

CONSTITUTIONAL X-RAY OF NATIONAL YOUTH SERVICE CORP IN PRIMARY ASSIGNMENTS IN NIGERIA

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Abstract

This paper is on the constitutional x-ray of National Youth Service Corp (NYSC) in primary assignments in Nigeria. The National Youth Service Corps was created in a bid to reconstruct, reconcile and rebuild Nigeria in unity. The primary purpose of the scheme is to inculcate in Nigeria youth the spirit of selfless service, patriotism and brotherhood of all Nigerians irrespective of cultural or social background. Apart from this, there is assignment known specifically as community development service (CDS) through which corps members are expected to contribute to the communities where they serve. The objectives of primary assignments and community development services (secondary assignment) are debatable in terms of how these assignments have generated development in host community in contemporary time demands an x-ray. It is recommended that the Act of the National Youth Service Corp be amended to ensure that corps members are able to carry out their community development activities effectively to achieve all round sustainable development.

Keywords: *Constitutional X-ray, National Youth Service Corps, Primary Assignments and Community Development.*

Introduction

The National Youth Service (NYSC) is an initiative of the Federal Government of Nigeria, which began with the mission to promote strategic objectives amongst which are national unity and integration,

dignity of labour and self reliance (Agumagu, Adesope & Mattew-Njoku, 2006). The scheme was borne out of the exigencies of post Nigerian civil war reconstruction, re-habilitation and re-

integration. Under the scheme, young graduates are mobilised and deployed nationwide for a compulsory one-year service to learn and work. The National Youth Service Corps year comprises of four (4) main segments in which every corps member must satisfactorily participate before he/she is qualified to be issued a certificate of National Service. The service year, therefore, comprises of: orientation courses; primary assignment; community development service (also referred to as secondary assignment) and Winding-Up/Passing out. For the purpose of this paper, emphasis will be laid on primary assignment (Sec. 9).

It is an awesome adventure in the history of Youth Service to acquire experience while serving the nation in Nigeria. This service entails an unwavering support or aid given to people of a particular community at a given time in one's discipline. However, serving the people is not even as beneficial as the experience one garners from it (Onyihi, 2011). This, perhaps, explains why National Youth Service Corps (NYSC) incorporated the primary assignment phase in its four cardinal programmes. The primary assignment, being the second, is the phase that involves the utilisation of corps members in their respective fields for manpower development (Oriakhogba & Fenemigho, 2001). Therefore, it is pertinent to examine the constitutional act of NYSC in primary assignments in Nigeria.

The National Youth Service Corps (NYSC) in Nigeria is a government initiative which was established under Decree No. 24 of 1973, promulgated by

the Military regime of General Yakubu Gowon (Rtd.). That Decree was repealed and later replaced by Decree 51 of 16th June 1993. This Decree is cited in section 315(5) of the 1999 Constitution of the Federal Republic of Nigeria (as amended) which recognises it as an existing law and gives it the same effect as any other provision of the Constitution. Thus, the Nigerian Constitution is the legal basis of the NYSC with the Decree to continue to have effect as a Federal enactment (i.e. deemed an Act of the National Assembly.) Hence, the National Youth Service Corps Act 11 (herein after referred to as 'the Act') is also revised 2011. The reason for the creation of the service corps was the yearning to refocus the post-civil war Nigeria as a united, strong and self-reliant nation with a great and dynamic economy, which offers bright and full opportunities for its citizenry in a free and democratic society.

Objectives of National Youth Service Corps

Section 1 of the Act of National Youth Service Corp (NYSC) sets out the objectives of the Act and divides the goals of the scheme into three, which include proper encouragement of common ties among Nigerian youths, promotion of national unity and the development of the Nigerian youth and nation. The section further enumerates certain objectives of the scheme, which include:

- i. To inculcate discipline in Nigerian youths by instilling in them a tradition of industry at work and patriotic as well as loyal service to Nigeria in any situation they may find themselves.

