

THE CULTURAL CONTEXT BEHIND THE PHENOMENON OF AGE REDUCTION LYING IN JOB APPLICATIONS IN NIGERIA

Gold, Sunday Chukwuemeka PhD

Department of History, Strategic and International Studies, Dennis Osadebay State
University, Asaba, Nigeria

Abstract

The job recruitment process in Nigeria has become kaleidoscope because on most occasions, it usually goes against the principles, and values of being honest. The paper through qualitative research methodology explores the cultural context behind the phenomenon of age reduction lying in job applications in Nigeria. Age distortion lying during job applications is a practice abundant in this particular context usage yet mired in controversy. It was discovered in the course of the research that antisocial behaviour illustrates the complex construction of Nigeria's perception of the job which can be interrogated within different frameworks of understanding. The paper recommends that the Federal Government of Nigeria should enact laws that are capable of dealing with such inimical societal evil and as well set up different monitoring groups in many governmental establishments. This will be checkmate such anti-social behaviour in the society.

Keywords: Lying, Job, Interview, Application, Government, Behaviour

Introduction

Nigeria has a current labour market filled with many challenges ranging from unemployment and low-paying jobs. In 2021, the country experienced another round of its already alarming rise in unemployment, with the current number hitting an all-time high of 33.3%, growing demand for jobs against the backdrop of a fast-growing population (National Bureau of Statistics, 2021). This context makes age the critical element; the assumption is that younger candidates are better fresher, more vital, and more likely to adjust to the harsh realities of contemporary workplaces. This sentiment is frequently reflected in the national tendency to prefer young workers in all sectors, which causes a significant number of those aged over the desired age to change their ages in order to boost their chances of employment (Ukeje, 2021).

In this vibrant tapestry of life, youth often hear conflicting narratives about age as both a signal of experience and a possible impediment to opportunity. In many cases, young Nigerians are subtly trained to believe that revealing an age greater than the age threshold, during job applications, could be dangerous. Jokes and even job postings reaffirm the idea that youth is equivalent to being qualified. The immediate ramifications of this cultural climate are weighty; countless candidates shave years off their resumes, sometimes dozens,

in search of what employers are presumed to prefer. This kind of age reduction lying is not just a ruse; it suggests the pressures that come not only from economic hardship but also from social/intra-cultural expectations. (Nel Noddings 2013) argued that socio-economic factors usually determine moral behaviour and also give context to seemingly unethical behaviour. For young applicants in Nigeria, whose chances of getting employment may depend on securing a job, the potential for changing their age also needs to be measured against the possible pitfalls of being open. They could contend with the gut reaction of being proud of their achievements and facing the strictness of employer requirements.

Family and community also weigh heavily on whether a person will lie about their age. Family is central to Nigerian culture and many young people seem to have an obligation to maintain family honour. What is even more subtle is the cultural nuance where some employers are requesting for younger applicants, and many job seekers can't help but feel they are risking not only their future but potentially that of their family (Eze, 2018). For young people, the burden of these expectations may weigh heavily, paving the way to falsify personal information on a job application. Also, education- and age-related variables are another source of complexity. Given the huge increase in Nigerian universities and enrolment, the academic route is often one of delays, whether strikes or failures within the educational system (Ogunleye, 2017). A student who starts university at 18 may not be able to graduate until their mid-twenties, at which point he or she surpassed the age thresholds that do not align with the notion of the 'ideal' age at which to enter the job market. The gap between what people achieve, while they are still young, punishes them, on paper, so harshly that the candidates feel compelled to fiddle with their ages in service of conventional wisdom.

Furthermore, the government of Nigeria, being an embodiment of the Nigerian system, must examine how the corrupt behavior that characterizes the Nigerian system of life is influencing the trend of age reduction lying. Those looking for a job often view the companies they apply to, not just as prospective employers, but also as gatekeepers to financial stability, career opportunities, and individual fulfilment. The existing tradition of nepotism and favouritism compound the logic for age lying since the fear of being rejected from a position because of age-related discrimination often becomes a deterministic factor (Okoro, 2020). It's a reaction against a rigged system where the cards are already stacked against them, such systemic failures giving weight to the idea of falsifying one's age.

