

The Problems of Age Falsification in Nigeria Civil Service: A Study of Delta State

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Abstract: This study focuses on Age falsification; inherent problems and retirement in Nigeria Civil Service: A Study of Delta State. Age falsification has been a hydra problem in the country, touching all aspects of human endeavors, stunting productivity level and/or job performance in various organizations (the Civil service mostly affected). One major determinant of age falsification in the civil service is, the fear of retirement viz the challenges (poverty, change of status, inferiority complex, loneliness, debt, etcetera) that comes along with retirement.. It is in that regard, the study was carried out so as to enquire into the nature and causes of age falsification, ascertain the relationship that exists between it and retirement in the civil service of Delta State. In ensuring that the aim and objectives of the study are attained, both the primary and secondary data were resorted to in the study. A total of a hundred and eighty questionnaires were administered to the population of study, to elicit data. We adopted the Rational Choice Theory popularized by the Classical Economist, Adam Smith, as our theoretical framework. the following findings were obtained; that there is a nexus between age falsification and retirement in the civil service of the state. That age falsification is as a result of unemployment cum poverty in the country. That civil servants are rational beings, as such think before they act, so age falsification is a necessary evil. That failure to keep to promises made by the government to pay retired civil servants through the Pension Scheme Program, is another reason for age falsification. That age falsification affects job performance and productivity level (negatively). That except the government take drastic steps viz engaging digital tools and tackling the gross misconducts in the civil service, age falsification would remain evergreen in the country.

Keywords: Age falsification, civil service, Delta State, rational choice, unemployment, experience.

Introduction

There has been a sharp rise in the incidences of age falsification in Nigeria with a greater chunk in the Civil Service. This could be as a result of several factors viz the need to reach the peak of their career or to be eligible for the age limit stated by employers of labour (Aborisade, 2021). Age falsification is likened to a plague that has eaten deep into the Nigerian civil service, as well as the labour market especially in the Delta state civil service. The Nigerian labour force is characterized with doddering and over aged workers (Ukekwe, 2018). This menace lingers and keeps affecting the production level adversely in the Civil Service(s), organizations and businesses.

Age falsification occurs when individuals deliberately misrepresent (either under or above) their real age (wikipedia, 2022). Age falsification is a global phenomenon and challenge that has an attendant effect on productivity, be it in the public or private sector, and it is rampant in the third world (or developing) countries. Of course, it is not a Nigerian or African thing, though the factors influencing it may vary from one nation to another or profession.

This phenomenon has been noticeable also in football, civil service recruitment, job retention and the unilateral postponement of retirement, high standard administrative positions, sports competitions, and eligibility status for foreign scholarships for post graduate degrees. Even recruitment into the armed forces, where younger age is a necessary prerequisite for qualification, consideration, acceptance, placement and promotion.

Nzemeke (2014) noticed that like every corrupt act, age falsification is systematically becoming a common trend in Nigeria. Age falsification is a situation where people deliberately reduce their age to suit their ambition(s) or take an advantage of a prevailing circumstance (Uzundu, 2014). It is therefore adduced without equivocation to be a conscious shortening of age for personal gratification (Ezikeudu, 2019). It is invariably seen as a deliberate misrepresentation of one's original age in a bid to get an uncommon opportunity and or opportunities, which could not be open to the fellow at a material point in time.

Age falsification is carried out through tampering or forging of important information so as to obtain and maintain eligible age and other privileges thereafter. Contemporarily, age falsification is always defended by an assertion that the real credentials or papers have been destroyed by fire, carted away by criminals, misplaced or lost as a result of movement and or transfer, damaged by natural disasters viz flood, or perhaps the birth was not recorded at the appropriate time (Ezikeudu, 2019).

According to Sokoh (2017), the syndrome of age falsification is to a large extent due to challenges associated with retirement. Retirement or job termination refers to a significant period in the life of public servants. This stage is usually characterized with challenges, devastating and traumatic experiences in the life of the retiree, especially when he or she failed to plan for life after service year.

Most civil servants get frustrated, dejected (in some cases paralyzed) after retirement. Some of the reasons for these include, insufficient fund, malnutrition, dysfunctional family issues, hypertension, loneliness, loss of self-esteem due to loss of social status to name but a few. It is in that regard, the study seek to examine age falsification, conditions responsible for it and the challenges that characterize retirement in the Delta State Civil Service.

