personal ambition, in some other cases such funds are used for

other purposes, thus deviating from a particular preplanned target for which a given project or programme is to be carried out. The light of the forgoing, has lead to shortage of fund in the cause of carrying out a said project or programme in most institutions. Additionally, often than not government tends to release limited funds for these educational institutions, hence hindering the learners from acquiring the needed technical, administrative, managerial, and scientific skills that the fund would have be used to made provision for equipment for learners utilization.

7. **Lack of Adequate Infrastructural Facilities:** The important of infrastructural facilities in any institution of learning/educational establishment cannot be overemphasis, this is due to the fact that infrastructural facilities such as library equipments, institutional building, plants and portable roads tends to make teaching and learning more interest and highly yielding. Lack of these infrastructural facilities often than not pave way for incapacitated graduates in the less developed countries. The long-run effect of this may lead to under employment or even heighten the unemployment condition.

Restructuring the Institutions of Learning: A Tool for Eroding Unemployment in the Less Developed Countries

The following are some of the ways in restructuring the institution of learning in other to eroding mass unemployment in the less developed countries.

1. **Remodeling of the Curriculum:** Curriculum planners should intensify efforts in redesigning the curriculum in the institution of learning, by taking into consideration the long-run positive effect it would have on the learners after graduation. This implies that, the institution curriculum should not be based on the tenets of making students to know a particular topic to pass examination but should be based on the long-term positive impact it will have on students by getting them self-employed. This is due to the fact that, the curriculum serves as an academic preparatory ground for the learners, in which he/she is expected to acquire worthwhile values, depositions and skills for a specified period of time for the betterment of themselves and the society at large.
2. **Learner Centered Teaching Method:** Learner centered teaching method is based on believes that the learner is seen as the main purpose that the teacher is teaching. Hence, learners' interest, level of development, home background, personal characteristics and so forth must be taking into consideration by the teacher in the process of preparing the lesson and teaching for the learners' performance to increase. In other words, learner centered teaching method is geared to ensure that the learner is actively involved in the teaching/learning process. This method will help the learner to raise questions pertaining to what they might face after graduation such as how to be gainfully self employed in the face of unemployment situation. Additionally, it will assist the teachers to inculcate in the learners what they might likely face after graduation given their interest in any endeavour of life.
3. **Sufficient Budgetary Provision:** Government role of funding of most federal institution of learning cannot be overemphasized due to the huge funds needed by these institutions. Government should ensure that provision of sufficient finance is made possible to institutions of learning through her yearly budget. This will assist these institutions in catering for some crucial needs that might be facing the institutions. This in the long-run will facilitate effective and efficient administrative discharge of duties of teaching and non-teaching staffs in these institutions of learning, aiding to increase in learners' aggregate performance.
4. **Proper remuneration of producers of labour:** Producers of labour such teaching and non-teaching staffs in the institution of learning should be given prior attention in issues concerning the payment of their salaries. This will enable them to effectively and efficient devote their competencies in the process of teaching the learners the needed skills and deposition, which will enable them to counter for suitable employment avenues in the ever-changing labour market, and place of work. Similarly, this will make the lecturers/teachers to explore all possible avenues in inculcating novel/latest entrepreneurial skill on the students, by making them to be self-employed after graduation.
5. **Internship programme:** Internship programme inculcate in students the working of work environment – in which students are sent by the institution of learning to know the working most private/public organization/establishment by inculcating and developing skills with the period. Students' internship programme is platform in which students are exposed to work environment, which will make them to develop skills/deposition that would allow them to excel at work environment after graduation. It is often expected that during this period, students anticipate to be paid while they tends to attend work in the course of their learning in educational institution, which will assist them to cope with prior expenses in the course of the process.

For students to utilize this opportunity effectively, the institution of learning should endeavour to score students work-book and give test to student pertaining what students learn in where they are sent, while permission should be giving to the organization/establishment where they students are sent to examine students' performance thus forming their examination scores.

6. **Provision of Adequate Infrastructural Facilities:** Provision of adequate infrastructural facilities in an institution of learning help to increase productivity of the teaching/non-teaching staffs and students which is bedrock for development of manpower in society. Infrastructural facilities such as information communication facilities (ICTs), library facilities, good recreational facilities, good roads, health facilities, lecture room facilities, constant supply of electricity and the like of others are imperative for effective teaching and learning. Provision of these facilities will help learner and the teachers/non-teacher in improving on the condition of learning/service. This tends to make teachers to teach the learners in light of contemporary issues that will make learners adjust positively by getting the needed knowledge which will make them solve unemployment problems that may arise on their path after graduation.
7. **Partnership:** In any institution/organization, partnership is a pivotal for effective running of an institution/organization. Institutions of learning should endeavour to partner with non-government organizations/agencies for the interest of the learners. This in most time involves organizing of seminars, workshops, symposia by non-government organizations in partnership with the institution of learning in the interest of the learners, by making learners aware of issues that they might tend to face before/after their graduation. Such issues may include how to engage in entrepreneurial venture and lots more. This will propel the learners to be able to counter for unemployment issues and how to surmount them.

Recommendations

Based on the study, the following recommendations were made.

1. The international community such as the United Nation (UN) through the United Nation Educational, Scientific and Cultural Organization (UNESCO); and other global agencies should help the less developed countries in terms of effective and efficient institutionalized remodeling through provision of need infrastructure and fund for the said countries. This will help student/graduate in utilizing their potentialities in engaging in gainful self-employment which often will reduce the unemployment situation.
2. Government of the less developed countries should endeavour to grant small and medium term loan with no-interest/less-interest rate to students/graduate. This will incentivize the students/graduates in engaging in employable adventures in the face of unemployable situation facing the county.
3. Government of these less developed countries should endeavour to give on the job training to producers of labour. This will ensure that the teachers/lecturers are embedded with the needed skills/knowledge that would assist them in inculcating the desire skills/know-how in the student for them to excel before/after graduation in an ever changing entrepreneurial environment.
4. Donor agencies such as private establishment/organization should intensify efforts in organizing entrepreneurial outfit for students while they are in the institution of learning. Additionally, these private organizations should help the institution of learning in internship programme, were students would be expose to the work environment for meaningful income. This will help to inculcate employable deposition on students before/after graduation.

Conclusion

In light of the this study, the researcher wish to opine conclusively that if the findings of the study are taking into consideration by the Government of these less developed countries and relevant donor agencies, it would in the long-run have a positive impact on the unemployment scenario facing these less developed countries, that is, reduction in unemployment rate of graduates in these less developed countries of the world.

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