MPRI-JHLAR | INTERNATIONAL JOURNAL OF HUMANITIES, LITERATURE AND ART RESEARCH
VOL. 02 NO. 1 OCT-2023 ISSN: 1116 - 2619

THE INDISPENSABILITY OF ETHICS IN NIGERIAN PUBLIC ADMINISTRATION

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Abstract

Ethics has now become a driving force in contemporary public administration more than ever before particularly because of the lethal effects of ethical crisis that has now created a vicious cycle of unemployment ,infrastructural decay, ethnic and regional conflict, social injustice, social upheaval and a threat to democratic ideals which unfortunately has made a victim of everyone. Hence, the objective of this paper is to examine the implications of ethical crisis in Nigerian Public Administration. Qualitative technique was adopted and the findings from this paper revealed that ethical crisis disarticulates the foundation upon which a country and its people can effectively create, manage and utilize resources. Infact, ethical violations are the fastest way for any administrative system to crash and reduces nations into low positions in Human Development Index Ratings. It therefore concludes and recommends that constitutional reforms should be made and strengthened wherein politicians are not able to meddle or interfere in bureaucratic processes or public services.

Keywords: Civil servants; Ethical Crisis; Public Administration; Public Institutions, Unethical practices

Introduction

Nigeria is a country tremendously enriched with both human and natural resources.Infact, the pool of resources from one end to the other is unquantifiable to such extent that given Nigeria did not suffer ethical crisis in its public institutions,Nigeria will have achieved economic prosperity in the late 20th century (Ogundare,2020) .Sadly, since political independence, this quagmire has continued unabated due to the existence of weak institutions and processes. This vice has become so entrenched that the perceived process of taming this monster is in itself fraught with unethical practices that accentuates poverty. This assertion is premised on the fact that less than a significant number of public officials found wanting in ethical conduct by the court of law are adequately punished and in some cases they are only slapped on the wrist (Olojede and Osah,2020) and so ethics has now become a driving force in contemporary public administration more than ever before (Emiri,2001) particularly because of the lethal effects of ethical crisis that has now created a vicious cycle of unemployment ,infrastructural decay, ethnic and regional conflict, social injustice, social upheaval and a threat to democratic ideals which unfortunately has made a victim of everyone (Ighodalo,2001).Practically many news headlines locally and internationally containunpleasant tales of civil servants and politicians enmeshed in different types of unethical practices which results in a disturbing rate of anti-people decisions been made by policy makers in such ways that affect the society negatively(Ebenezer,2018).Unethical practices in public institutions creates tendencies for citizens with selfish interests to use tribal,religious and resource allocation issues to fuel instability in the nation.Sadly, Nigerians have been victims of different types of ethno-religious and resource control related crisis which are apparently as a result of ethical crisis.Unethical conducts in public administration also creates loopholes which inconsiderate elites use youths as agents of instability (Joda,2011). Unfortunately,unethical practiceis a global