- ii. To raise their morale tone by giving them the opportunity to learn about higher ideals of national achievements, social and cultural improvement.
 - iii. To develop in them attitudes of mind, acquired through shared experience and suitable training, which will make them more amenable to mobilization in the national interest.
 - iv. Developing skills in the Nigerian Youth for self-employment.
 - v. Contribution to accelerated growth of the economy.
 - vi. Remove ethnic prejudices and ignorance among the Nigerian Youths and show ethnic similarity.
 - vii. Develop a sense of corporate existence; and
 - viii. To develop common ties among Nigerian youths and promote national unity and integration by ensuring that: (a) as far as possible, youths are assigned to jobs in states other than their states of origin. (b). Each group, assigned to work together, is as representative of the country as possible.
- 3) Assigning members to work together as representatives of Nigeria as far as possible.
 - 4) Exposing the Nigerian youth to the modes of living of people in different parts of Nigeria.
 - 5) Ensuring Nigerian Youths accommodate religious differences through tolerance.
 - 6) Enabling members seek employment in any part of Nigeria at the end of the Service Year.
 - 7) Inducing employers to employ qualified Nigerians irrespective of their State of origin through their experience with corps members.

The above provisions form the basis for the mobilisation policy of the service corps in order to enable easy achievement of its objectives.

NYSC and Primary Assignments

The primary assignment phase is unarguably the most relevant of all the phases. This is not to discountenance the relevance of other phases (orientation exercise, community development service and passing-out) but with careful observation one can say the primary assignment phase is the most elaborate in the service year. Corp members' performance at Place of Primary Assignment (PPA) is the lens through which overall performance in the service year is viewed. For instance, a corps member is entitled to a monthly allowance given by the Federal Government on the submission of a duly signed clearance form from his employer. An employer will never issue this clearance form to the corps member if the member has not

According to sub-section 4 of this section 1, these goals are expected to be achieved by:

- 1) Equitable distribution of members of the Service Corps and utilization of their skills in area of national needs.
- 2) Assigning members *as far as possible* to jobs in states other than their states of origin as

served diligently and satisfactorily for the said period.

To show that the NYSC scheme is not a waste of time and energy, and to also prove that the monthly stipend given by the federal government is not a free-for-all emolument to aid corps members' laziness, the scheme ensures its headcount and inspection strategies in checking the excesses of corps members and their employers are followed to the letter. These strategies often catch corps members who neglect their duty posts unawares. Knowing that some employers abet corps members' into leaving their primary assignment for a private enterprise or pursuit, NYSC has continued to send its staff to check up on all employers with the scheme to curtail this act as it is consistent with NYSC Bye-laws Section 9.

As it is clearly stated on the NYSC Act (Bye-laws revised 2011: p.8), every member shall:

1. Not refuse posting to primary assignment: Any member who reports late at duty station shall be tried by the Corps Disciplinary Committee and if found guilty, be liable to extension of service on half pay double the period he is late to station. Any member who refuses to accept posting to primary assignment shall forfeit the allowance for the number of months out of work and also serve an extension double the number of months out of work with half pay
2. Not be late to report at duty station: Any member who reports late at duty station shall be tried by the Corps Disciplinary Committee and if found guilty, be liable to extension of service on half pay double the period he is late to station. Any member who reports late for duty shall be queried by his employer and the report sent to the State Coordinator for disciplinary action.
3. Not fail to report to duty punctually: Any member who induces the rejection of his posting shall be liable on conviction of extension of service for thirty days (30) on half pay.
4. Not induce rejection of posting: Any member who fails to carry out his duties diligently shall be queried by his employer and the report sent to the State Coordinator for disciplinary action.
5. Not fail to carry out duties diligently: Any member who fails to carry out his duties diligently shall be queried by his employer and the report sent to the State Coordinator for disciplinary action.
6. Leave his duty station or absent himself from any official activity without the written consent of the State Coordinator.
7. Any member who leaves his duty station or absents himself from any official activity without the permission of the State Coordinator shall be tried by the Corps Disciplinary Committee and, if found guilty, be liable to extension of service with half pay double the period of absence.
8. Not travel outside the State without written permission of the State Coordinator: Any member who travels outside the State without the written permission of the State Coordinator shall be tried by the Corps Disciplinary

- Committee and, if found guilty, be liable to forfeiture of allowance for the number of days absent and extension of service with half pay double the period of absence.
9. Not be rude to constituted authority: Any member who is rude to constituted authority shall be tried by the Corps Disciplinary Committee and, if found guilty, be liable to extension of service for a period not less than thirty (30) days with half pay.
 10. Not engage in immoral practice especially with students: Any member who engages in immoral practices shall be tried by the Corps Disciplinary Committee and, if found guilty, be liable to extension of service for thirty (30) days without pay.
 11. Not disclose official information: Any member who discloses official information shall be tried by the Corps Disciplinary Committee and, if found guilty, be liable to extension of service for a period not less than thirty (30) days without pay.
 12. Not leak examination question: Any member who leaks examination question shall be reported to police for prosecution.
 13. Not engage in private practice: Any member who engages in private practice shall be tried by the Corps Disciplinary Committee and, if found guilty, be liable on conviction to extension of service for a period not less than twenty one (21) days without pay.
 14. Not take legal action against a fellow corps member, official of the scheme or employer without first informing the

Director-General for an amicable settlement of the matter and also complying with S.20 of the NYSC Act. If any member refuses, fails or neglects to comply with this rule, his Certificate of National Service shall be withheld till the determination of the case in Court.

