

Strategies for Empowering Youth with Basic Entrepreneurship Skills for Self Employment in Nigeria

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Abstract

The paper examines strategies for empowering youth with basic entrepreneurship skills for self-employment in Nigeria. The purpose of the paper is to look at unemployment and unemployable graduates which have become a serious challenges to educators, educationists and the Nigerian government. The concept of entrepreneurship and entrepreneur education were discussed. Certain strategies for effective entrepreneurship skills training for youth were also explained. Factors affecting entrepreneurship education were explained and suggestion were made based on the militating factors of entrepreneurship for youth and self- employment.

Introduction

School discipline is important because it sets a congenial atmosphere needed for teaching and learning. Therefore examination of factors that contribute to indiscipline can enable us achieve the best educational outcomes for students within our schools. In fact, there are many and varied explanations for the lack of disciplined behaviour in and among students. Student's misbehaviour is a prevailing problem affecting schools not only in Nigeria but also across the many nations around the world (Rosen, 1997). Student's misconduct in the classroom interferes with teaching and learning and is thought to be precursor to later school dropout and similar negative social outcomes.

Indiscipline in schools is ranked as a major problem among students of secondary schools in Nigeria. Disruptive behaviour is a concern to schools and parents and to fellow students, whose education may be adversely affected. So it cannot be

ignored, and schools must tailor a well-understood sound behaviour and discipline policy. When schools effectively communicate rules, set high expectations and provide frequent feedback, the need for discipline any measures will likely be infrequent.

Discipline is probably the most difficult and unpleasant part of teaching profession. The teacher is faced with the challenges of educating, socializing, empowering and certifying students, but with the help of good teaching atmosphere (Fafunwa, 2004; Farrant, 2004). Well before any disciplinary action is required, there must be acceptance and understanding of the rules of conduct and the disciplinary system by both teachers and students. Students should know exactly what is expected of them and what the consequences will be if they do not meet those expectations. The rules should be consistent and fair. The discipline system will be more effective when the disciplinary action is meant to tackle the root cause of indiscipline behaviour of the students. It is against this backdrop, the paper digs into the issues surrounding disciplinary measures and its prospects in Nigerian secondary schools.

Discipline in School System

Discipline globally viewed could be termed to mean training that enables an individual to develop an orderly conduct and self-control as well as self-direction (Egwunyenga, 2000). Therefore, discipline defines the limitations of an individual or a group of people. It is the practice of restraint, which may be self-imposed. With reference to the school, Adesina (1980) described it as a situation whereby students are taught to respect the school authorities, to observe the school laws and regulations and to maintain established standard of behaviour. This means that respect for self and respect for others are involved (Peretomode, 1998).

School discipline is an essential element in school administration. This is because discipline is a mode of life in accordance with laid down rules of the society to which all members must conform, and the violation of which are questionable and also disciplined. It is seen as a process of training and learning that fosters growth and development (Imaguezor, 1997) .Discipline refers to a systematic instruction given to a disciple or a student. To discipline means to instruct a person to follow a particular code of conduct.

In a nutshell, school discipline refers to regulation of children and the maintenance of order (“rules”) in schools. These rules may, for example, define the expected standards of clothing, timekeeping, social behaviour and work ethics. The term may be applied to the punishment which is the consequence of transgression of the code of behaviour. In other words, the usage of school

discipline sometimes means upholding disciplinary action against nonconformity with the school rules. School is an institution with a specific purpose, to nurture the youngster in such a way that he will be useful to himself and society. Most of the misbehaviours of students in Nigerian secondary schools result from a complexity of factors that reside both within the child and forces outside him. This could be examined under common disciplinary problems and severe disciplinary problems.

Common Disciplinary Problems

Different forms of indiscipline have been observed among students in secondary schools, these has been investigated and classified according to their peculiarities and disciplinary measures taken by school authorities. For instance, Rosen (1997) grouped ten types of disciplinary problems which often lead to suspension of students, namely; defiance of school authority; not reporting to after-school detention or Saturday school; class disruption; truancy; fighting; the use of profanity; damaging school property; dress code violations; theft; and leaving campus without permission. The other common types of disciplinary problems experienced in secondary schools as mentioned by Donnelly (2000) include fights, insubordination, little support for educators, a general climate of disrespect, and distrust of the administration. Emphasizing that the types of disciplinary problems mentioned above are the ones being experienced in Nigerian secondary schools. The researchers observed that several types of misbehaviour make the work of educators difficult. These include; repeatedly asking to go to the toilet; missing lessons, absconding; smoking in the toilets; pushing past the educator; playing with matches in class; making rude remarks to the educator; talking when the learner is supposed to be writing; being abusive to the educator; fighting in class; chasing one another around the classroom; packing up early, as if to leave; taking the educator's property; wearing bizarre clothing and make-up; threatening the educator; leaving class early; and commenting on the work.