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menace which sabotages the efforts of government to accomplish policies that facilitates development in public administration. It is a plague that has no regard for the rule of law and has a devastating effect on socio-economic development.This indicates that unethical practices have become a national scourge and reproach that has inundated the Nigerian public institutions over the years andhas unfortunately deprived citizens,especially the poor access to vital basic services such as justice,employment, educational and empowerment opportunities.Hence,unethical practices by public administrators has not only facilitated the breakdown of law and order and the reign of anarchy, it has jeopardized Nigeria's public image globally and has reduced the effectiveness of public administration in the nation. Nevertheless,even though unethical practices is not a problem peculiar to Nigeria, this acts of turpitude against a society becomes more disturbing when it is institutionalized and made a way of life by public administrators (Olojede,2020).What then is ethics? Ethics is an aspect of philosophy that studies the principles which guide norms, values or the regulation of persons or groups which often have a moral undertone and are acknowledged by members of a society in order to moderate their behaviour (Akinbade,2004). Ethics is a rational inquiry into the standards of right and wrong as pertains to character and conduct which ought to be accepted by a class of individuals.In other words,ethics can be described as a body of standards that the professionals in question ought to respect and observe .Similarly,ethics means principles by which to evaluate behaviour as good or bad.Inessence,ethics are broad norms that stipulate how public servants should behave and exercise judgement and discretion in carrying out their official duties.Hence,ethics is synonymous with morality.It is a system of moral principles governing or influencing a person's behaviour.This reveals that the failure or relegation of every ethical standards will inevitably produce an entrentchemt of corruption in public organizations thus hindering sustainable development and the quality of services delivered to the public.In the light of this,this realization that the enforcement of ethical standards in public instituitions is the pathway to development while the effects of ethical erosion is the enthronement of criminality and illegality in the public sector resulting in the ineffectiveness of public institutions (Ibiam,2016). In the light of this, the necessity of ethics cannot be overemphasized because it is cardinal in several ways.Firstly, ethics leads to consistency in decision making. This implies that administrators who are ethical in their dealings will have no problem being accountable administratively, financially and politically which then inevitably results to integrity in the public system.Secondly,ethics reveals the value system of an administrator and his priorities. This suggests that when an administrator is ethical he endears public trust and honor and this values strengthen governmental institutions. This implies that ethics regulate public official's behaviour in such ways that enable them to act decently.This keep public administrators in check which invariably prevents administrators from taking actions detrimental to the interest of the public and lastly, meaningful development that enhance the standard of living of the people is achieved when public administrators are ethical (Gberevbie,2013) .From the foregoing, public administrators are regulated by ethics in discharging and executing government business and are expected to act in accordance to certain code of conduct which if disregarded, the people's standard of living is bound to be affected negatively. Thus, the code of conductshall be highlighted below.

Code of Conduct for Civil Service

Since public administration is the machinery for implementing government policy,it follows that it must have a code of conduct for civil servants that leads to the most efficient ways of organizing the executibe branch of government ,it's institutions and it's procedures (Fajonyomi,2007).Therefore, to ensure effective public administration, there are some code of conducts aimed at enforcing ethical norms for civil servants. Some of which according to Eneanya (2009) include:

1. Unending Public Service: Once public servants have satisfied the period of probation, they are automatically appointed permanently. They cannot be fired without reasonable justification. However, changes have taken place particularly in most developing countries with specific reference to Nigeria where civil servants are no longer guaranteed permanent tenure of office and this is due to the effort of government to limit the size and cost of labor in public institutions.

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2. Non-alignment to politics: Civil servants are expected not to be in ally with any political party or political administration. They are expected to serve any government in power without bias or inclination to any administration. Again, changes have also occurred in the Nigerian civil service where civil servants can support a political party or belong to one
3. Fidelity: Another ethics of civil service is that civil servants are expected to possess unwavering integrity in executing their official responsibilities and in their obligations with members of the public without demanding or expecting to receive money or favours from anybody.
4. Efficiency: It is expected that civil servants ought to be judicious in the management of public funds and give an honest account for every expenditure. Thus it is required of them to avoid misappropriation or any form of financial impropriety
5. Transparency and Accountability: These are codes of conducts expected of the civil servants in their personal engagements. This implies that every civil servant should put the public interest above his private interest and ensure he is not abusing his office in the process of discharging his duties

Code of Conduct Bureau

Public sector is referred to as an institution that exists as part of government's machinery for the implementation of governmental policies and delivering of services to the peculiar needs of the citizens. The public service encapsulates services such as the judicial service , health service, teaching service, government's institution etc. The public service also consists of public officials, senior and junior employees that ensure effective implementation of government policies. Public sector is divided into ministerial and extra ministerial departments with specific responsibilities for specific activities or group of activities. Essentially, public institutions are the germane institutions established by government to address the dire and urgent challenges that promotes socio-economic development while maintaining national integration. Thus, it is the upholding of ethical standards by members of the civil service that ensures the effective translation into action of ministerial Programmes. In other words, the strength and efficiency of the civil service is determined by how the ethical standards are upheld (Fatile and Ajulor,2015). Therefore, to actualize ethical standards in Nigeria, (Eneanya,2020) noted that a code of conduct Bureau was instituted to monitor and sanction any civil servant found culpable of unethical practices. The fifth Schedule of the 1999 Constitution dealing with the Code of Conduct for Public Officers contains specific provisions in regards to matters that usually raise ethical challenges. These include:

1. Prevention of conflict of interests and obligations
2. Running and managing any personal business, profession or trade (excluding farming) by public servants
3. Prohibition of foreign accounts
4. Unacceptance of more than one remunerative position as chairman, director or employee of government controlled parastatal by retired public officers
5. Prohibition of the acceptance or request for property or gifts to facilitate the discharge of duties
6. Restriction on loans, gifts or benefits to certain public officers
7. Declaration of assets immediately after occupying office and thereafter at the end of every four years and at the end of the terms of office.