Moreover, the representation of young professionals in Nigerian media upholds the myth that youth equates to success. There is a proverbial, constant rhetoric within television shows, social media influencers and adverts that celebrates the successes of thousands of Nigerian youths – entrepreneurs and innovators who have miraculously made it before their 30s (Agbude, 2020). Indeed the pressure to live up to such ideals can intensify the urge to deceive age when applying for a job. Younger Nigerians realise early on that to be heard they must tone down their mien, presenting, rather, as less seasoned, more edgy, and more

alacritous, which is entirely consistent with the aspirational imagery sold to them through dominant imagery in popular culture. This should be navigable in both cultural and structural contexts, yet the telling realities of the Nigerian job market suggest otherwise. All the while, every layer of expectation and culture and every framing of youth as a commodity impacting individual fate binds many to select age reduction lying of all kinds as a matter of survival. It is still important to remember that this is less a matter of simple integrity than a reflection of socio-economic realities that must be addressed. It is time for a comprehensive study of the methods of removing the intrinsic cultural motivation to lie about age on a job application. For employers, measures that promote transparent hiring processes or that sensitise managers to the plight of applicants could help create an equitable environment. Mentorship programmes targeted at young Nigerians with the aim to develop skills and instil confidence resonate more without the need to falsify age. The hope is that by setting the contemporary standard on honest hiring processes, age-based preconceived notions can be cast aside.

The Context of False Age Declarations and Effect in Nigeria

False age declaration is the provision of false information about one's age, typically in order to qualify for a job or to avoid legislative safeguards, such as retirement age. While this phenomenon is not exclusively Nigerian, it seems to be ominously pervasive. Based on a study by Adeyemi and Olasehinde (2018) on age differences among public employees, victims of false age declaration can be unregulated: More than half of the public employees studied have falsified their age information, an overwhelming majority who declared their age higher than it was. In many cases, fresh graduates falsify their ages to improve their employment opportunities that might not even require any degree of formal education watch. The motivation often goes back to the fierce competition for jobs.

In fact, one of the most striking long-haul effects of fraudulent age declarations is the health of active workers. Most of those who falsify their age do so to prevent early retirement and to continue working for profit. While appearing to be a positive thing in the short term, the long-term effects become clear. By staying on the job longer than they should, people put themselves at increased risk of age-related conditions. An example of how age-based positional isomorphism can do damage is seen when a much younger person is placed in a role that may have better suited an employee of a previous generation, leading to sicknesses such as chronic fatigue, burnout, or work-related injuries. According to the World Health Organisation, overexertion and burnout can greatly reduce both physical and mental well-being, leading to an illness cycle that gets harder to break out of (World Health Organisation, 2021). Existing evidence suggests that when these individuals age after reaching their actual age they are often dealing with declining health in their personal and professional lives. This eventually results in decreased productivity, and higher healthcare costs and affects the overall organisation.

False declarations of age also affect higher education and training institutions. For example, when these youths claim a much older age than they are they may land in settings that are

beyond their level of development. These differences may affect the learning process of these students. For example, academic institutions use age as a substitute for experience and ability. By lying about their age, they distort the educational equilibrium, causing some potentially more qualified and capable people to be eliminated from the selection processes. In addition, older students placed in educational environments may stifle the development of a peer-learning culture, jeopardizing younger students' access to opportunities for mentorship, collaboration, and shared learning experiences.

The economic effects of false age declarations reverberate through the workforce and the nation. The National Bureau of Statistics (2021) reports that the unemployment rate is currently about 33.3%, one of the highest in the world. This rule leads to desperation and many start faking wondering how old they are in order to apply for jobs that do not exist. By misrepresenting their ages, they take jobs away from not just younger candidates but also those who are genuinely qualified for the jobs as advertised. This can lead to a vicious cycle of ineffectiveness in organisations that hampers productivity and creativity. Innovation is critical for economic growth, and unrepresentative demographics in the workforce stifle that growth. Organisations are stunting their economic growth by holding super sourcing, and thus refusing to hire young innovators while rewarding those near the retirement age who may have outworn skills to navigate a fast-evolving technical landscape. Yet they also stunt the growth of middle-management roles critical for succession planning when skilful explorers hang around in senior posts beyond their effective working lives. According to an International Labour Organisation report, attracting and retaining youth is crucial if there is to be a sustainable economy and a healthy job market (International Labour Organisation 2022).

