

Public Perception of the Structural versus Individual Causes of Forgery in Nigeria: A Study of Age Falsification in Cross River State

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Abstract

Available statistics lend weight to the contention that forgery has reached an alarming stage in Nigeria. Notably, one of the areas that forgery has become dreaded is in the area of age falsification. Little or no attempt has been made to provide strongest causal account of what predispose people to forgery (age falsification). This is the backdrop against which the study was designed. Four objectives and three hypotheses were formulated to guide the study. Accidental sampling technique was used to elicit response from 180 respondents. A questionnaire complemented with structured oral interview schedule was the instruments for data collection. . Data obtained from the study were analyzed using the inferential statistics. It was found that there is a strong correlation between structural realities and age falsification. From the findings the paper proffered that, there is urgent need for the re-assessment of structural realities that push people to crime and deviant behaviour.

Keywords: Public Perception, Forgery, Age Falsification, Crime, Sustainable Crime Control/Prevention.

Introduction

"Corruption in Nigeria has passed the alarming and entered the fatal stage; and Nigeria will die if we keep pretending that she is only slightly indisposed". (Achebe, 1983)

The above quotation has induced my writing of this paper. However forgery though a recent phenomenon has reached an alarming stage and government has to look inwards in other to arrest this criminal behaviour. Notably, one of the areas that forgery has become dreaded is in the area of age falsification. Age falsification is a serious problem facing the Nigerian society, it is malaise that malaise the sustainable development of the Nigerian state.

Age falsification has become a recent phenomenon in contemporary time and is growing as a wide spread culture cutting across all the facet of human lives. Nzemeke (2014)

observed that like every corrupt practice, age falsification is gradually becoming a popular trend in Nigeria. Age falsification is a situation where people take to lower age declaration than their age to suit the purpose or purposes they desire or take an advantage of a prevailing situation (Uzundu, 2014). Therefore, one can readily adduce that it is the conscious reduction of age for self gratification. It is equally considered as a deliberate misrepresentation of one true age in a quest of obtaining an uncommon privilege and or privileges which could not be available to the individual at a given time. This is done through altering or forging of vital records in order to obtain and maintain employable age and other benefits thereafter. Peter (2008) observed that in recent years, age falsification has become increasingly clear that using economic statistics, there is always an inconsistency in age as been released by the officials of government agencies which later become a working document for social and policy formulations. The problem of age falsification affects economic productivity.

The recent phenomenon of Forgery (age falsification) is always justified by a claim that the original credentials or documents have been gutted by fire, removed by hoodlums, misplaced or lost on transit, destroyed by natural disasters such as flood, or that hitherto the birth was not registered as at the time the person is born among others. In a quest to curb age falsification, Chiedozie (2013) observed that the National Judicial Council has recommended the sacking of the Acting Chief Judge of Abia State for falsifying his age, this is to serve as a deterrent to others. In addition (Chiedozie, 2013) also observed that almost, three thousand workers in Edo State public service lost their jobs after a verification conducted by the Information Communication Technology, ICT, department in the Governor's office, for falsifying their ages. Furthermore Elike (2014) reported that in Enugu, one Hundred and Thirty-eight (138) Chief supervising principles have been compulsorily retired for allegedly falsifying their ages, this is to serve as a deterrent to others.

Available statistics lend weight to the contention that forgery has reached a dreaded stage; and one area in which forgery has permeated the facets of our society is in the area of age falsification. Little or no attempts have been made to uncover and arrest the structural and individual factors that predispose individuals to forgery (age falsification). The study sets to investigate and uncover whether the provision of welfare facilities (Retirement benefits and unemployment benefits), the policy (ices) of the employers of labour and the need for need attainment lead to age falsification among others.

Statement of the Problem

Government and other employers of labour in their utmost sincerity will invest heavily on a worker with the hope of high productivity in return, but when much is expected of the worker, he/she will no longer be productive as a result of forgery (Age falsification). Although, for quite sometimes now, the quest to control forgery in Nigeria of which age falsification is one remained on top of the list of issues of national concern, but the impact of those programmes still remains much to be desired.

Even though there is no clear cut definition of age falsification as a crime in Nigerian constitution, a person can still be sent to jail for it. Falsifying any document is forgery and forgery is a serious offence in Nigeria. The Nigerian criminal code Act Laws of the federation 2004 clearly spelt it out in chapter 44. In developed societies like the United States of America such offences are taken more seriously. "Falsifying documents is a very serious criminal offence and is generally classified as felony.