Conceptual Clarifications

1. Civil service:According to the 1999 constitution of the Federal Republic of Nigeria, section318,sub section 1,civil service refers to the federation (state) in a civil capacity,staff of the office of the president (Governor),the vice president (Deputy Governor),a ministry or department of the federation (state) assigned with the responsibility for any business of the government of the federation.Basically,it simply refers to the machinery of government. Thus,

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Civil service is at the center of the public administration structure of any nation.(Garba and Jirgi,2014,Tonwe,2020).

2. Ethics:This is a branch of philosophy that deals with the analysis and evaluation of human conduct to determine the fundamental principle that makes it good or bad.Fundamentally, it is the science of morals (Ibietan and Joshua,2013).
3. Ethics in Public Administration: Focuses on the system of moral principles in public serviceestablished to protect public values such as public interests, accountability,justice,impartiality,neutrality and responsiveness. Suffice to say that ethics in public administration deals with the fundamental premise of public administrator's duty as a steward to the public (Victor,2014;Casmir,Izueke and Nzekwe,2014).
4. Ethical Violations:Ethical violations entails the abuse and misuse of entrusted power for private or fraudulent activities by public servants while camouflaging as though he/she is in the best interest of what he seemingly represents.Often times violators of ethical norms do not give a clue of the basterdization of public service until there are consequences. Unfortunately, those who bear the major brunt or suffer the discomfort of ethical violations are usually the masses (Adeyemi,2020,Abegunde and Ogunlade,2020).
5. Public Administration: Public Administration denotes the implementation of government policies. Simplyput, it is the planning,organizing,directing,coordinating and controlling of government operations. This suggests that public administration can be seen to be decision making, planning the work to be done, formulating objectives and goals, establishing and reviewing organizations, directing and supervising employees and exercising control and other functions performed by government executives and supervisors. In other words, it is the means by which the purposes of government are realized (Fatile,2007)

Types of Ethics

There are three types of ethics in Public Administration according to Ibiam (2016) and they shall be highlighted below;

1. Descriptive ethics:Descriptive ethics are the morals of society. Essentially people use descriptive ethics as a yardstick to judge the actions of individuals as good or bad on the basis of the social construct of a particular society.This implies that descriptive ethics differs and is not constant.It changes from time to time.For instance, the acceptability of women in political and administrative positions of authority changed in Nigeria over the course of generations irrespective of religious or ethnic affiliations.
2. Normative Ethics:Normative ethics suggests what ought to be good or bad in a society.The view of what is ethically acceptable is subjective. However, sometimes normative ethics conflict with descriptive ethics. An example of normative ethics is the debate on thelegalization or prescription of Indian hemp as a form of health therapy, the criminalization of marital rape or legalization of abortion in marriage.
3. Metaethics: This involves the interrogation of ethical terms such as justice and morality as a broad concept for society. It also seeks to define a middle ground between terms such as good and evil. Similarly,emotivism, a part of metaethics involves using a seemingly objective claim as an emotional response.An example of metaethics include justifying any act of criminality or violation of ethical standards under the pretext or because the violator uses the funds accrued from the crime to sponsor scholarship Programmes for underprivilegedstudents,fund research on cancer and engage in other philanthropic gestures.

Four Levels of Ethics

As far as Public Administration is concerned according to Eneanya (2020), there is a hierarchy of the levels of ethics and each of it has its own set of obligations.Thus,these set of responsibilities shall be highlighted below.