Causes of Disciplinary Problems

There is every reason to know the causes of these ugly actions and reactions in our institute of learning. In Nigeria for instance, the ills and vices that go on in the society have their effects in schools. Students, teachers and even school managers are involved in one form of indiscipline or the other. Generally speaking, some of the causes are;

Parental/Home Factor

Most researchers (Alidzulwi, 2000; Bowman, 2004 & Varma, 1993) regard parents as of the greatest importance in creating a conducive teaching and learning atmosphere. It seems that the lack of parental involvement is the major cause of disciplinary problems in secondary schools. Alidzulwi (2000), points out that many parents are not involved in the education of their children, causing poor results, high dropout rates, and the absence of discipline in schools. Bowman (2004) is of the opinion that parent's failure to teach their children discipline is identified as the greatest contributing factor to disciplinary problem in schools. Varma (1993) also points out that those learners who behave badly at school do not receive proper discipline at home. According to Lewis (1991), this situation arises within most families where children feel rejected. This finding (the significant relationship between isolation and poor behavior) is supported by Butchart in 1998 when he indicates that emotional disconnection from family, friends, and peers results in feelings of isolation and alienation for the child.

When analyzing the inability of parents to take care of their children on all socio-economic levels and in all racial groups, Rossouw (2003) regards the decline in discipline in most schools as originating from the communities rather than from schools. Stressing that parents show a lack of tolerance and respect towards government authorities as well as towards educators, and some have a laissez-faire approach towards their children. Some other factors related to the lack of parental involvement in schools that influence discipline are, single parent homes; a lack of parental control at home; the negative influence of television; neighbourhood and community problems that influence the home; and values differences between the home and the school. These factors will seriously affect positive behaviours as well as academic performance of students if not control in secondary school in Nigeria.

Political, Social and Economic Factors

Politics, the society and economic situations has proved to underlie indiscipline. The political situation in Nigeria is also blamed for children's misbehavior. Rossouw (2003) states that the involvement of the youth in the political stability and national elections in 1999 caused them to develop arrogance towards adults, that is, both educators and parents". He also blames the political situation of the nineties in Nigeria where the causes of violence in schools were politically motivated. Children who experience social alienation from others are often misbehaved. According to Butchart, (1998), "These feelings experienced by the child may ultimately develop into what is referred to as psychological pains,

which may cause problems such as physical assault, gang violence, substance abuse, and many others”.

According to Rossouw (2003) educators reported uncertainty, confused and fear of infringing upon learners rights, and of being accused of misconduct. Saying that the, over-emphasis placed on learners’ rights may cause a “do not-care attitude” and a lack of regard for the educators role in the classroom. This may cause some learners not to strive to excel. Instead, they try to influence their classmates negatively to exhibit the same lack of discipline.

Peer Group Influence

The peer group influences what the child values, knows, wears, eats and learns. The extent of this influence however depends on other situational constraints, such as the age and personality of children and the nature of the group (Harris, 1998; Hartup, 1983). There is no doubt that considerable evidence supports the statement that peer relationships influence the growth of problem behaviour in youth. The peer group can demand blind obedience to a group norm, which can result in socially alienated gangs with pathological outlooks (Perry, 1987). Douge, (1993) indicated that poor peer relationships were closely associated with social cognitive skill deficits. Seita, Mitchell and Tobin (1996) reported that when the family has been unable to fully meet a child’s needs, other adults who play a significant role in the child’s life have extraordinary potential for influencing the child in taking charge of his or her life. It is worth noting that peer influence can lead to discipline problems and delinquent behaviours both inside and outside school. It is also clear that one of the major ways that deviant youths become even more deviant is through unrestricted interaction with deviant peers. Hartung (1965) posited that criminality is socio-culturally learned in the process of interacting with family members and peers in small intimate groups. This process includes learning the techniques to commit delinquent acts and developing the rationalizations to protect one’s self-concept.

Disciplinary Strategies in Secondary Schools

Disciplinary strategies in secondary schools being the central focus of this paper, it is important to note that disciplinary action must commensurate with offence committed. Geiger, (2000) regarded a lack of discipline as a chronic problem in the classroom, and the manner in which it is being handled as determining the amount of learning that is taking place in schools. While Fuentes, (2003) indicated that every year more than three million students are suspended and nearly 100 000 more are expelled from primary up to university in the United States of America.

Many learners face police action for disciplinary strategies that merit offence committed.