With a population estimated to about 178.516,904 million people (World Population Review, 2014), Nigeria is a demographic giant in Africa and the sixth most populated nation

in the world. A synopsis of the available statistics offers a clear evidence of the upsurge in criminal behavior (age falsification). Nzemeke (2014) reported that in civil and public services in Nigeria, for instance, there are regular cases of age falsification. On July 29, last year, the National Judicial Council, NJC, sacked Justice Shederack Nwanosike, then acting Chief Judge of Abia State, from office over his alleged complicity in age falsification. Chiedozie (2013) reported that almost 3,000 workers in Edo State public service lost their jobs after a verification exercise conducted by the information communication technology, ICT department in the governor's office. The reports also stated that before now, Nine hundred and sixty two (962) primary school teachers were also disengaged for complicities in their age.

Ejidike (2014) also reported that in Enugu One Hundred and Thirty-eight (138) Chief supervising principles have been compulsorily retired for allegedly falsifying their ages. In a similar momentum, Nzemeke (2014) noted that although, it is rampant in the civil service, age falsification is also common in other sections of Nigeria, for instance in sports many Nigerian stars have been involved in age falsification scandals. It could be recalled in 2012, that eighteen (18) members of the Nigerian under seventeen (17) team, failed the magnetic resonance imaging, MRI, tests conducted by FIFA the highest foot balling governing body. Lausanne (2010) reported that North Korea has been banned from international gymnastics federation after it was determined that one of their contingents was engaged in age falsification. The courts in Nigeria in recent time have in one time or the other disqualified candidates of political parties from participating in election over an improper age declaration. This is just a tip of the Iceberg, because the above show the scapegoats, what about those that still conceal their engagement in forgery (age falsification)?

These aforementioned developments have vehemently raised a big question about what actually predispose people to falsify their ages, especially in public and private service. Against these backdrop the study seeks to ascertain whether problem of forgery (age falsification) is a structural or individual problem, to ascertain whether the provision of welfare facilities (retirement and unemployment benefits); to investigate whether policy (ies) of the employer of labour; to uncover whether they need for need attainment relates to forgery (age falsification); and to make policy implications for sustainable control and prevention of age falsification.

Objectives of the Study

- 1 To ascertain whether the provision of welfare facilities (Retirement Benefits and Unemployment Benefits) will reduce the problem of forgery (age falsification)
- 2 To investigate whether the policies of employers of labor leads to age falsification
- 3 To ascertain whether the need for need attainment lead to age falsification
- 4 To make policy recommendations for sustainable control and prevention of age falsification

This study contributes to knowledge in the area of structure and individual factors that impose themselves on understanding the reasons that predispose people to engage in forgery with specific reference to age falsification.

It is my understanding that knowledge of those factors that lead to this criminal behaviour is critical to sustainable crime control and prevention. Again, given the knowledge which presently exist in respect of the critical interaction between structural realities and criminal behaviour, the study significantly break ground in terms of broadening scientific understanding of the sociology of crime and criminal behaviour. The merit of such

understanding can be judged in relation to the global and local need for an urgent re-assessment of structural realities that push people to crime and criminal behaviour.

Generally, the findings make are expected to broaden our literature and enlarge upon our current understanding of forgery (age falsification) and thus provide the basis for both proactive and reactive approaches to crime and criminal behaviour. Thus, the NGOs students, governments and general research public stand to gain from the analysis that the study generates.

Hypotheses

- Hypothesis 1: H_0 - There is no significant relationship between provision of welfare facilities (Retirement and unemployment benefits) by government and forgery (age falsification).
 H_1 - There is a significant relationship between provision of welfare facilities (Retirement and unemployment benefits by government and forgery (Age falsification).
- Hypothesis 2: H_0 - There is no significant relationship between the policy (ies) of employers of labour and forgery (Age falsification).
 H_1 - There is a significant relationship between the policy (ies) of employers of labour and forgery (Age falsification).
- Hypothesis 3: H_0 - There is no significant relationship between the need for need attainment and forgery (age falsification).
 H_1 - There is a significant relationship between the need for need attainment and forgery (Age falsification).

