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THE EFFECTS OF BUREAUCRATIC CORRUPTION IN GOVERNMENT REGULATORY AGENCIES ON SOCIO-ECONOMIC DEVELOPMENT IN NIGERIA

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ABSTRACT

The study examined the effects of bureaucratic corruption in government regulatory agencies on socio-economic development in Nigeria: study of selected government regulatory agencies – EFCC, ICPC and Ministry of Labour and Productivity in Enugu state. The mandate of the regulatory agencies and some government ministry are to fight corruption and ensure that this hideous phenomenon is removed or at least brought to the barest minimum in the public sector. The objectives of the study is to find out if professional skills/ethics of officers in government regulatory agencies have effect on the level of their productivity, to know if recruitment outside the merit based system in government regulatory agencies have effect on the Gross Domestic product (GDP), to examine if poor salaries and fringe benefit system in government regulatory agencies have effect on national income and lastly to assess the extent Regulatory Agencies have tackled Bureaucratic Corruption in Nigeria. The research design was a survey design and the total population of the study area was 91, all samples were utilized by the use of structured questionnaire, stratified random sampling technique was adopted. Reliability was tested using test, retest method. Data collected were analyzed using the chi-square statistical tool through percentage frequency responses tables. The findings show that; lack of adequate professional skills/ethics by officers in government regulatory agencies have a negative effect on their level of productivity; that bureaucratic corruption have effect on national income, Gross Domestic Products (GDP), and that corrupt practices offender are not properly tackled by the regulatory agencies. In view of the above the researcher proffered recommendations that; regulatory agency officers should be trained and retrained and motivated by giving them enough salary and funds to reduce their corrupt practices thereby enhancing National Income, per capital income, gross domestic product for better socio-economic development. The government stakeholders and politicians should desist from interfering in the activities of regulatory agencies in Nigeria to encourage effective and better performance of the agencies.

INTRODUCTION

Government regulatory agencies in Nigeria were set up to carry out some of the government regulatory functions, particularly to check mate the practices of government officials. They are to implement the laws made by the government, in other to create assurance of a safe environment for both the officials and their beneficiaries. These laws governing environmental, social and political crimes which revolve around human activities, particularly corrupt practices. According to Achebe (1998), anyone who can say that corruption in Nigeria has not yet become alarming is either a crook, fool or else does not live in Nigeria. Corruption is a social problem that demands critical attention. Hence, this posits for the action of government to prevent this hideous force, ensure that the public-sector services are efficient in all ramifications, and reduce corrupt practices and other related offences which has been outweighing the authenticity of government legacies and services, (good governance in action). The Nigerian government introduced regulatory agencies with Acts and declarations into the Nigerian society in order to reduce bureaucratic corruption. This is because Bureaucratic corruption in the conduct of public affairs if left unchecked will put Nigeria in a perpetual state of underdevelopment.

From the Jaji Declaration in 1977 by Olusegun Obasanjo; the Ethical Revolution of Shagari in 1981-1983; the War Against Indiscipline by Buhari in 1984; the National Orientation Movement by Babangida in 1986; the Mass Mobilization for Social Justice by Babangida in 1987; the War Against Indiscipline and Corruption in 1996 by Abacha; to the Anti-Corruption Act 2000 by President Olusegun Obasanjo which brought about the establishment of the Independent Corrupt Practices and other related offences Commission (ICPC) and the Economic Financial Crimes Commission (EFCC) in 2003 respectively. The Independent Corrupt Practices and other related offences Commission (ICPC) and the Economic Financial Crimes Commission (EFCC) are Nigerian agencies that was inaugurated on 29th September 2000 and April 13th 2003 following the recommendation of former president Olusegun Obasanjo. The mandate given to both agencies were to receive and investigate reports on corruption, related offences or inappropriate cases and also to prosecute offenders. They are to examine and review and enforce the correction of public prone systems and procedures of public bodies, with a view to eliminating corruption in public sector, and to educate and enlighten the public on and against corruption and related offences with a view to enlisting and fostering public support for the fight against corruption. The government objective with the establishment of the Independent Corrupt Practices and other related offences Commission (ICPC) and the Economic Financial Crimes Commission (EFCC) is to fight corruption and ensure that this hideous phenomenon be removed or at least be brought to the barest minimum in the public sector.

In an attempt to carry out rules on implementation, bureaucrats sometimes are tempted to bend the rules and regulations to benefit their friends and benefactors, in addition to using their powers and status to achieve their objectives as opposed to organizational objectives (Polyimide, 2004). This may on another hand be seen as corrupt bureaucracy. Bureaucratic corruption in other words could be understood as taking advantage of, and the manipulation of existing rules, regulations, procedures, instructions, opportunities, positions, guidelines and directives provided by an organization for personal gains which has a negative effect on socio-economic Development of the nation. Bureaucratic corruption is one of the critical vices militating against the development of Nigeria's economy. The problem in Nigeria has reached such proportion as to frustrating good policy decisions, programmes in the public sector management and its operations. Is bureaucratic corruption gaining more grounds in the public sector organization? The researcher feels the public are questioning bureaucrats.