15. Not travel outside Nigeria without the written permission of the Director-General: Any member who travels outside Nigeria without the written permission of the Director-General shall be tried by the Corps Disciplinary Committee and, if found guilty, be liable to extension of service without pay double the period of absence.

Primary Assignments and Community Development

Primary assignment (major, first and prior duty to carry out) is the act of exercising or carrying out corpers duties at their place or state of service. Community development in its generic term means the effort of the people together with those of governmental bodies to improve the standard of living and integrate their lives such as infrastructural facilities, schools, hospitals, good roads and otherwise. According to Shortfall and Shucksmith, (2001), it seeks to empower individuals and groups of people with the skills they need to effect change within their communities. These skills are often created through the formation of social groups working for a common agenda. In the realms of National Youth Service Corp, community development services are carried out consistently at least once a week in a given service year. Community Development Service (CDS) is one of the

four (4) Cardinal Programmes of NYSC in which corps members contribute positively to the development of their host communities throughout the period of national service. Pertinently, the involvement and compulsion of community development programmes as part of their duties in corps members' place of primary assignment by National Youth Service Corps is to integrate the standard of living of people in host communities, improve their technical know-how, identify needs and assist them to be useful to themselves.

Section 9 of the Act outlines the areas of the economy where corps members are expected to be posted for their primary assignments, a function exercised by the Directorate. According to Section 9(2), the Directorate shall deploy members to undertakings and projects such as hospitals, road construction, farming, water schemes, surveying and mapping, social and economic services, teaching, food storage and eradication of pests, rehabilitation of destitute and the disabled, development of sports, all government departments and statutory corporations suitable for new graduates, development projects of local councils, the private sector and any other undertaking or project determined by the President. Under Subsection 3, priority is expected to be given to undertakings or projects as selected by the Directorate. Subsection 4 requires the directorate to take into consideration the qualifications of corps member, existing vacancies as well as priorities of national needs in determining where to deploy a corps member and under Subsection 5, the directorate cannot

be compelled to deploy a particular corp member to a particular project or undertaking (NYSC Byelaws, Revised 2011).

During the Period of Community Development Service (Secondary Assignment)

According to the National Youth Service Corp Bye-laws Revised 2011, every member shall:

1. Not be absent from the place of secondary assignment: Any member who absents himself from the place of secondary assignment for two weeks is liable to forfeiture of the month's allowance.
2. Not be late to the place of secondary assignment more than thirty (30) minutes: Any member who is late to the place of secondary assignment for more than thirty (30) minutes is liable to: stern warning in the first instance and if he continues to be late for four weeks, shall forfeit his allowance (pro-rata) for seven days.
3. Not solicit for fund from individuals, state and local government, companies and multinationals or use any part of his personal allowance to execute a project without the consent of the State Coordinator: Any member who solicits for fund from individuals, State and Local Governments, companies and multinationals, to execute a project without the consent of the State Coordinator, shall be tried by the Corps Disciplinary Committee and,

if found guilty, shall be liable to the following penalties: Non recognition of the project for any award; and ii. Extension of service for twenty-one (21) days without pay.

Objectives of Community Development Services in NYSC

There are various objectives of community development services in National Youth Service Corp. These include but not limited to the following:

1. Impacting positively on the improvement of rural community life.
2. Developing the spirit of entrepreneurship in the corps members.
3. To utilize the challenges which rural development poses and inculcate in the Nigerian Youth, the ideals and capacities for leadership, endurance, selflessness, community service, national service, patriotism and creativity.
4. Exposing corps members to diverse traditions and customs of the host communities.
5. Providing the forum for corps members to experiment with ideas and translate them into concrete achievements thereby relying less on foreign technology and encouraging the use of local raw materials in the execution of projects.

6. Harnessing the enormous talents and skills of corps members into an effective machinery of change in our rural communities.