Review of Related Literature

Ogundele (2014) observed that some workers falsify their ages due to baseless and unfounded fear. Vast majority of Nigerian Civil and public servants falsify their ages to increase their period of stay and otherwise perpetuate themselves in service as a result of poor planning and fear of uncertainty. This has a negative impact on the economy especially as it lead to poor productivity and the tendency to block the chances for the employment of more vibrant and viable youth who are productive and energetic. This crime of age falsification among Nigerian workers is always supported by court affidavit.

In addition Nzemeke (2014) observed that the incessant strikes in public universities has greatly affected the plans of student, therefore, students consider age reduction as the best alternative. Strike is an outcome of industrial conflict. This has been considered as a potential weapon for workers in Nigerian universities in a quest of pressing home their demands. This approach has a negative impact on students who bear the unpleasant consequences. This has served as an impetus to age falsification. This strike action prolongs students stay in school. This has promoted academic dishonesty and misrepresentation of age in many situations.

Tsve (2009) observed that moral corruption is a worse form of corruption and therefore age falsification is a devastating form of moral corruption that has riddled the national integrity among the comity of nations. This moral corruption as manifested in age falsification is a great bane to political, social and economic progress.

The Nigeria problem is dominated and characterized by this unfortunate phenomenon. The age falsification is one of the moral crises which are becoming incessant and unprecedented. This moral corruption of age falsification is an act of indiscipline that

prevails in schools and workplaces. The act of moral rectitude has been completely eschewed. Moral corruption of age falsification has become unbridled achievement. Morality consists the bases of honesty and promote goodness. This implies that those who are normally upright consider age falsification as a bad act which is a bane to achieve is seen as a violation or distortion of moral principles.

People sometime falsify their age because of peer influence and the influence of other persons around them like parents, colleague, and group association among others. They encourage others either to increase or reduce their number of years. This according to them is essentially to avoid rejection or described as too old in a particular event or situation. Age falsification as revealed and confirmed in several ways has been promoted by peer influence (Amoke, 2006). Peter (2008) observed that the economic statistics of Nigeria revealed that there is a dubious behavior among Nigeria especially as it relates to age. These sometime serve as a bane to economic productivity and growth.

Theoretical Framework

This study is theoretically anchored on the structural functionalism. This theory traces its origin to Auguste Comte (1798-1857); Herbert Spencer (1820-1903); Emile Durkheim (1858-1917), and in recent years, Talcot Parsons (1902-79) and Robert K. Merton (1910 – 2003).

In the view of the functionalist, society is like the living organism in which each part of the organisms contributes to its survival. Therefore, the functionalist's perspective emphasizes the way that parts of a society are structured to maintain its ability. The early functionalist compares societies to living organisms. Any organism has a structure, that is, it consists of number of interrelated parts, such as a head, limbs, heart, blood veins, nervous system, and so on. Each of these parts has a function to play in the life of the total organism. Functionalist (Spencer) asserts that in the same way, a society has a structure, it also consists of interrelated parts, such as the family, religion, state, education, economy, and so on. Each of these components also has a function that contributes to the overall stability of the social system.

This work uses Robert K. Merton's functionalism. The "social structure and Anomie" contained in Merton's most influential general work entitled "social theory and social structure" Robert Merton like other functionalists stresses the important of shared norms and values which form the basis for social order. Crime and delinquents consist of acts which break or depart from these shared norms and values.

Robert, K. Merton (1957) in his article on "social structure and anomie" outlined a theoretical model as an explanation of crime and delinquency which is derived from the writings Durkheim (1950) about the state of "anomie" or "normlessness" with particular reference to American society. Merton's hypothesis is that state of "anomic" is produced wherever there is a disparity between the goals of human action and the societal structured legitimates means of achieving them. Merton postulated that American Society (like the present day Nigerian Society) being premised in the achievement of economic success, the social structure was such that success through legitimate means was denied to many in one way or the other. People responded in various ways to the situation in which they found themselves some accepted the situation, some rebelled, some retreated, and some innovated so as to achieve their goals using different means. Williams (1982) maintained that forgery (age falsification)

is best captured and explained by the last response which is innovation. The individuals who find themselves in this situation accept the culturally set goals and reject the normative means of achieving success and turn to deviant means, in particular forgery (age falsification).

The semblance of this theory to the present study is that social structure coerces or constrains the individual to do away with the societal structured legitimate means of achieving the societal goals and turns to deviant means, in particular age falsification in a quest to obtain an uncommon privilege(s) which could not be available to the individual and also to take advantage in a prevailing situation. In other words, the culture and structure of the society leads people to engage in age falsification.