However, students' indiscipline seems to be ubiquitous in the 21st century in secondary schools in Nigeria. With recent increase problem in school enrolment, discipline problems are bound to accentuate and cause more burdens on teachers and school administration. According to Rigby, (2000) students' indiscipline has plagued schools leading to series of unrest particularly in secondary school. Consequently disciplinary measures taken must go along with the gravity of their offences. Disciplinary strategies in the 21st century could be discussed under historical and contemporary methods as follows:

1. **Historical Methods:** Throughout the history of education, corporal punishment was regarded as a means of maintaining discipline in the school. Vornberg, (2002) contends that in practice corporal punishment means that students are punished with the birch, cane, paddle or strap if they did something wrong. Egwuonu, (2008) expressed that the proponents of corporal punishment justify its administration on various grounds, indicating how it is capable of building character, contributing to the rapid reduction or elimination of unwanted behavioural patterns, and facilitating learning, whilst at the same time teaching respect for rules and authority.

However, stakeholders in education such as education administrators, psychologists, and guidance counsellors have condemned corporal punishment on the basis that is out of all proportion. McManus, (1995) opined that when punishment is out of all proportion to the mistake, it breeds antagonisms to the school. Stressing the fact that the child becomes more hostile, this leads to a large number of psychological and physiological troubles. Grunwald (1998) argued that if education means the act of leading out, the act of unfolding, the act of developing then corporal punishment could never be educative. Concluding that it will not enable the child to adjust himself to the environment, the child may become indiscipline and quarrelsome and may become antisocial.

2. **Contemporary Methods;** The National Policy on Education (2013) urges educators to use discipline rather than punishment proactively and constructively. It is expected that the learners experience an educative, corrective approach where they will learn to exercise self-control, to respect others, and to accept the consequences of their actions. However, there is a feeling that school discipline practices are generally informed by theory from psychologists and educators. Bell (1995) identified the

following theories to form a comprehensive discipline strategy for an entire school or particular class:

- i. **Positive Approach:** This approach is grounded in teachers respect for learners. It instills in learners a sense of responsibility by using youth/adult partnerships to develop and share clear rules, provide daily opportunities for success and administer in-school suspension for noncompliant pupils.
- ii. **Teacher Effectiveness Training:** This method differentiates between teacher-owned and pupil-owned problems, and proposes different strategies for dealing with each. Emmer (2005) opined that effective teacher training reflects in pupils knowledge through problem-solving and negotiation techniques.
- iii. **Appropriate School Leaving Theory and Educational Philosophy:** It is a strategy for preventing violence and promoting order and discipline in schools, put forward by educational philosopher Greenberg, (1987) and practiced by some schools. Positive school culture and climate will to a large extent aid reduction of indiscipline in school.
- iv. **Detention:** This requires the pupils to remain in school at a given time of the school day (such as lunch, recess or after school) or even to attend school on a non-school day, e.g. “Saturday detention” held at some US and UK schools. In the UK, the Education Act 1997 obliges a school to give parents at least 24 hours’ notice of a detention outside school hours. This is not common in Nigerian schools but in specialized schools like “Command Secondary Schools or Navy Secondary Schools” such practice is common perhaps because of the military nature of the schools.
- v. **Suspension or Temporary Exclusion:** This is mandatory leave assigned to a student as a form of punishment that can last anywhere from one day to several weeks, during which time the pupils cannot attend regular lessons. The students’ parents/guardians are notified of the reason for and duration of the out-of-school suspension. Pettit, (1997) contends that sometimes pupils have to complete work during their suspensions for which they receive no credit. Stressing that students only report in school but serve punishment like cutting grass or digging holes or uprooting a plant or work in school farm.
- vi. **Exclusion or Expulsion:** Withdrawing or permanent exclusion is the removal of a pupil permanently from the school. This is the ultimate last resort, when all other methods of discipline have

failed. However, in extreme situations, it may also be used for a single offense. For in Nigerian schools, school head can only suspend a pupil while exclusion or expulsion of pupil from school is the right of the Ministry of Education based on the school head report. However, expulsion from a private school is a more straightforward matter, since the school can merely terminate its contract with the parents.

- vii. **Deprivation of Privilege:** It is useful and efficient form of punishment. Dodge, (1993) affirmed that loss of position, prohibition from playing any game in the school compound for a certain period could go a long way in improving the wrong doer.
- viii. **Moral Punishment:** Moral punishment such as apologies, public or private degrading from positions etc is sometimes resorted to. Widman, (1987) contended that great care and discernment are needed before such form of punishment is resorted to because it could never halt self-respect of the wrong doer.
- ix. **Praise and Blame:** The teacher must be very careful in his allocation of praise and blame. Tongue is said to be most powerful weapon in the teacher's armory and its use may vary from a mild reproof to the bitterest sarcasm and vulgar abuse. Wasmund, (1965) described sarcasm as a weapon which is sometimes resorted to by the teacher, which creates a conflict between the teacher and the student easily. Stressing that sarcasm lower the self-respect of the pupil, tampers with his or her ego and permanently estrange him from the teacher and the school order.
- x. **Rewards:** There is a belief that reward is not only right and desirable but also indispensable. Rewards can be given for attendance, conduct, progress, games, badges and certificates may be given as rewards. Group rewards might be given, for pupils will become socio-centric not egocentric. Teamwork can be fostered and wholesome all school spirit can be secured.
- xi. **Punishment:** It has a necessary place in the school economy but it must be based on certain principles if it is not to be a "hit or miss" affair. Seita, (1996) identified the following guidelines for the use of punishment:-
 - a) Punishment should fit the "crime" as well as the "criminal". This is because individuals differ from one another in the basic temperamental patterns which they inherit, and in those which they subsequently develop. For example, some children are extremely self-assertive, others unduly submissive. Some are very easily provoked to anger, others