There are social implications as well which are exposing a dilemma in the workforce in trust, integrity and ethical standards. Lying about an age undermines the integrity not just of the individual, but the institutions that hire them. An organisation where misinformation is rife is left with a work environment that breeds disdain and distrust among employees. A culture that allows or even promotes such behaviour tarnishes the reputation of the whole sector. Over time, this can result in a toxic workplace culture that breeds suspicion, leading to employees second-guessing each other's motives, resulting in an office environment characterised by dissonant relationships and always resulting in inflated attrition.

False age declarations also pose retrospections for Nigeria's legal frameworks. Some jobs, for example that are using heavy machinery, security services or education, have clearly defined age requirements by labor laws. Such years can knowingly place both necromancers and necromancer employers in violation of the law by falsely stating their birth dates to pass these requirements. Violations can result in lawsuits, massive financial penalties and reputational damage that could take years to mend. The Nigerian Labour Act provides certain age specifications for employment, especially in relation to children and vulnerable groups. By falsifying this company-specific information, you are essentially exceeding the

limits of the law and will have additional problems down the road at the time of an employment audit, or an insurance claim. Many cases have arisen where companies are sued in court for negligence when improper procedures on hiring employees lead to inaccuracies in employment records (Nigerian Industrial Court, 2020).

Public Perception of Age Reduction Lying in Job Interviews in Nigeria

Youth on one end can be glorified, linked to making ideas into reality effortlessly and having the world at the fingertips. On the flip side, age is treated as an albatross in a market that is becoming increasingly moving fast with a short term view. Such divergent perceptions can lead to one act commonly considered deceptive: underplaying one's age on applications and in interviews. According to a study published in the journal *Age and Ageing*, older candidates are often perceived as less competent, less open to new technologies and more unwilling to change when compared to younger applicants (Parker, 2019). The "digital native" notion, often attributed to the younger generation who was raised with technology, adds to the perception problem of older workers. Many careers require individuals to adapt to new technologies, but the older worker narrative relies on stereotypes that characterize older workers as lacking tech know-how

The need to decrease age is not only a combat against prejudice but also, a manifestation of public beliefs regarding productivity and capacity. This problem is made even worse by the fallacy that older professionals are less productive. Aging does not inherently result in reduced productivity; the older worker brings experience, wisdom, and persistence (Rosen, 2020). But confronted with structures that favour younger workers, many are tempted to disguise their true age and put on the more favourable face society expects to see. This one lie, probably seems harmless on the surface level, just a number on a sheet of paper. But as it gets serious discussions unravel the ethical skeins that run through the fibers of professional integrity. Some say this type of lying undermines trust in an office. According to The Society for Human Resource Management 2021 report, in cases where such deception is discovered, immediate dismissal may follow, and the relationships in the workplace may be impacted. However, to recognize such lies is to confront the larger question: why are employers so fixated on age, and what does it say about the workforce we are creating? Reducing their ages in job interviews has wider societal implications beyond individual choices. They're emblematic of a culture that idolizes youth, with little appreciation for the deep reservoir of skills older workers are able to provide. Experience Diversity has been shown to lead to greater creativity and better outcomes in many industries including age diversity (Gurjao, 2021). In addition to ageism and breaking the cycle of generations not talking about it, demographic changes suggest that companies should start to re-think their dogmatic view about age and competence.

In looking at the broad perceptions of this issue in public, the myths about age and the workplace show their underlying biases. According to AARP, nearly 78% of respondents in a new survey said there is discrimination against older workers. That widespread perception

highlights a desperate urgency for systemic overhaul.” Additionally, 80 percent of them noted that they were currently concerned about their age having an effect on their job search efforts as they aged. (Srivastava and Miller 2001).

The Nigerian Labour Market and Government Policies in Addressing Age Fraud

In Nigeria’s busy metropolitan centers, where honking vehicles and lively street vendors cloud the air, a widespread problem occurs behind the scenes of its businesses and government departments. Age falsification in order to attain employment is a pernicious practice that poses broader repercussions for the credibility of the job market, particularly among young individuals. As one among thousands competing for jobs, and especially as a young graduate just embarking on a career, the temptation to cheat on your CV is high, and the consequences of doing so threaten not just your sense of integrity, but the health of the economy as a whole. There are still government policies to tackle this urgent predicament, however, such attempts are often lacking in effectiveness.