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1. Personal Morality: Personal morality implies a personal and decisive sense of right and wrong and this is a function of past antecedents which is also dependent on socialization factors such as family background and influence, religious orientations and cultural values.
2. Professional Ethics: Public administrators without an iota of doubt recognize a set of professional norms that mandates them to act in certain professional ways in which guidelines are codified by professional associations.
3. Organizational Ethics: Every organization has a work culture that includes both formal and informal rules of ethical behaviour. Public parastatals have such regulations such as public laws,executive orders and agency rules.
4. Social Ethics: The requirements of social ethics oblige members of a given society to act in ways that both protect individuals and further the progress of a society as a whole

Types of Ethical Crisis in Nigerian Public Administration

There are various types of ethical misconducts that has been perpetrated by Nigerian public administrators over the years and some of them will be highlighted below. Joda (2011;Olojede,2019;Ola and Oyibo,2000;Eneanya,2020) has identified some of them include;

1. Rife and Consistent Embezzlement by Civil Servants: Pilfering money or properties that belongs to the government or public establishments where public servants work all involve unethical conducts perpetrated by some unscrupulous bureaucrats. It includes misappropriation,looting of public resources,cheating and underperformance.Unethical public servants use government cars for private businesses while others divert public funds meant for the development of the country. Painfully, the Economic and Financial Crimes Commission disclosed in 2007 that since Nigeria's independence, about220 billion dollars equivalent to 65 trillion naira has been pilfered by Nigerian leaders.The stolen 65 trillion naira disclosed by EFCC was only part of the 500 billion dollars Official Development Assistance (ODA) granted to Nigeria during the four decades. If the 65 trillion naira is added to the total earnings from crude oil which is put at 600 billion dollars (84 trillion naira) by the African Development Bank,that will be 149 trillion naira.This suggests that Nigeria's past leaders in collusion with civil servants mercilessly ripped off Nigeria's collective patrimony which could have recreated the beauty,glory and development of Western Europe fourteen times.
2. Extortion by Public Servant:This happens when public servants illegally obtains money,property or services from another person through coercion,manipulation,intimidation or threats of slander to obtain money,service or property.
3. Influence Trafficking:This is when a civil servant uses his influence in government or connection with peoplein positions of authority to obtain unauthorized favours or underserved treatment for someone in return for payment.Delay and concealment of files and documents in government departments and ministries have become a regular occurrence.Documents that need speedy attention will have to pass through many barriers as a result of actions of influence peddlers.This menace occurs quite often in registries,polytechnics, government hospitals, courts, universities, immigrationoffices,embassies, local government councils and government ministries.In other situations,some mischievous civil servantsloiter around ministries or embassies claiming to be agents of ambassadors or ministers and use such pretext to extract money fraudulently from unsuspecting individuals.Similarly, other forms of influence peddling includethe use of government powers,privileges and resources on behalf of friends and against political opponents,politicization of the career service,excessive secrecy usually on the grounds of national security,use of government personnel and resources for partisan purposes including political campaigns, solicitation of political contributions from private interests with implicit assurance of support or favor and dirty tricks and schemes

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4. Exploitation and moral turpitude of the youth: This includes any form of physical,psychological and material exploitation meted out on young people by the elderly or people in positions of authority either for crime or any act that contravenes moral ethics and values of the society. Exploitation, gas lighting and deception is a common practice in Nigeria.Some elders or elites in positions of authority use young people as tools for violence, human trafficking ,electoral manipulations, political assassinations, forced labor, political thuggery ,kidnapping ,proliferation of small arms and light weapons, for political agendas,academic grade manipulations, drug trafficking, sexual exploitation in the academia, funding of terrorism etc.
5. Fraud: This involves cases where an individual or a group of persons manipulate systems ,institutions ,facts and information in order to cheat a company,government,individual or other groups of persons.Common fraudulent activities carried out in collusion with internal civil servants in Nigeria includecertificate forgery,credit card hacking,examination malpractice, false accounting, asset misappropriation,examination impersonation,insurance fraud,intellectual property fraud,money laundering,investment scheme fraud,production and distribution of counterfeit drugs,pension fraud,electoral fraud and internet fraud which constitutes cyber identity theft, hacking, cyber bullying, spamming, spoofing, cloning of website/phishing, cyber harassment, software piracy, credit card fraud, cyber stalking, cyber hate speech, cyber espionage, revenge porn, cyber bullying, cyber blackmailing, sweet heart swindle, cyber defamation, malicious program/virus dissemination, cyber plagiarism, cyber defamation, cyber terrorism, among other forms of dangerous and mischievous cyber activities for illicit financial intents
6. Collaborative treachery of the administrative system: Here benefits, privileges or entitlements are often obtained at somebody's cost and the victims of this unethical conductare usually oblivious of their activities.For instance, government has lost substantial amount of revenue as a result of incidences of scam in the administrative structures where there is the prevalence of ghost workers.The implication of this is that the government has often found themselves having fewer funds for socio-economic development of the state.