Most government and other employers of labor in their best and possible means will invest so heavily on manpower knowing fully well that, therein lies the secret of high level motivation, with an attendant effect on productivity, only to be disappointed on their expectations about their workers, as the latter will no longer be productive due to age limitation (Ezikeudu, 2019).

Despite the fact that the Nigerian constitution is silent (perhaps relatively) as to the penalty for age falsification, anyone caught in the act can still be made to serve corporal punishment. Falsification of any document is a grave offence in Nigeria, and is termed 'forgery'. This is encapsulated in Chapter 44 of the Nigerian Criminal Code Act Laws of the Federation 2004 (Ezikeudu, 2019).

A major impediment to optimum performance and productivity in the Civil Service is the menace of age misrepresentation. This apparent oddity has become institutionalized, as a fair proportion of career officers are culpable (Sokoh, 2017). Either extrinsically or intrinsically, misrepresentation of age has become a hard bone to crack for management of personnel matters in the government business.

As an addendum to the plethora of problems challenging the civil service, age misrepresentation has become a hiccup that further water down the operations of the civil service. Age falsification is detrimental to the development of the civil service and to it's ability to ensure service delivery. When civil servants who are aged remain in the service, it closes opportunity for continuity and innovations that are germane to public service development. Olagunju (2011) opined that, age falsification by workers sometimes induces corruption in the system, as a result of the tendency to have mastered the myriad lacuna in the system.

It is against this backdrop that, this paper seek to examine The Challenges of Age Falsification in Nigeria Civil Service: The Case of Delta State

Research Questions

1. What are the causes of age falsification in Delta State Civil Service?
2. Is there a relationship between age falsification and unemployment in Nigeria?
3. Is there a relationship between provision of welfare packages and age falsification?
4. Is there any relationship between age falsification and job continuity?
5. What extent does age falsification affect retirement in Nigeria?
6. What should be done to minimize the occurrences of age falsification in Delta State Civil Service?
7. What can the government do to cater for retirees after their service years?

Methods

This study is descriptive in nature. It employs both the primary and secondary models of data collection. The survey design in which questionnaire is administered is used to obtain the opinion(s), views, and/or preferences of civil servants on the topical issue.

Delta State Civil Service is our focus for the study. The state comprises 6.65million people. While the numbers of civil servants in the state are 48,547, there are 7,959 pensioners (BudgIT, 2022). This study is based on a sample size of 180 respondents. The study adopts the Systematic Random Sampling Technique. The justification for this technique is based on the fact that, it enables every element in the sampling frame to have equal opportunity to be selected without bias in a systematic manner. The sampling frame was drawn from a staff list of 136 senior staffs of grade 06-17, and 80 junior staffs of grade level 01-05 in the Delta State Civil Service Commission.

The following research instruments are employed for the purpose of this study; questionnaire. The questionnaire is employed because, it is easy and simple to administer. It also, provides the anonymity of the respondents who would have been reluctant in identifying with such an exercise. The questionnaire would be utilized to elicit information from the respondents. It would comprised of standardized questions, structured in such a way that appropriate information would be obtained from the respondents. It would be divided into two sections viz sections A and B. Section A contains questions that are based on the personal profile of the respondents.

Section B, addresses the subject matter of the study. The Likert-style rating scale method of questionnaire would be administered to the respondents. This design enables researchers to enquire from the respondents on how strongly they agree or disagree with a statement or series of statements on a five point scale; e.g 5- Strongly Agree, 4- Agree, 3- Undecided, 2- Disagree, 1- Strongly Disagree.

Literature Review

Age Falsification

The place of birth, parentage and birth date, is God's supreme prerogative. In that regard, date of birth in particular is the platform and basis for life's relevance (Benibo, 2022).

Age falsification in the world has become so noticeable in the public sector and in sports.

The United States Volley Ball Association states that, for all USVBA corporate events, any individual that violates any record that certifies the age or identity of a participant, or forge any statement which highlights the age or identity of a participant, will be disciplined (wikipedia, 2022). In that regard, the extant body highlights the following disciplinary actions for any erring official: Any team member, coach, program director or mature participant found to be party to such action shall:

- Be immediately suspended from registration with the USBVA and disqualified from subsequent participation in the event; and
- Be disqualified from participation in any of their events, in any capacity for a minimum of two years; and
- Have a minimum probation of one additional year, to run consecutively to the suspension.