7. Providing on-the-job training and experience for corps members.

8. Providing complementary service in our National development activities, by ensuring that our under-privileged population learn basic techniques for self-help through the appropriate technology concept being promoted by NYSC.

9. To instill in corps members the tradition of dignity of labour and productivity.

10. To complement the activities of government at all levels in the stride towards national development (<https://www.nysc.gov.ng/downloads/nysc-bye-laws.php>).

Classification of Community Development Services

1a. Group Community Development Service (Group CDS)

Corps members are expected to use one day in a week for group CDS activities. They are not expected to attend duties in their places of Primary assignment on CD days. Such days are dedicated to the execution of projects and programmes that will improve the living conditions of their host communities.

1b. CDS GROUPS, PURPOSE AND ACTIVITIES

S/ N	CDS GROUPS	PURPOSE	ACTIVITIES
1	Corps Legal Aid Group (CLAG)	<ul style="list-style-type: none"> • Free legal services to the less privileged and indigentprison inmates (Victims of denials and violation of rights) • Sensitization of the public on fundamental human rights 	<ul style="list-style-type: none"> ▪ Advocacy ▪ Visit to prisons ▪ Legal service to inmates and indigent persons ▪ Public lecture and awareness on fundamental human rights.
2	Sports Group	<ul style="list-style-type: none"> • Creates avenue for recreation and healthy rivalry among corps members and the community. • Arousing the onsciousness of living healthy and purposeful lifestyles through participation in one form of physical activity or the other. • Identifying talents among Corps members 	<ul style="list-style-type: none"> ▪ Participation in Sports competitions ▪ Identifying and Training members of the Community ▪ Organizing Sports Competitions
3	Cultural and Tourism Group (Band, Dance, Drama & Tourism)	<ul style="list-style-type: none"> • Promoting arts and Culture • Dissemination of vital socioeconomic and political problems and prospects. 	<ul style="list-style-type: none"> ▪ Identifying talents ▪ Entertainment. ▪ Setting up of the schemes theatre groups
4	Education Development Group (Mass Literacy, Adult Education, Extra Murals ICT)	<ul style="list-style-type: none"> • Enhance the Education Standard of the host community. • Career guidance and counselling for students 	<ul style="list-style-type: none"> ▪ Campaign against Illiteracy ▪ Organizing Extra-mural classes for Adults. ▪ Organizing of in-

			school programmes
5	Environmental Protection and Sanitation Group (Ecovanguard, NESREA)	<ul style="list-style-type: none"> ▪ To promote and sustain healthy environment ▪ To create awareness on sustainable environment management and regeneration. 	<ul style="list-style-type: none"> ▪ Tree planting ▪ Sanitation ▪ Drainage Control ▪ Erosion Control ▪ Reforestation. ▪ Landscaping
6	Editorial/Publicity Group	<ul style="list-style-type: none"> ▪ Compliment the activities of the NYSC PRU in disseminating Information to the Community 	<ul style="list-style-type: none"> ▪ Making presentation on mass media to enlighten people on socio-cultural education.
7	Road Safety Group	<ul style="list-style-type: none"> ▪ To contribute to public safety on our roads 	<ul style="list-style-type: none"> ▪ Sensitization and control of traffic. ▪ Rendering first aid to accident victims ▪ Establishment of road safety clubs in school.
8	Reproductive Health & HIV/AIDS Group	<ul style="list-style-type: none"> ▪ To train and mentor Students ▪ To mobilise and strengthen community based responses on HIV/AIDS prevention 	<ul style="list-style-type: none"> ▪ Sensitization and Campaign.
9	Anti-Corruption Group (EFCC & ICPC)	<ul style="list-style-type: none"> ▪ To help in eradicating corruption through Campaign 	<ul style="list-style-type: none"> ▪ Sensitization ▪ Creation of awareness in schools and organisations ▪ Establish Anti-Corruption Corps -members in schools.
10	Service Delivery Group (Attitudinal Change, ReBranding)	<ul style="list-style-type: none"> ▪ Sensitization on Service delivery and good work ethics. 	<ul style="list-style-type: none"> ▪ Training ▪ Sensitization ▪ Group discussions on value re-orientation
11	MDGs	<ul style="list-style-type: none"> ▪ To create awareness and actualize the 8 goals of MDGs 	<ul style="list-style-type: none"> ▪ Advocacy and Mentoring of the host community.