Methodology

Documentary method was adopted for this study. Hence, data was sourced from national and international academic publications. These consisted of relevant textbooks, conference proceedings and academic journals. The data gathered from the aforementioned method was analyzed using qualitative descriptive technique.

Causes of Unethical Practices in Nigerian Public Administration

Not a few Nigerians understand that any day public administrators are able to collectively make up their minds to end unethical practices in public institutions,Nigeria will automatically witness the kind of development no one had ever thought was possible (Ejinkeonye,2019).Unfortunately, several scholars such as Aluko (2006 ,Onah and Oguonu,2010;Anikeze,2011;Awudu and Luka,2020;Eneanya,2020) argued that there have been several reasons why unethical practices have remained pervasive despite the codes of conducts and despite structural institutions set in place to check unethical practices in public institutions and some of the key reasons are highlighted below:

1. Aberrant and detorted Social Values: It is the general perception among the citizenry at the grassroot level and informal social circles that an average public servant in any public institution is supposed to embezzle public funds and if he does not, he lacks wisdom.Thus when people are recruited into the local government service,their friends or relatives expect them to become unexplainably rich.For example, immediatelya public servant is recruited or employed,his godfathers would begin to lobby the management staff to post him at the earliest opportunity to a place where financial recklessnessabound. It is no surprise therefore that when such recruits are deployed to certain locations to collect revenue,all they are interested

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in is how to engage in acts of corruption. Sadly, this pattern usually sends wrong signals to members of the public who believe that the local arm of the public service is the best place to make fraudulent money.

2. The Communal Culture of Nigerians:Another major factor responsible for unethical practices in public institutions is the fact that officers who are ethical will show reservations or apathy towards turning in a colleague who has consistently engaged in unethical practices.In other words,even when individuals are against unethical practices,they show unwillingness to expose an unethical official for fear of assassination or victimization from other public servants who are beneficiaries of graft or because they don't want to be handpicked or seen as the reason a person loses his job
3. Economic Factors: A critical observer of the public service system in Nigeria will notice that apart from some cultural and socialization factors responsible for unethical practices,acute financial problems arising from unpaid salaries and allowances for a long period of time have made some public servants particularly of the lower and middle level rank devise various unscrupulous ways of manipulatively engaging in unethical practices by diverting public funds.Even the top management career officers are not left out as they also engage in illegitimate means to complement their income since they believe that they receive poverty wages that can barely sustain them compared to politicians or political functionaries in the local government.Thus,this accounts for issues of theft,fraud, sycophancy,money laundering and rent seeking.Hence,public servants do not join public service with the aim of service to humanity but it becomes a means to an end in order to escape the poverty trap
4. Obliviousness of Public Servants:There is a popular maxim that says ignorance is no excuse before the law.Going by the principle of equity however,before any disciplinary action can be taken against any public servant for breaking certain codes of conduct. It is only just that such an officer should be knowledgeable about the codes of conduct and should have had access to the documents wherein they are contained. Unfortunately, in many states, the various Ministries of Local Governments, LocalGovernment Service Commission,the Directors of Personnel Management and the Directors of Finance do not have access to copies of the Model Financial Memoranda or most importantly the Nigerian constitution and as a result do not know their responsibilities towards the people.This has inevitably led to them engaging in unethical practices ignorantly
5. Religious Factors:Religious factors have played a role in promoting unethical practices in a number of ways.Some engage in unethical practices get away with it because they belong to the same religious faith as the man at the helm of affairs. Others engage in fraudulent practices so that they can be socially recognized and evade prosecution.Thus, some religious public servants are not ethical even though they appear religious or use religion as a tool to masquerade their dubious practices.
6. The Nigerian Culture of squander: A lot of Nigerians are imbued with insatiable lust for excessive materialism.The cultural instinct to keep amassing and accumulating for ostentatious living, revelry and show off has made a lot of administrators and political leaders lose every sense of integrity.Thus, all campaigns against unethical practices leading to public resource management has not produced the required effects in Nigeria due to the repulsive glorification of materialism
7. Ineffective Judicial system: The Nigerian legal and political scene is enveloped in inefficient and very slow cycle of judicial services.This characteristics of the Nigerian legal system has demonstrated a social malaise that has made the implementation of ethical values very difficult in Nigeria.The implications of this aspect of Nigerian polity results in citizens not getting justice when needed,fraudulent administrative officials not apprehended for ethical misconduct or financial impropriety and impunity allowed to fester for far too long such that it has become