A junior player who intentionally plays in a lower age classification than he or she is actually qualified for or an adult player who intentionally plays in a higher age classification than he or she is actually eligible for, or any player who deliberately falsifies his or her identity shall:

- Be immediately suspended from registration with the extant body and disqualified from subsequent participation in the event;
- Be banned from participation in any of the extract body events in any capacity for a minimum of two years; and
- Have a minimum probation of one extra year, to run consecutively to the suspension

(Source: BOD 1/2004).

In football, it is rampant amongst players belonging to nations where records are not easily investigated. The media most times refer to the player with false documents as an 'age-cheat'. There are myriad of reasons for the falsification of player's documents. European scouts are searching for young chaps from less developed countries to sign for a European club. These players are aware of their slim chances to get in based on their older age. Hence, they lie about their age. Age falsification also permits an older player to enroll in youth competition. FIFA (2022) noted, 'over-age players have been wrongly entered into various youth competitions, often taking advantage as a result of greater physical maturity compared to players of the proper age'.

Age Falsification: Nigeria's Journey so far.

Over the years, the phenomenon of age falsification has skyrocketed in the country in a frightening dimension. There have been linkages between age falsification and other variables viz retirement (and its challenges), unemployment and what have you, in Nigeria.

According to Benibo (2022), there are several reasons that can adduce to why people misrepresent their age. He noted, 'there is a well planned arrangement to cheat, deceive and forge even with a pinch of salt'. Those who misrepresent or forge age covertly concur that they are less than fulfilled. They needed to be somewhere which they are not, and time is fast leaving them. Some civil or public servants falsify age so they will remain relevant in office or lead others.

In that wise, there is incessant manipulation of service documents and age declaration. It is obvious that, a person who feels fulfilled or accomplished would forge any of his document, let alone age. Those falsifying their age would rather prefer to die in service than to retire and face the harshness of posterity.

The Nigerian civil service is plagued with senile and over-aged employees due to age falsification (Sokoh, 2017). Age falsification in Nigeria cut across all sector, chief amongst them are the civil and/or public service and football. The proliferation of over aged persons in the Civil service continues to hinder productivity, continuity, innovation, creativity, development and etcetera in the country. Erude et al (2023), admits that age cheating is as a result of certain factors viz, unemployment, poverty, retirement challenges, and what have you.

In any part of Nigeria, misrepresentation of age is a serious offence with grave consequences (Umah, 2019). Most persons forge their age through either of the following ways;

(i) Through writing, quoting and providing or oral claim of wrong age.

(ii) By the usage of oath and making affidavit stating false age.

(iii) By re-writing, editing, wiping away and forging documents containing age.

In that regard, it is crystal clear that, the majority of persons who misrepresent their age, are also guilty of forgery in the long run.

No one is above the law, as even if a judge is found guilty, he may also be charged with offence of FALSE EVIDENCE.

In Northern part of the country; states including the FCT;

- Misrepresentation of age includes the tendering of fake information and it's a punishable offence (6months maximum and/or fine not exceeding #40.00). In a situation where it is more of an offence or arrest, the punishment will be maximum of 2years imprisonment and or with a fine.
- Age falsification or provision of forged record that is intended to work against the action or omission of a public servant, will follow a corresponding punishment of one year imprisonment and or a fine of #40.00.
- Falsification of age and provision of forged documentation by a judicial officer or any other person obliged by oath to stand by the truth regardless, is a serious offence punishable with 7years imprisonment and a fine.

However, if the misrepresented age is a function of judicial proceeding, the offence is punishable with imprisonment (not exceeding 14 years together with fine).

- Issuance or the working of birth certificate that has a forged age is a serious offence and its punishment goes with a 7years imprisonment and fine.
- Processing or working with false age declaration/affidavit of age is also a crime and its punishment is 7years imprisonment with a fine.
- Falsification, working, owning, deceit making and sing, dishonest erasing and tampering, as well as deceitful procurement of someone to forge age document/certificate/affidavit or parts of such, are serious offences of forgery. The punishment is an imprisonment for a period (not exceeding 14years) and/or with a fine.

Falsehood and corruption moves *pari-pasu*, as they both involve the deliberate use of dishonest means for self interest viz lying, cheating, distortion, defrauding, etc. In Nigeria, a synonym to age falsification is 'official age'. This has become the norm in Nigeria both in the Civil and Public service that, for you to spend more time (than required) and stay in your job, you must reduce or lower your age.