The implication of social structure theory to the present study is as follows:

1. The model is particularly useful in understanding forgery (age falsification) as a product of disparity between goals of human action and societal structured legitimate means of achieving them.
2. It puts the issue of forgery (age falsification) in proper perspective, making sustainable interventions initiative possible.
3. The theory offers us a very useful tool for interpreting the implication of age falsification.
4. The theory offers us a good understanding of forgery (age falsification) that is not the product of conscious intentions; it is the unanticipated consequences of human behavioural agency.

Methodology of the Study

The study focuses on the knowledge of selected members of the Nigerian public towards forgery (age falsification). It attempts to determine how Nigerians feel towards the structural and individual causes on forgery; with specific reference to age falsification.

The study employed survey research design, a questionnaire complemented with structured interview schedule were used to elicit responses from selected member of the public. The questionnaire and the oral interview guide was pre-tested on a sample of 20 respondents consisting of ten university students and ten civil servants in order to ensure clarity of content and to ensure that both respondents and researchers had the same understanding of the items under study.

The study involved 180 respondents drawn from the category of educated Nigerians residing in Calabar Cross River. The choice of this target was based on the assumption that the majority of public opinion leaders and moulders fall within the category of the educated public and private workers. While the views of the grassroots people is not disfavoured. It is believed that it is the view of the target group that helps to enlighten and educate the folks and the lower about forgery (age falsification). Thus the research "public" consists of students and non-students alike purposively selected from three (3) tertiary institutions, lower and middle class white-collar workers in both public and private organizations. The study adopts multistage probability and non-probability sampling technique. The first step involves the random selecting from the list of students and non students in the three purposively chosen tertiary institutions. A total of fifty (50) respondents were selected in each of the tertiary institutions. Also a total of thirty (30) respondents were also selected from middle class workers in both the public and private organizations. The second stage includes the use of

accidental sample technique to select the individual respondents from targeted convenience. A total of 180 questionnaires accompanied by structured oral interview were administered to 90 males and 90 females.

Each questionnaire and structured oral interview schedule consist of two parts. Part 1 relates to personal data such as age, gender, classification as workers or students among others. Part 2 deals with items on selected aspect of forgery with specific reference to age falsification. The chi-square test of significance was performed and used for the analysis.

Findings

Hypothesis one

- H^0 - There is no significant relationship between provision of welfare facilities (Retirement and unemployment benefits) by government and forgery (age falsification).
- H_1 - There is a significant relationship between provision of welfare facilities (Retirement and unemployment benefits by government and forgery (Age falsification).

Table 1:

Respondents view on provision of welfare facilities and forgery (Age falsification)

Factors	Male (n=90)	Female (n=90)	Total (n=180)
Provision of welfare facilities will reduce age falsification	70	50	120
Provision of welfare facilities will not reduce age falsification	10	17	27
Don't know whether provision of welfare facilities will reduce age falsification.	10	23	33
	90	90	180

Source: Field data (2014)

Items	Male	Female	Total
1	70(60)	50(60)	120
2	10(13.5)	17(13.5)	27
3	10(16.5)	23(16.5)	33
Total	90	90	180

Cell	O	E	O-E	(O-E) ²	(O-E) ² /E
1	70	60	10	100	1.6667
2	10	13.5	-3.5	12.25	0.9074
3	10	16.5	6.5	42.25	2.5606
4	50	60	-10	100	1.6667
5	17	13.5	3.5	12.25	0.9074
6	23	16.5	6.5	42.25	2.5606
Total	$\chi^2_{0.05,2} = 5.991$				10.2694

Calculated $\chi^2 = 10.2694$

Tabulated $\chi^2 = 5.991$

Level of significance at 0.05

Table one show that the calculated chi square (χ^2) value is 10.2694 and the tabulated chi square (χ^2) value is 5.999 at 0.05 level of significant and at 2 degree of freedom. Decision: since the calculated (χ^2) value far exceeded the given table value, hypothesis one is significant therefore H_0 (null) hypothesis is rejected and H_1 (alternative) hypothesis is accepted; which states that there is a significant relationship between provision of welfare facilities (Retirement and unemployment benefits) by the government and forgery (age falsification). This go a long way to show the importance our respondents attached to the provision of welfare facilities by the authorities involved.