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the order of the day.Thus, this becomes a serious constraint to effective public administration in the country.

8. Nepotism: One of the banes of ethical crisis in the public service in Nigeria is the recruitment of mediocres or totally unsuitable candidates on the basis of nepotism in preference to competent and effective individuals.Sadly, the consequences of this is that it undermines efficiency and ethical values and thus leads to the total obliteration of the political and administrative structures of Nigeria's nascent democracy
9. Underhandedness and Dissimulation by politicians and Political Elites:There is also another phenomenon in the fight against ethical crisis in Nigeria which is often a charade whereby the party in power (which by the way controls the various anti-corruption agencies) embarks on public ridiculing of key members of the opposition by accusing them in the media of disturbing acts of anti-ethical practicesjust to undermine the opposition party and reduce its capacity to pose a serious challenge during the next election.After the whole hullabaloo, only an insignificant few or even none of them are successfully prosecuted in court eventually.Most of the time,their accusers may not have adequate evidence to back up their allegations against them and so their cases will easily be thrown out by the courts or the case will be neglected after they have achieved their major objective of adequately portraying them in a very bad light before the populace. In other words, combating unethical practices by punishing offenders to serve as deterrence was never the real motive.
10. Poor Governance:Good governance requires a strong political will in order to deal with any manifestation of unethical conduct.In other words,the courage to confront any perceived or real hindrances that compromises ethical standards in the delivery of peace,justice and equity in public institutions is what it takes to enforce ethical standards that brings about good governance. Unfortunately ,when unethical practices are allowed to thrive in high places with gross impunity,citizens begin to lose confidence and trust in governance and the consequence is a steady introduction to anarchy.Similarly,idle public funds at the disposal of administrators and politicians without any concrete Programme coupled with weak accountabilitymechanisms open doors for impunity and unethical conduct by leaders and administrators.
11. Political Causes:One of the biggest causes of ethical crisis is from the politicians.There is no ethical crisis in the bureaucracy without political connections.The politicians disregard democratic norms in the desperate pursuit for power.They engage in electoral fraud,rigging and interfere with cases of ethical misconduct before the courts and manipulate administrators to do their bidding in terms of embezzlement of the nation's funds.

Implications of Unethical practices in Nigerian Public Administration

Virtually all Nigerians and stakeholders of the Nigerian political scene have agreed that there is an ethical crisis in Nigeria that seems to have defied all known solutions (Agboola,2020).Thus, it is apposite to contend that the problem of administration in all spheres of public institutions and public life in Nigeria is a product of the lingering ethical crisis in all spheres of life in the country. A general survey of the various spheres of life across Nigeria's public institutions would reveal a remarkable deviation from the expected ethical norms.Regulations are brazenly side tracked and loopholes and situations are readily exploited. Sadly, the culmination of all these vices has led to a high incidence of moral bankruptcy, self-aggrandizement and retardation of development in Nigeria across boards.They have created not only negative domestic effects but also external negative image (Agagu,2004) and so unethical practices is a malaise that has been infused into the work culture and pattern of public administrators at every level.Usually, societal culture often influences organizational culture.Unfortunately, this has constituted barriers that has made a mess of public institutions in Nigeria. Therefore, more than anything else unethical practices consistently perpetuated by public servants over the years has aggravated the complexity of poverty and lack of development in Nigeria. It is responsible in no small measure for the long antecedents of squalor,anarchy,civil unrest,insurgency and armed conflicts in