12	<p>Medical and Health Services Group (Red Cross, Breast Without Spot, Polio Plus etc.)</p>	<ul style="list-style-type: none"> ▪ Promotion and provision of Medical Services 	<ul style="list-style-type: none"> ▪ Health outreach ▪ First Aid administration. ▪ Establishment of Community based clinic ▪ Setting up of clinic for the NYSC Secretariat
13	<p>Drug Free and Quality Control Group (NDLEA, NAFDAC, SON)</p>	<ul style="list-style-type: none"> ▪ Eradication of fake and adulterated foods and drugs ▪ Create awareness on danger of drug abuse. 	<ul style="list-style-type: none"> ▪ Campaign and Sensitization ▪ Establishment of drug free clubs in Schools ▪ Ensuring linkages with the host Communities.
14	<p>Agro-Allied Group</p>	<ul style="list-style-type: none"> ▪ Support agro allied activities in host communities ▪ To promote better food production and security 	<ul style="list-style-type: none"> ▪ Demonstration farms/Extension Services ▪ Establishment of Farmers Cooperative Societies. ▪ Advocacy ▪ Teaching of new farming techniques to communities ▪ Training and capacity building ▪ Establishment of young farmers clubs in host communities.

15	Charity Services and Gender Group	<ul style="list-style-type: none"> ▪ To improve the living standard of the down trodden ▪ Charity outreaches to the public 	<ul style="list-style-type: none"> ▪ Mobilise funds and other resources for less privileged ▪ Visits of orphanages & prisons. ▪ Donation of materials to homes
16	Disaster Management Group (NEMA)	<ul style="list-style-type: none"> ▪ To create awareness on disaster management ▪ To disseminate information on how to manage disasters through Corps Emergency Vanguard. 	<ul style="list-style-type: none"> ▪ Public enlightenment on disaster management and control through the emergency Vanguard. ▪ Disaster management ▪ Liaison with NEMA on how to assist during emergencies ▪ Formation of emergency vanguard club in schools.

Source: “ABC” of community development service, (2014).

1b. Personal/Individual Community Development Service (Personal/Individual CDS)

These are projects/programmes executed by individual corps members in their host communities based on community felt-needs. Corps members are encouraged in addition to the group CDS to look out for areas where they could make individual impact in the community. It could be construction projects like building of toilets, incinerators, bridges, classrooms, games facilities for schools etc or social/educational project such as establishment of ICT laboratory, school libraries, extra-mural classes, campaigns,

charity work, vocational training for empowerment of unemployed youths etc.

1c. Collaborative Community Development Service:

The scheme partners with National and Non-Governmental organisations and other establishments to implement development programmes.

The Scheme signs Memorandum of Understanding (MOU) with the partners, clearly stating each partner’s roles/responsibilities. Corps members are usually involved as Volunteers on this programme.

Impact of Primary Assignments on Community Development

Projects and programmes initiated, developed or executed by corps members have resulted in socioeconomic development in various communities through establishment of schools, building of libraries, construction of water projects, public toilets, power sources, etc. Sensitizations, campaigns and public enlightenments were undertaken in various communities on issues like corruption, road safety, health safety, environmental hazards, management techniques, entrepreneurial skills, etc. With the trainings, seminars and workshops the youth corps members have had in and outside camp, they been equipped with the mental and academic capacity to sensitize, inform, educate and execute projects and programmes in their community of service. Amos (2015) observed that with the CDS projects like EFCC and ICPC through which corps members carry out sensitization workshops, Nigerians are made better aware of the evils of corruption and can fight it to a grand halt. Through this approach, corps members stem corruption by identifying its dangers before taking the fight to the society. In the aspect of community help, for example, corps members attached to NYSC Road Safety Group of Kwara State does public enlightenments in motor parks, traffic control exercises at selected junctions, visits to traffic victims in hospitals, etc. By promoting culture and tourism activities, also, it is observable that the Culture and Tourism CDS Group of NYSC Kwara State had in 2015 executed a cultural programme titled

“Clean the Polluted Land” which has in attendance various community leaders, corps members and NYSC officials.

Challenges of Primary Assignments

A major challenge in NYSC, is posting tension. The fear of being sent to an unknown destination as their Primary Place of Assignment (PPA) is one that prospective corp members usually have to wrestle with. Truly, it does not matter whether corp member’s uncle is a friend to the director-general of NYSC, there are times when you wonder what would happen if corpers are posted to a remote town that has nothing to offer. Although certain numbers of corpers will cherish the chance to explore a new culture, taste new meal, etc, most corp members usually dread having to go far away from home or serve in a place where it is not bubbling. From the foregoing, the NYSC year, despite its many benefits, is not without its woes or challenges as some may put it. The road to a resounding service year is very rough! However, one’s perception of roughness determines one’s doggedness towards making it enjoyable.