Hypothesis two:

H_0 : There is no significant relationship between the policy (ies) of employers of labour and forgery (Age falsification).

H_1 : There is a significant relationship between the policy (ies) of employers of labour and forgery (Age falsification).

Table 2:

Respondent's view on policy (ies) of employers of labour and forgery (Age Falsification)

Factors	Male (n=90)	Female (n=90)	Total (n=180)
Policies of employers of labour predispose people to age falsification	69	53	122
Policies of employers of labour do not predispose people to age falsification	10	15	25
Don't know whether policies of employers of labour predispose people to age falsification.	11	22	33
	90	90	180

Source: Field data (2014).

Items	Male	Female	Total
1	69(61)	53(61)	122
2	10(12.5)	15(12.5)	25
3	11(16.5)	22(16.5)	33
Total	90	90	180

Cell	O	E	O-E	(O-E) ²	(O-E) ² /E
1	69	61	8	64	1.0492
2	10	12.5	-2.5	4.84	0.3872
3	11	16.5	-5.5	30.25	1.8333
4	53	61	-8	64	1.0492
5	15	12.5	2.5	4.84	0.3872
6	22	16.5	5.5	30.25	1.8333
Total	$\chi^2_{0.05,2} = 5.991$				6.5394

Calculated $\chi^2 = 6.5394$ Tabulated $\chi^2 = 5.991$

Level of significance at 0.05

Table two shows that, the calculated chi square (χ^2) value is 6.5394 and the tabulated chi square (χ^2) value is 5.991 at 0.05 level of significant and at 2 degree of freedom. Decision: since the calculated χ^2 value exceeds the given table values, hypothesis two is significant. Therefore H_0 (null) hypothesis is rejected and H_1 (alternative) hypothesis is accepted; which states that there is a significant relationship between the policy (ies) of the employers of labour and forgery (age falsification). The implication of this finding is that people take to forgery (age falsification) in a quest to obtain an uncommon privilege (s) which could not be available to the individual; as a result they forge vital record in order to obtain and maintain employable age.

Hypothesis III

H_0 : There is no significant relationship between the need for need attainment and forgery (age falsification).

H_1 : There is a significant relationship between the need for need attainment and forgery (Age falsification).

Table 3:

Respondents' view on the need for need attainment and forgery (Age falsification)

Factors	Male (n=90)	Female (n=90)	Total (n=180)
The need for need attainment push people to age falsification	67	50	117
The need for need attainment do not push people to age falsification	11	18	29

Don't known whether the need for need attainment push people to age falsification	12	22	34
	90	90	180

Source: Field Data (2014)

	Male	Female	Total
1	67(58.5)	50(58.5)	117
2	11(14.5)	18(14.5)	29
3	12(17)	22(17)	34
Total	90	90	180

Cell	O	E	O-E	(O-E) ²	(O-E) ² /E
1	67	58.5	8.5	72.25	1.235
2	11	14.5	-3.5	12.25	0.8448
3	12	17	-5	25	1.4706
4	50	58.5	-8.5	72.25	1.235
5	18	14.5	3.5	12.25	0.8448
6	22	17	5	25	1.4706
Total	$\chi^2_{0.05,2} = 5.991$				7.1008

Calculated $\chi^2 = 7.1008$

Tabulated $\chi^2 = 5.991$

Level of significance at 0.05

Table three shows that, the calculated chi square (χ^2) value is 7.1008 and the tabulated chi square (χ^2) value is 5.991 at 0.05 level of significant and at 2 degree of freedom. Decision: since the calculated χ^2 value exceed the given table value. Hypothesis three is significant. Therefore H_0 (null) hypothesis is rejected and H_1 (alternative) hypothesis is accepted; which states that there is a significant relationship between the need for need attainment and forgery (age falsification).

Discussion of Findings

In discussing age falsification among the study population, we must bear in mind as a guide, our theoretical framework, Robert K. Merton's functionalism, the "social structure and Anomie" (1957). From our findings, it has been noted that the problem of forgery (age falsification) is structural problem. This simply means the structure of the society lead people to forgery (age falsification), additionally, age falsification can be likened to a social facts. Durkheim (1895) in his "rules rules of sociological method" Durkheim argued that social facts should be considered as things, they are things, meaning they are "sui generis", peculiar in their characteristics. They are the effects or creation of human activities, actions or agency but they are not intended; they are not the product of conscious intentions, they are the unanticipated consequences of human behaviour. So, forgery age falsification) is one of the unanticipated consequences of human behaviour.