Nigeria (Olojede and Osah,2020).Similarly, unethical practices is responsible for slow economic growth and development, ineffective and deteriorating public institutions,decayed public infrastructures,reduced and weak rule of law,poor economic competitiveness, poor policy making, poor governance, deep ethnic divisions,low popular participation,low educational attainment,child mortality, and food insecurity.In a nutshell,unethical practices in public institutions is the root foundation for every evil in Nigeria (Imam,2015). Therefore, in the light of this,Joda (2011;Olojede,2020;Ogunbodede,2020 and Nwosu,2013) identified some of the implications of unethical conducts in Nigerian public administration

1. Discouragement of Foreign Investments: Why has the foreign exchange earnings of Nigeria continue to deteriorate over the years? Why are there just few foreign investors in Nigeria as compared to countries like Ghana,SouthAfrica,Egypt,Moroccoetc? The answers to this questions are self-evident .When there are ethical challenges in any country, it is certain that foreign investors will leave because unethical practices makes the economy vulnerable, uncertain and weak to take high risks.Thus,investors do not want to invest in a volatile environment where they cannot predict or vouch for the future of their business.Unethical practices creates a vicious and suspicious business climate that discourages investors who want to invest billions of dollars into Nigeria. In the world of business,no country is an island no matter how wealthy or stable it is.Therefore,the more there is an ethical and stable climate in the country to attract investors, the more Nigeria profits.Hence,it is apparent that employment is accelerated each time new companies emerge in Nigeria
2. Violent Conflicts:Unethical practices triggers socialinjustice in the society and injustice produces violent conflicts ranging from communal tension,social division, militarization, a strife ridden society and the emergence of ethnic and sectarian militias.Sadly, there has been a rise in criminally violent activities in Nigeria because of the accepted culture of unethical practices.Unfortunately, the situation has become more horrific considering the fact that it has degenerated into an increase in organized criminal activities such as armed banditry,mass abductions,terrorism,sexual violence,extra judicial killings,criminal raids,human trafficking,herder-farmer violence ,cultism and drug trafficking. Beyond that,there is also the resurgence of militancy in the Niger-Delta where oil installations have been destroyed as well as the separationist agitations by the Indigenous People of Biafra (IPOB) and the Yoruba Nation.Hence, as long as there is an accepted culture of unethical practices, civil unrest,chaos,food insecurity and poverty will continue to persist and defy all policy formulations because at the root cause of all of this national menace is unethical practices in public administration which fans the embers of poverty,crime and by extension,anarchy.Therefore,unethical conduct in public administration increases the social vulnerability upon which violent conflict grows.When the administrative system is grossly unethical,there will certainly be a disruption of normal trends leading to high risks of various forms of damages to lives and properties.
3. Mass Penury; Unethical practices in public administration has been noted to contribute to mass poverty in no small measure as political leaders and public administrators with access to national treasure convert the public funds to private uses. For instance,cases of government funds that were set aside for infrastructural facilities,security and development of the nation were diverted into foreign private accounts.Thus,this pattern of unethical conduct hasacceleratedinflation, unemployment and reduced Nigeria into the poverty capital of the world.The irony of this anomaly is that Nigeria sits on an abundance of natural resources which are also some of the world's scarce precious gems ranging from gold, lead, zinc, lime stone, oil/gas, marble, gemstone, amethyst, aqua marine, ruby, sapphire, soda ash-coal, clay, glass sand, gypsium, iron-ore, kaolin, uranium, manganese, phosphate, barite, dolomite, feldspar, talc, bitumen, coal, salt, diatomite, bentonite, columbite, emerald, beryl, tourmaline,zircon, garnet and wolfram.Aside that,Nigeria is rated to be the 6th oil producing country in the world.However, in spite of this,poverty,low per capita income, poor public and mental health and malnutrition has consumed every facet of Nigeria and the reasons are not far-fetched- Unethical practices in public administration.Therefore, ethical

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violationsdiminishes the overall Gross Domestic Product of a country. It disarticulates the foundation upon which a country and its people can effectively create,manage and utilize resources. Infact, unethical practices is the fastest way for any administrative system to crash and reduces nations into low positions in Human Development Index Ratings.