relatively placid and others patient while some are by nature very sociable and others solitary in their outlook. Therefore, one needs to exercise care in making any general statement regarding the effectiveness or otherwise upon children of any form of correctives. There should be no uncertainty about the punishment. The element of uncertainty in punishment renders it almost inoperative and postponement is almost fatal.

- b) Punishment should help the offender to improve and this condition is satisfied only when he realized his mistake, feels regret or shame for his conduct and makes up his mind not to commit the offence again. When the offender realized that he deserves punishment, punishment becomes necessary.

Punishment should be inflicted to the barest possible minimum. Familiarity breeds not so much contempt, as indifferences in such matters. In a nutshell, all the above-mentioned measures except blame and sarcasm are positive disciplinary measures to secure but the instinctive and impulsive reactions of children themselves may lead to evil, if not properly directed. So, proper guidance of youthful zeal has both negative and positive aspects.

Criteria for Effective Disciplinary Strategies

For the school system to achieve its desired goals, disciplinary strategies must be properly enforced. Again, if discipline is to be effective, it should;

- Emphasize correcting the problem rather than distributing punishment.
- Maintain the students' self-esteem and dignity.
- Provide for increasingly serious consequences if the problem is not resolved.
- Be easy for teacher to administer and evaluate.
- Result in the desired behavioural change in the student.

Components of an Effective Disciplinary System

1. Mutual respect between the teacher and the students should be maintained.
2. Maintain or enhance motivation if possible.
3. Hold a coaching/counselling meeting as soon as possible when the problem is first identified.
4. Always hold the meeting in private. If disciplinary action is taken in front of others, the students are likely to become defensive and less open.
5. During the disciplinary meeting;

- Review the facts and state the problem in terms of desired performance and actual performance.
 - Give the student a chance to explain or ask why the problem is occurring.
 - Listen to what the student has to say.
 - Explain the relational for the policy or rule that was violated.
 - Ask the student for possible solutions to the problem.
 - Clearly communicate the changes that needed to be made and the time frame to making them.
 - Express confidence in the student's ability to change/improve. End on a positive note.
6. Keep the discussion confidential.
 7. Follow-up as required and provide regular feedback.
 8. Take additional disciplinary action if necessary.

Recommendations

1. Parents have been cited as influential in the development of disciplinary problems in learners, it is also of vital importance to look into how parent involvement in the education of their children may be improved. Parents have a major role to play in ensuring that proper teaching and learning are attainable in our schools. Therefore, the parents, school management, and other staffers of the school should join hands in ensuring that a climate conducive to teaching and learning is prevalent in the schools.
2. School management should approach the problem of discipline with empathy for the possible problems the learners may be experiencing at home or at school that cause their poor behavior. This necessitates the services of guidance and counsellors to efficient and effective in all schools.
3. Moral punishment, rewards, praise and blame create room for reinforcement of positive performance which is the guideline for the impulsiveness of the students to bring about positive behaviours.
4. Parents should make education a priority for their children, this will make the children achieve better and behave in an acceptable manner by enrolling and encouraging school attendance.
5. Moderate right syndrome and formulation of behavioural expectations for teachers and learners will improve school discipline. In view of the above, a Code of Conduct for learners and staff is very important in all schools to be exhibited. It serves as an important stepping-stone towards fostering a culture of learning mutual respect, accountability, tolerance, co-operation, personal development within the school and its surroundings.

Conclusion

Having discussed the key components of effective disciplinary strategies, it is equally important to emphasize the need for school rules and regulations to effectively implement in secondary schools in Nigeria. According to Duke and Canady, (1991) successful schools have high expectations of discipline, and promote good relationships between students and staff. They identified the following as rationale for rules and regulations; to maintain law and order within the school; to keep decorum in the school and its environs; to reduce crime within and outside the school; to enable individual to be well-cultured and well-controlled; individual attitudes are channeled towards well perspective; and guide to development of school rules and regulations. Therefore strategies in managing discipline among secondary school students in Nigeria is needed for conducive learning to exist in schools.

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