Among the respondents, the problem of age falsification is well known to them. Some of our respondents agreed that they have in one way or the other engaged in age falsification either by commission or omission; or either by engage in it themselves or helping or advising others to engage in it. One respondent drove home the point thus:

I did not work up to the 35 years as required in service before retirement, due to one reason or the other, so as a result of that I will not allow any of my ward(s) to pass through that mess. I know what to do and I will start early. (Male respondent)

Another respondent puts it this way-

By engaging corruption called age falsification. It has given me the opportunity to at least compete in the labour market with my peers; I don't think I have anything to regret because anybody in my position can do the same (neutralization- denial of responsibility). (Female interview respondent)

Emerging from this are the findings that lack of commitment towards the provision of welfare, (retirement and unemployment benefits) by both the public and private sector facilitates the increase in forgery in which age falsification is one. In terms of welfare, the respondents unanimously agreed that government should intensify effort(s) towards the provision of workable and accessible welfare scheme to its citizens. The respondents are also of the view that any welfare put in place should be adequate i.e. the benefits provided should be sufficient enough to ensure that the recipient does not fall below a clearly defined minimum subsistence level, should be non-discriminatory both in intent and effects; it should have a comprehensive coverage against all contingencies and invalidism that threaten the income-earning ability of persons[and the overall ability to maintain an adequate and sustainable standard of living and above all, those in need of welfare facilities should be able to access it. As one respondent puts it-

while in service my thought is pre-occupied by if I retire where do I go, what house do I leave in, how do I survive with my family, and whole lot of questions. These questions to one becomes a poser, that if the answer is not positive than negative thoughts will fly in which will result in forgery (age falsification) to perpetuate self in office. (Male interview respondent)

Emerging from the study also, are these findings that demands for a certain age by employers of labour also facilitates this criminal behaviour (age falsification). So in other to get things done and fit into the age bracket people falsify their ages. The most worrisome of it is that Nigerian's live in a society that condones this corrupt behaviour. The very people who can put an end to this criminal behaviour (age falsification) are the very people who condone it, because in one way or the other they are the beneficiaries of the corruption system. This corroborates Achebe (1983) who opined that Nigerians are corrupt because the system under which they live today makes corruption easy and profitable; they will cease to be corrupt only when corruption is made difficult, unattainable and inconvenient. At this juncture, the Nigerian government should take a bold effort at restructuring the socio-economic structure of the Nigerian society.

Conclusion/ Policy implication

My purpose in describing and analyzing the public perception of the structural and individual causes of forgery (age falsification) is not merely to broaden the literature base on

the subject but also to provide scientific bases for sustainable proactive and reactive actions. Evidence from the study shows that, people are pre-disposed to forgery (age falsification) as a result of structural and institutional realities present. The implication is that forgery (age falsification) is not reducible to the level of the individual, but to the structural and institutional arrangement of the society. Corroborating Achebe (1983) who opined that Nigerians are corrupt because the system under which they live today makes corruption easy and profitable; they will cease to be corrupt when corruption is made difficult and inconvenient. Implication of the above is that there should be an urgent need from the federal, regional and state level to carry out re-assessment of the structural and institutional realities that serves as bottlenecks and otherwise predispose people to crime and criminal behaviour.

Another issue which is implied in the findings of this study is the critical importance of education. Indeed, there is the need to vigorously encourage and sustain moral education in our tertiary, secondary and post secondary school levels. Conscientization and moral education should be upheld. As Tserve (2009) also suggested that the structural and institutional corruption should be lessened through activities and programmes that enthrone attitudinal change.

The observed multiplicity of factors that causes forgery indicates an important challenge. There is the need that age specification in employment opportunities should be de-emphasized this is because people often falsify their age in quest of meeting the demand of their intending employer(s). Also academic calendar should be religiously followed devoid of industrial conflict, because strike which prolong period or duration of students stay in school causes age falsification and other criminal behaviour. Government with its utmost sincerity should intensify effort(s) towards the provision of welfare facilities to its citizens (Retirement and unemployment benefits) which should be adequate, non-discriminatory, comprehensive and above all universal. As a reactive measure magnetic image resonance test should be introduced in the country.

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