The first challenge a corps member may face is that of posting of corps members to the Place of Primary Assignment (PPA). A corps member may not be posted to his area of professional relevance. What should one say of a Civil Engineering graduate who was posted to teach Mathematics or Technical Drawing in a school or a lawyer who was posted to a distant and extant community to teach English Language? Where are those graduates whose core disciplines are in education? Why should a civil engineer or a lawyer be in the classroom? Is this not a

misplaced utilisation? How will this teaching experience be of benefit to them in their fields? Although, national needs, they say, override these shortcomings.

Corps members are thus implored to leave the comfort zone of their passions or disciplines to answer the clarion call of their fatherland. In the same vein, NYSC in its posting letter has stated clearly that a corps member's welfare is in the hands of his employer. Corps employers are expected to augment the monthly allowance paid by the Federal Government to every corps member. However, there have been complaints about the inhuman conditions that some corps members are subjected to in the hands of their employers. Some corps employers who neither provide accommodation nor pay a reasonable amount of money in lieu of the accommodation do want maximum efficiency from the corps members. But for the corps employers' selfish or ulterior motives, this reason is enough, in the first place, to reject such a corps member in order to be posted to a place where he/she will be properly treated. Corps members who are victims of this situation are often termed as being unlucky.

Although few National Youth Corp members are spared of this challenge, most who are affected can testify to the hardship that one encounters when it comes to securing an organisation to work with in the service year. Observably, many youth corp members eventually resign to fate and settle with becoming a teacher for the mandatory one year scheme, which was not their initial plan. It is usually bad that these

graduates are not sent to places related to the course they studied in school.

Also, security is another challenge. One cannot overlook the increasing harassment and molestation that female corps members experience in their various places of primary assignment. In as much as the wantonness of these corps employers cannot be satiated, female corps members will continue to experience this. It is, therefore, advisable to tread softly and subtly as a corps member if faced with this kind of challenge. In a case of interior villages where there are no security agents, corps members are exposed to harassment and disturbances, as such making the service year uncomfortable.

Notably, the primary assignment is indeed an avenue to exhibit character traits such as honesty, loyalty, politeness, selflessness, self-reliance and transparency, even in the face of difficulties. These thus attune corp members to the motto of NYSC – service and humility. Therefore, in whatever situation one finds his/herself in the course of one's service year; one should always strive to live up the ideals of the scheme. By so doing, corp members are evidently building a greater Nigeria that will be accommodating to all and sundry.

Conclusion

The NYSC Scheme of Nigeria has been useful in creating a sense of oneness and belonging to corps members who are young adults. They serve in states and outside their states. The Community Development Service is a programme undertaken by all corps members throughout the service year. As one of the four (4) cardinal programmes of the

scheme, CDS enables corps members to register their physical presence in their host communities. Furthermore, opportunities are given for harnessing the creativity of corps members for the rapid development of the host community with the active participation of community members. Therefore, it is pertinent for corp members to carry out their duties/responsibility diligently at their places of primary assignment in order to foster the progressiveness of the lives of host communities and the achievement of national development generally.

Recommendations

The following recommendations are made:

- 1) The Act of the National Youth Service Corp when reformed and amended should favour the young adults in order to gain better employment and be useful to his/her life after the service year.
- 2) Corps members should maintain cordial relationship with their employers to enjoy gracious benefits such as, additional allowance, free-ride to and fro his PPA, good accommodation, retention with a good pay after service year and many others.
- 3) Local communities should also be assigned greater responsibility for corps members' welfare, especially as it relates to their security. The vulnerability of corps members and the fact that the corps members are required by law to report to their places of primary assignment mandates such a step being taken.
- 4) Nigerian youth corps members should develop a positive mindset towards community service and always be at the vanguard

of the scheme because of its contribution in fostering national unity and enhancing development in the communities at all levels.

- 5) Finally, the service corps should beef up its collaboration with other agencies, such as National Directorate of Employment, Millennium Development Goals and the National Agency for the Prevention and Eradication of Poverty, Small and Medium Enterprise Development Agency of Nigeria, etc., saddled with the responsibility of creating employment opportunity and eradicating poverty in Nigeria.

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