There is a historical deep cultural conviction that age is closely related to experience, wisdom, and a higher factor of employability in Nigeria that serves as the backdrop to the problem of falsifying age. With an influx of fresh graduates entering the job market, they are not only competing with each other but some candidates who falsely state an older age, just to come off as more experienced. This issue is poignantly expressed in the report by the National Bureau of Statistics on the unemployment rate among Nigerian youths, which as of 2020 stood at 33.3% (National Bureau of Statistics, 2020). Since the job market is in such disorder and applicants engage in age manipulation as a last ditch attempt to get an unfair advantage.

To combat this deceptive practice, government intervention is critical. Yet systemic impediments to the implementation of policies, as with many reforms in Nigeria, culminated in a lackluster performance. The Nigeria Labour Act provides that employers are required by law to ascertain the age of their prospective employees. However the law does not provide for a consistent, standardized mechanism of age verification leading to inconsistent enforcement across the country. Using biometric data combined with a large database that tracks the age of citizens, could serve as useful tools to combat this rampant problem (Agu, 2021). On first appearance, age fraud might seem an esoteric quirk of individuals, but it has a far deeper socio-economic context. The lack of rigorous enforcement of age verification measures is symptomatic of wider systemic dysfunction and corruption in the country's bureaucratic machinery. For example, the United Nations Development Programme (2018) expands on the idea that corruption hinders Nigeria's policy development, implying that power is mismanaged and creates social injustices. Such corruption infiltrates the recruitment processes, enabling potential for fraudulent behaviors to go undealt.

Furthermore, the issue of lying about age has consequences that reach beyond fraudulent information on a résumé. It undermines the integrity of the workforce because organisations

could employ applicants based on fraudulent qualifications rather than actual merit (Fadeyi, 2020). Businesses could end up with less productivity and higher operating costs due to the unavailability of suitably skilled people. The shockwaves result in a workforce that is ill-suited not only for the tasks to be completed, but is also capable of bringing down properly-functioning organisational scaffolding.

The Nigerian government should increase its role as a regulator and facilitator of integrity in employment to combat this issue. Legislators and policymakers must develop a holistic approach, including public awareness campaigns, to showcase the implications of the age fraud. These initiatives may mirror the campaigns against corrupt practices, fostering a culture that prioritizes transparency and honesty. Proposed by the Nigerian government, the youth employment scheme is a good start though it must go ahead in tandem with strict age verification (Nigerian Government, 2020). It is also important to partner with educational institutions. Universities should also be part of the solution by speaking to integrity and hosting seminars to instill best job-search practices among all students about to enter the workforce. This would make it harder for graduates to fabricate their age, and instill the importance of ethical concerns that should go into attaining a job as opposed to lying about their age. Biometric systems can also be successfully used to verify candidate identity – including actual date of birth – thus substantially reducing cases of age fraud. Part of a solution would be a national database attached to a biometric identification system through which Nigeria can effectively monitor age declarations: for instance, when his school is peer-reviewed for trustworthiness, immediate access to authenticated birth records will be needed. Similar systems have been implemented successfully in countries like India, which has had positive outcomes (Government of India, 2018).

Although the Nigerian government has hinted at many, such concrete actions should be taken urgently to guarantee a just labor market. Both sectors need to collaborate for our society to truly banish the acceptance of age fraud — making it endemic to all, an environment where merit overshadows deceit. Like any other systemic change, the fight against age fraud must start with the personal conscience and then flow through social norms, translated into policies and practices. A change in attitude toward age integrity must be required for government intervention. If Nigeria is to galvanise its youth to become role models instead of scammers in the job market, there is no better time for the country to adopt a culture that rewards thriving on the truth, no matter the high unemployment rate.

Promoting Ethical Hiring Practices and Anti-Age Fraud Measures in Nigeria

The prevalence of age reduction fraud in Nigerian job-seeking circles highlights the need for immediate and strategic measures to foster ethical hiring within a socio-economic context fraught with difficulties. This is a serious issue, the reduction in age gives people an unfair advantage in hiring but it also creates a vicious cycle of fraud in the industries. Age deception can lead companies to hire employees whose skills do not match their experience. These can result in operational inefficiencies and deteriorating workplace ethics.