The culture of age falsification in Nigeria is traceable to the 1960's, after the country gained independence. Since then the phenomenon has spontaneously increased both in breadth and depth (Sokoh, 2017). The motivation for this varies as time passes. For instance, in the 1960s and 1970s, majority of persons who falsified their ages did so to appear older, so as to make them fittable for the newly created jobs in the public service viz armed forces, administration, teachings, and what have you. This has changed in the last two decades or thereabout. Unemployment rate is ever increasing coupled with underemployment (earning below your qualifications) and even worse is the poverty rate. This has made the phenomenon to become more chronic and pervasive. Age-cheating in the public sector is now a new normal.

Ezikeudu (2019) opined that a lot of workers are predisposed to falsification of their age as an outcome of structural and institutional reality present. The implication therefore, is that, forgery encompasses the level of individual as it is the structural and institutional permutation of the society.

Age Falsification: the Delta State Experience

It is practically utopic to ascertain the specific period that age falsification started in the Nigerian Civil Service, let alone Delta State Civil Service. However, it is not out of place to admit that, age falsification and all other anomalies within the state civil service are offshoots of specific settings from the sociopolitical and economic environment (Sokoh, 2017). In that regard, it is interesting to note that the civil service operates within a given parameter viz socio-cultural, political and economic environment.

What is the nature of the Delta State Civil Service? According to Sokoh (2017, quoting Ekpo, 1979:61), 'the Civil Service is highly corrupt, inefficient and crowded with surplus manpower'.

The State Civil Service is highly nepotistic with primordial sentiments, ethnic chauvinism, lack of initiative, corruption, lack of bargaining skills by the superior and incapacitation of the junior staffs to responsibilities.

The Delta State government is the highest employer of labour in the state. Sokoh (2017) asserts that, there are certain conditions necessitating the rising incidences of age falsification in the state civil service. This includes the wellbeing of civil servants. Despite efforts by governments to improve on the standard of living of civil servants, things have remained sacrosanct. The average Civil servant is unsure of a good life in the future, regardless of a stable monthly pay, hope of gratuity and/or pension. The joy and hope of gratuity and pension, which is supposed to be the victory of labour over its employers, is not there in the state civil service. Pension programs within the country has been characterized by plethora of problems, that has further triggered the anxiety of the workers to extend their stay in the service by falsifying their age.

Without equivocation, one of the major factors for the arisen cases of age falsification in the state is, the non-payment or delay in pension and gratuity payment by both the federal and state governments. For instance, the pension backlog was said to be about #2.56 trillion as at December, 2005 (Sokoh, 2017). The bitter truth is that, retirees undergo difficulties and a very tedious processes before they might receive their pensions, gratuity and other retirement benefits.

Most civil servants after retirement, are left to face the other sides of the divide viz unemployment, poverty, loneliness, rejection, frustration, etc. There is also the problem of administrative bottlenecks, bureaucracy, inefficiency of the civil service to pay its workers and economic depression or recession which have all made pension, gratuity and other retirement benefits difficult.

Tosam (2015) argues that, age falsification is one of the surest way public servants use to escape from the dangers of unemployment, as the Nigerian economy is not youth friendly. Cases abound of Universities graduates, after completing their one year compulsory service to the country, would spend close to a decade or half before they can get job. Funny enough, by then, they might have become too old than required. Hence, they end up falsifying their age. Just to know the extent to which age falsification has eaten into the country, here is a report from the Sun (February, 2020):

In one of the Federal teaching hospitals in a state, Lawrence an insurance broker visited the hospital for a confidential check-up bordering on erectile dysfunction. As the custom was, the nurses requested for his bio-data, before he would be allowed to see the medical doctor. He provided his details in a blink of an eye. When the doctor arrived, looking through his folder and noticed the age filled, and that he does not look like the fellow in front of him. It took the doctor quite a while before he could persuade Lawrence to admit that his real age is 52 while his official age is 45.

Mbih (2015, pg.2) asserts, age cheating or falsification is the use of fake documents to proof that a fellow is either younger or older than his/her original age with the aim of gaining undue advantage over contemporaries. Going on, he said, 'age-cheating is rampant in African countries where the Civil registration system is either old-fashioned or out rightly in extinct'.

Theoretical Framework

This study used the Adam Smith rational choice theory, which has to do with a body of rules that informed ones understanding of the economic as well as social behavior. The purported theory opined that an individual would go through a cost-benefit analysis to predict and/or determine whether a perceived option is either right or wrong. It looks at three determinants- rational beings, personal interest, as well as the unseen hand.

Rationality permeates all aspect of human existence, be it science, engineering, law, political science, sociology, public administration, philosophy and etcetera.