4. Threat to nation building: Ethical crisis in public administration erodes the loyalty of citizens and trust in governmental policies as it creates aversion in the citizens towards the government and the country.Thus,when citizens feel under privileged or treated unjustly in their own country,they become passive and uninterested in nation building.When citizens lack access to basic needs,they become suspicious towards government policies and they also become apathetic towards nation building because they have no faith in government and have the perception that government is not after their interest or welfare .Hence ,honest and hardworking people who ought to positively contribute to nation building tend to either migrate out of the country or become unpatriotic.Apparently, for every nation to develop, it needs patriotic citizens but blatant ethical crisis in public institutions has killed the love,dedication,commitment and passion everycitizens should have for his nation thereby creating brain drain and hindering national development.
5. Massive Brain Drain; Brain drain simply refers to the mass exodus of highly skilled professionals to other countries so as to work for a higher and fairer pay. Sadly, ethical crisis has been one of the reasons for the rise in massive brain drain in Nigeria.Many of Nigeria's best brains and human resources are outside the country working for the advancement of other countries and this has adversely affected public administration in Nigeria. Interestingly,some of the Nigerians who are employed by the multi-national corporations are made to sign an undertaking or pact not to divulge the secrets of their responsibilities in office and ensure that they permanently stay without returning to Nigeria.

Conclusion

Even though Nigeria has the potentials of becoming a world power,it might never achieve such feat particularlywith the existence and entrenchment of unethical values in public and private institutions. Infact, ethical crisis creates an unstable and weak political and administrative institution.Its debilitating effects creates cancerous destruction which if not eliminated,spreads from one generation to the other and becomes not only institutionalized but impossible to wipe out.Thus, ethical crisis opens doors for reprobates,charlatans and delinquents in power and also creates the enthronement of criminality in any nation.In the light of this, the determinant of nation building especially one that facilitates sustainable development depends on how public institutions in collaboration with the citizenry uphold ethical standards.However,in a situation where ethical values are flagrantly disregarded by public administrators, leaders of various sectors and politicians ,impunity that leads to ,poverty,injustice, anarchy, civil unrest,inequality,national insecurity and a steady destruction of public institutions become inevitable.Therefore,ethical standards are cardinal necessities for the development of any nation's public institutions.This suggests that no matter how wealthy and endowed a nation is in human,capital and natural resources and no matter how laudable it's policies are,it will not amount to any value without the strict adherence to ethical norms in public institutions.Hence, this is why the bible revealed that righteousness (ethical values) exalts a nation but sin (ethical crisis) is a reproach

Recommendations

Ethical violationsgives ascendancy and empowerment to criminality and impunity in public institutions.In the light of this,it is therefore important that recommendations are proffered for the enhancement of ethical values in public institutions.

- Constitutional reforms should be made and strengthened wherein politicians are not able to meddle or interfere in bureaucratic processes or public services.
- Excessive and unnecessary portfolios in government parastatals should be cut off.This will reduce the unnecessary waste and ostentatious living among politicians and public

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servants and also help in maximizing resources for overall national development and make funds available for increase in industries and employment generation

- Policy frameworks should be established wherein public servants are recruited based on merit and not through nepotism in order not to bastertadize the effectiveness and quality of public institutions where square pegs will be placed in round holes.
- The government through the ministry of education should ensure curriculum reform which can assist in introducing courses relating to the importance of ethical values from the elementary level to the university level. This will enable the youths develop the right kinds of attitudes,discipline and mindset towards integrity and ethical behaviours and break theunhealthy stereotype that believes that unethical standards is the only route to financial or speedy success
- Institutional frameworks should be established wherein personal interest must be placed below public interests byestablishing strictaffirmative actions across states to remove any public servant found guilty of unethical conduct and this institutional framework must be so strong that it cannot be compromised,manipulated or bent to favor anybody or influenced by any politician
- Monetized politics wherein credible individuals with capacity to run the affairs of governance cannot get into politics because they don't have the economic power as opposed to politicians who have amassed so much wealth through fraudulent means should be abolished because it impedes decentpeople from participating in governance while it becomes an open space for charlatans and people unfit to be in policy making positions.
- A systemic appraisal of public servants must be taken annually in order to reward those who have been able to uphold ethical standards.Similarly,there should be an annual naming and shaming of those who have been found guilty of ethical violations.This will encourage public servants to be ethical in their dealings.

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