Addressing societal and individual issues that contribute to violence should be at the forefront of their suppression. Nigeria's economy is a perfect storm for this type of fraud. Such unemployment that many feel they have to make their ages up to get a job that they would not have gotten. This problem is further compounded by the increasing youth population (and consequently higher levels of education) with fewer jobs available to them. Additionally, cultural views on age are set in Nigeria. In many cases, younger candidates are favored for their greater energy and perceived ability to adapt, while older candidates may be considered too inflexible or technically challenged. This bias pushes candidates to pretend they're somehow younger than they are, or, more specifically, within the desirable age range. According to research; "Many youths believe that being not older than 30 years of age is critical for securing employment, especially in competitive fields" (National Bureau of Statistics, 2021).

How to Adopt Fair Labor Practices in Hiring

Educational awareness can serve as the first line of defence against this unethical practice are the key to overcoming age reduction fraud. Such campaigns can be targeted at both the employer and potential employees. Hence for employers, the trick lies in instilling the negative implications of age falsification on an organisation culture and growth. It is imperative to instil these core human values in job seekers and show the power of being open about your true age and experience.

Strong verification practices should be used by employers during recruitment to verify the correct information provided by individuals. This could mean extensive background checks, including matching up educational credentials and age compliance. The use of technology such as biometric data allows companies to develop a more robust identity verification process that disincentivizes dishonestly. In this regard, it becomes handy to use platforms like NIBSS (Nigeria Inter-Bank Settlement System), which would allow an extensive background check and verification.

Organizations can also create and implement policies that promote transparency in the hiring process. Open discussion regarding honesty and integrity as values helps get all generations on the same page and helps them collaborate in a way that allows age not to be seen as a hindrance in getting things done. Policies like mentorship programmes pairing younger with older employees, offering expertise and dispelling any potential stigma regarding age should be encouraged.

Organisations can and should change the age narrative in the workplace by promoting age diversity. An acknowledgement of the benefits of a multi-age workplace can alleviate some of the need for candidates to change their ages. Businesses should highlight successful examples of age-diverse teams and their win-win-win collaboration efforts.

A strong legislative framework that supports and encourages ethical hiring practices while discouraging age reduction fraud is essential. Proper law-making that usher in penalties for deceitful manoeuvres especially ones that falsify one's age should be at the forefront. Government agencies must also oversee employment practices and ensure that companies are implementing ethical hiring practices, as well. For instance, establishing an “Ethical Employment Benchmark” can help organisations not only measure but also fulfil best practices.

Conclusion

The action of reducing one's age to obtain a job, prevalent in Nigeria, is a behaviour richly steeped in cultural complexity. Young professionals are under tremendous pressure that melds their social values, family expectations, educational experiences, and job pressures into a nebulous ball. Such societal challenges when coupled with the age representation on job applications, are a reflection of the systemic issues that prevail. It would also not be an easy task as employers, educators, and policymakers would need to work. The fight against age fraud in Nigeria's job markets is not just a bureaucratic concern but an ethical one. While government policies play a crucial role in this fight, the solution demands new approaches, coalitions, and cultural attitudes that embrace honesty.

Public perception of age reduction in the context of a job interview sheds light on the larger societal issues of ageism and the lens through which it frames hiring practices. The threads of age diversity are beginning to be pulled tighter, and it's high time for the conversation to switch from an age-apartheid mentality that reveres youth over experience to one that recognizes the value each employee of any age brings to the table. Those companies that will start adopting this mindset will not only have access to a more interesting talent pool but will also create a workplace environment that will ensure that no voice goes unheard. Ultimately, the tussling of such affective forces points not only towards a desire to fit within the ageist norms of a labour market that place a strong emphasis on youth but also underlies a profound set of ethical questions around our choices to misrepresent ourselves and the worth we place in authenticity that arises from such representational tactics.

While Nigeria aspires to be a world-class nation, tackling the problem of age reduction fraud is central to creating a fair, transparent and effective job system that allows qualified people to get the jobs they want. It is one piece of the puzzle, but we really need to make sure that ethical hiring is not just recommended but required so that we can move forward as a society. Addressing age-reduction fraud requires collective action of policy-making and community. Nigeria should be a place for both talent and integrity, a land of multiple opportunities where the rich culture and diversity of its people thrive and all able men and women exert their power for the common good of the nation.

Recommendation

One-size-fits-all solutions are not enough to deal with the challenges introduced by inaccurate age declarations. However, the paper duly recommends the following as a way of checkmating age reduction lying in job seeking.