It is in this wise, the theory was selected as a guide for our study, because it ideally speaks to the rationale behind the choice to age falsification by civil servants. The theory is premised on the argument that, for whatever action there is a well planned decision making.

Civil servants are known to be rational in their choices, as such make choices based on their own priorities and the circumstances (or choice set) that faces them. The political economy of Nigeria is dynamic, brutish, wavering, etcetera and the inability to take decisions that suits one's need may be very frustrating.

The rate of unemployment in the country keeps adding up daily, with an attendant of more university graduates becoming jobless and/or underemployed. One may have far past the required age needed for a choice job, before getting it. In situations where this job is a do or die affair, falsification of age becomes the necessary evil.

Also, the inability of government in solving the questions of pensioners and retirees, is yet a reason for age falsification. Some persons hinge their survival on being in the system till forever. Humans by default are free moral agents, therefore, at most times make choices that meets self interest.

Looking at the crippling state of the country's economy, age falsification becomes the necessary thing to do in order to remain relevant and not a relic. Some of civil servants are the bread winners of their families, and

should anything affect their jobs, it touches the entire family. In this regard, they are ready to do anything possible to remain in the service, without putting into consideration, organizational growth.

Another reason for age falsification, is retirement challenges. Ceteris paribus, retirement time is one of enjoyment, satisfaction, fulfillment and relaxation. However, for considering the realities on ground, it is not so in the country. In Nigeria retirement is bedeviled with frustration, disappointment, sickness, heavy debt, etcetera. On the part of the government, it has not faithfully delivered on good governance.

In this regard, the civil servant would be made to face some challenges upon retirement. Some civil servants in an attempt to avert the harsh life of post retirement, go out looking for part-time and/or private jobs. They considered it as being rational rather than indebtedness.

In this regard, rational choice is not only caused by monetary gain, but can be emotionally influenced. Some civil servants would instead misrepresent their age, in order to remain in the service (even longer than necessary) and keep their friends, colleagues, and the busy life that comes with working.

By and large, civil servant's, in selecting the relatively best action, considers the outcome, results, and etcetera, and would choose the one that suits his or her idiosyncrasies

Findings

The data obtained in this study would be analyzed by the use of the simple percentage. The simple percentage will be used for both sections of the questionnaire, in order to verify their percentage for easy analysis. This will also go pari-pasu with the content and historical analysis from relevant literatures, internet, etcetera.

Table.1 Questionnaire Administration

	Frequency(f)	Percentage(%)
Number of Questionnaires Returned	115	96%
Number of Questionnaires not Returned	5	4%
Total Number of Questionnaires	120	100%

Table 2: Sex Distribution

Sex	Frequency(f)	Percentage(%)
Male	70	61
Female	45	39
Total	115	100

Source:fieldwork(2023)

Table 3: Grade Level Distribution

Grade level	Frequency (f)	Percentage (%)
06-17	75	65
01-05	40	35
Total	115	100

Source:fieldwork(2023)

Table 4: Educational Level

Education level	Frequency (f)	Percentage(%)
Primaryorless	02	2
Secondary	11	9
Tertiary	102	89
Total	115	100

Source:fieldwork(2023)

Table 5: Respondents responses on "Do you agree that provision of welfare packages will reduce falsification of age?"

Responses	Frequency(f)	Percentage(%)
Strongly Agree	62	54
Agree	48	42
Undecided	01	1
Disagree	04	3
Strongly Disagree	0	0
Total	115	100

Source:fieldwork(2023)

Table 6: Respondents responses on "Do you agree that conditions for recruitment and job retention leads to age falsification?"

Responses	Frequency(f)	Percentage(%)
Strongly Agree	55	48
Agree	42	37
Undecided	5	4
Disagree	12	10
Strongly	01	1
Total	115	100

Source: fieldwork(2023)

Table 7: Respondents responses on "Do you agree that delay in getting gainful employment results in age cheating?"

Responses	Frequency (f)	Percentage(%)
Strongly Agree	69	60
Agree	33	29
Undecided	04	3
Disagree	06	5
Strongly Disagree	03	3
Total	115	100

Source: fieldwork (2023)

Table 8: Respondents responses on "Do you agree that governance failure vis-a-vis pension policies have a bearing on age falsification in Nigeria?"

Responses	Frequency (f)	Percentage(%)
Strongly Agree	33	29
Agree	27	23
Undecided	08	7
Disagree	33	29
Strongly Disagree	14	12
Total	115	100

Source: fieldwork (2023)

Table 9: Respondents responses on "Do you think that falsification of age is a function of lack of ethical values?"

Responses	Frequency (f)	Percentage(%)
Yes	92	80
No	23	20
Total	115	100

Source: fieldwork (2023)

Discussion of Findings

Findings from table one, shows a total of one hundred and twenty (120) questionnaires were administered and the number of responses obtained were a hundred and fifteen (115) representing 96% of the total questionnaire administered, while the number not returned were five (5) representing 4% of the total number of questionnaires. From table two, it reveals that seventy (70) respondents representing 61% were males, while forty-five (45) respondents representing 39% were females.

Table three shows that, seventy-five (75) respondents representing 65% are senior staffs, while forty (40) respondents representing 35% are junior staffs. In this regard, the senior staffs are more represented in administration of the questionnaire. Age benchmark affects senior staffs more than it affects the junior staffs. As civil servants grow older, their work and/or job performance level reduce, drastically.

Table four above shows the educational qualification of respondents. Two (2) respondents representing 2% have primary education, eleven (11) respondents representing 9% have secondary education, while a hundred and two (102) respondents representing 89% of the total size have tertiary educational qualification.

Table 5 revealed that a hundred and ten (110) of the respondents representing 96% are of the opinion that, if the government keeps to their words in making sure that, welfare packages are provided for civil servants, it would lead to a reduction in the incidences of age falsification in the country. In this regard, it is possible that the

salaries of the civil servants are not enough to cater for their needs (and to save for retirement periods). Hence, it is a testament to the above assertion.

Table 6 reveals that, ninety-seven (97) of the respondents representing 85% are of the opinion that the conditions put in place by the government and/or civil service commission as criteria for recruitment and retention necessitated the civil servants to falsify their age, in order to fit into the scheme. Hence, the above assertion is true. Table 7 above, shows a hundred and two respondents representing 89% believes that, the delays and/or challenges associated with getting gainful employment in Nigeria, is a major determinant of age falsification. Hence, it is in agreement with the assertion.

Table 8 above shows that, there is a mixed reactions from the response. As such, we cannot overtly submit that the above assertion is true. The percentage of persons who are of a contrary view is almost equal to those for it. Whilst sixty (60) respondents representing 52% agreed to the assertion, the remaining fifty-five (55) are of a contrary view. Whilst thirty-three (33) Disagree, fourteen (14) Strongly Disagree, and the remaining eight (08) of them are uncertain. In this regard, the above assertion is not a major determinant (if perhaps it is a determinant). If the working conditions are conducive, coupled with a good and/or fair salary structure, civil servants would be able to save (and invest still) for their retirement. So, whether the government keeps to her promise or not vis-a-vis pension policies, they are comfortably doing well.

The last table (table 9) shows that, most of the respondents i.e a ninety-two (92) representing 80% are of the believe that, ethics (be it in full or in dearth) is a determinant of age falsification. Therefore, the answer to the above assertion is a "Yes".

Conclusion

The study has been able to establish the fact that, age falsification is a necessary evil, going by the hardship and harsh conditions of the Nigeria labour market. Also, it has shown us the damages age falsification causes on productivity level and/or job performance.

It further asserts, an attempt to stop age falsification in the country, would be faced with quite a number of obstacles and/or blockade.

However, it is very possible when the government becomes so responsible that, she is ready to carefully itemize the plethora of causes of age falsification in the country, with the attendant of solving them one after the other. It would be wise to caution at this juncture, age falsification can only be reduced to the bearest minimum, and for it to happen, the government must take deliberate and/or drastic measures on the culprits.

Committees should be setup by the government, to carefully enquire into the nature and causes of age falsification, and then draft the way forward towards solving the problem.

The study would not be a success if after highlighting and/or identifying the major causes/determinants, as well as the effects of age falsification in Nigeria viz-a-viz Delta State Civil Service, it is concluded without suggesting some practical and realistic recommendations as panacea.

In that regard, the following recommendations are proposed;

1. A digitalized system of data collection and/or operation for natality, as well as, mortality records, should be adopted by the government. With the engagement of digital tools, that enables accurate data record, it becomes an herculean task, falsifying one's age. From child birth your details are computed, as you age, it is being updated.
2. The government should ensure that, each Civil servant's retirement is planned for right from the inception of work. How can this be possible?
3. They should engage organized private sector e.g Banks to open an account (more of a fixed deposit) where both the government and individual employee, pay certain amount to. This would go a long way in stopping most of the anomalies cum corruption currently ravaging the Pension Scheme Program.

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