- ❖ The government needs to step in and set about restructuring employment processes so that they are equitable. Such a verification system, possibly using technology to cross-reference age profiles at various levels of employment, would make hiring more robust, minimising/making false declarations almost insignificant.
- ❖ We need to partner with educational establishments to emphasize the importance of accurate personal data.
- ❖ If mentorship programmes were set up to help the younger generations build their skills and then achieve jobs based on merit and not on lies it would enforce authenticity in everyone's work life. As Nigeria looks for answers, it can create a culture of values right from above that emphasizes integrity thereby engendering trust and respect among the parties involved in the employment process.
- ❖ In its quest for a future of progress, untethered from myth and fabrication, Nigeria's stakeholders must participate in transformations that go beyond the mere prevention of age falsification, but also advance transparency, accountability and a commitment to honesty.
- ❖ More so, all religious leaders should emphasize sermons in their place of worship that deal with such anti-social behaviour common in society. This will go a long way in checkmating it.
- ❖ It is also wise for an individual to have a personal conviction that lying is a sin against God. This understanding will prevent many from reducing their age during job interview.

References

- AARP. (n.d.). Impact: Confronting Ageism in the Hiring Process.
- Adegboye, A. (2022). November 27, 2023 Age Falsification: A Nigerian Chronicle
- Adeyemi, T. O., & Olasehinde, O. (2018). Age Gaps by Nigeria's Public Servants: An Examination Studies, *Journal of Business and Management*.
- Agbude, R. (2020). "I Witnessed the Burden of Youth in Contemporary Nigeria.
- Agu, U. (2021). Establishing Age Verification through Reform of Nigeria's Labour Laws, *Journal of Law and Social Policy*, https://www.jlsp.org/reforming_labour_laws
- Equal Employment Opportunity Commission. (n.d.). Age Discrimination

Eze, P. (2018). "You have no family; the Nigerian Family and the Economic and Cultural Fallout." Africa Research

Fadeyi, A. (2020). How Age Fraud Affects Workplace Productivity in Nigeria *Nigerian Journal of Business Management*. Evidence of Organised Age Fraud in Rugby Union https://www.njbmanagement.org/age_fraud

Government of India. (2018). Aadhaar: Unique Identification Authority of India <https://uidai.gov.in>

Gurjao, R. (2021). *Innovation and Age Diversity*. McKinsey & Company

International Labour Organisation. (2021). "Young Workers in Nigeria." Retrieved from ILO

International Labour Organisation. (2022). Youth Employment. Archived at: <https://www.ilo.org>

National Bureau of Statistics (2021) Retrieved from NBS Nigeria

National Bureau of Statistics. (2020). Bulletin- Unemployment and Underemployment Labour Force Statistics. Your training ends with data from October 2023.

National Bureau of Statistics; Wang Fusheng/XinHua, via Associated Press (2021). "Labour Force Statistics." Source: Nigerian Bureau of Statistics

Nigerian Economic Summit Group. (2021). "Developing a Competitive Workforce in Nigeria. Source: Nigerian Economic Summit

Nigerian Government. (2020). Policy Framework: Youth Employment Scheme. <http://www.youthemployment.gov.ng>

Nigerian Industrial Court. (2020). Employment Law in Nigeria. Accessed from: <https://www.nic.gov.ng>

Noddings, N. (2013). "Care Ethics: A Moral Perspective." Retrieved from Springer

Ogunleye, R. (2017). "Reflections on Challenges in the Nigerian Education Sector." Retrieved from *Journal of Education*

Okoro, M. (2020). Corruption and Employment Discrimination in Nigeria. From: The Nigerian Observer

Parker, M. (2019). Age, Ageism and the Labour Market. Age and Ageing

Rosen, L. D. (2020). The Truth About Age And Productivity

The Society for Human Resource Management. (2021). The Downsides of Dishonesty Within Employment: Transparency and Honesty

Ukeje, B. (2021). "The Youth and Employment: Some Cultural Reflections."

United Nations Development Programme. (2018).

Nigeria's National Anti-Corruption Strategy (2017)

World Bank. (2020). "Nigeria Overview." Retrieved from World Bank

World Health Organisation. (2021). Mental Health & Workplace: Effects Of Overwork. Source:
<https://www.who.int>