In this study, emphasis are on the effect of bureaucratic corruption of government regulatory agencies on socio-economic development and its likely effect on the pattern of political, socio-economic and administrative development in Nigeria with reference to the activities of the Independent Corrupt Practices and other related offences Commission (ICPC) and the Economic Financial Crimes Commission (EFCC) as a regulatory agency of the government and Ministry of Labour, Employment and Productivity as a bureaucratic organization of the government.

Statement of the Problem

Bureaucracy is the most advanced and profound rational form of human organization which had emerged in various forms at various stages of human relations (Baker, 1997). Human organizations have existed in all shapes and forms, but bureaucracy is the only form that is based on formal/constitutional rules and regulations and not on personal status, favour and (or) preferences. It is of course characterized by functional specification, hierarchy, impersonality, written records, rules and regulations, employment, appointment, salary and career-based system (Bailey, 2002). Bureaucracy is often heard and used in connection with the conduct of public affairs and the activities of public officials in particular.

The Independent Corrupt Practices and other related offences Commission (ICPC) and the Economic Financial Crimes Commission (EFCC) and government ministry are mandated to ensure the achievement of the legacies of a bureaucratic organization and also ensure decent conduct in the process of service delivery to the public. They are also to ensure that government policies and programmes are implemented in the manner for which they are programmed and estimate for under the financial regulations and rules.

But with time, it was observed that the ICPC and EFCC seems to have deviated from their original mandate given to them by the Act of September 29th 2000 and April 13th 2003 which is in line with the formal original rules and regulations stipulated by bureaucracy that govern the activities of the organization. Is bureaucratic corruption gaining more grounds in the public sector organization? The researcher feels the public are questioning bureaucrats.

Therefore, the researcher is concerned to question if these high-level government officials who come into power know the objectives of the government with regards to their various ministries and parastatals. Why the deviation from the norms and values of bureaucracy in an organization? Why bureaucratic corruptions and the effect on the economic and social development of the country?

Research Objectives

The specific objectives are to:

i. To find out if professional skills/ethics of officers in government regulatory agencies have effect on the level of their productivity.
ii. To know if recruitment outside the merit based system in government regulatory agencies have effect on gross domestic product (GDP).
iii. To examine if poor salaries and fringe benefit system in government regulatory agencies have effect on national income
iv. To assess the extent regulatory agencies have tackled bureaucratic corruption in Nigeria.

Research Hypotheses

H_0: Professional skills/ethics of officers in government regulatory agencies have no effect on the level and productivity.

H_0: Recruitment outside the merit based system in government regulatory agencies has no effect on Gross Domestic Product (GDP).

H_0: Poor salaries and fringe benefit system in government regulatory agencies have noeffect on national income.

H_0: Regulatory agencies do not effectively tackle cases of bureaucratic corruption In Nigeria.

REVIEW OF RELATED LITERATURE

Conceptual Review.

Concept of Bureaucracy.

The word bureaucracy owes its roots to the following: Bureau (French): which means small desks and Kratein (Greek): which means to rule. So, bureaucracy essentially means to rule by the office

Bureaucracy refers to a system for controlling or managing an organization that is operated by a large number of officials, employed to follow rules carefully. Bureaucracy has benefits; specifically they are rational and efficient, increasing competency under the supervision of immediate managers in the hierarchy. But bureaucracy also have problems; sometimes lack of flexibility can also lead to inefficiency or rigidity in policy implementation.

The German sociologist and political economist Max Weber was the first to formalize the concept of bureaucracy (Weber, 1978). This entry describes and extends his definition of bureaucracy, which emphasizes six interrelated features of organizations.

- The planned Division of Labour among bureaucrats into official jurisdictional areas whose regular activities, patterns of formal authority and employment are ordered by rules– that is, by laws or administrative regulations. To effect the division of labor, regular tasks are assigned as official duties, the authority to command others is distributed in a stable way and is strictly determined by rules about coercion, and provision is made for the regular and continuous fulfilment of tasks.
- A hierarchy of offices in which authority flows from top to bottom and information flows from bottom to top. This requires a clearly established system of super ordination and subordination in which those with more jurisdiction are ranked above those with less, and higher ranks supervise lower ranks. The hierarchy culminates with a single bureaucrat at the top; it is thus a 'mono-cratical' structure.
- Formal, written documents or files that constitute the organization's memory and facilitate continuity of action and accountability for past action.
- Specialization in training. Performing their jobs competently requires bureaucrats to possess specialized knowledge and skills, which in turn requires specialized training or education, certified by passing special exams.
- Full working capacity. While they are at work, bureaucrats are expected to devote all their time and energy to work and to put their personal life aside.
- General, written rules that all bureaucrats follow. These are more or less stable, more or less exhaustive, and they can be learned – they constitute explicit, rather than tacit, knowledge. Management decisions are based on these rules, rather than on personal bias.

John Stuart (1860) referred to bureaucracy as a distinct form of government, separate from representative democracy. He believed bureaucracies had certain advantages, most importantly the accumulation of experience in those who actually conduct the affairs. From researchers point of view based on the above definitions, bureaucracy simply means specific form of organization defined by complexity, division of labor, permanence, professional management, hierarchical coordination and control, strict chain of command, and legal authority.

Characteristics of bureaucracy/ bureaucratic organization

According to max Weber, the principles of bureaucracy includes:

- Specialization
  This includes:
  - Distributing and assigning specific duties to specific roles;
  - Giving management the authority to give commands and providing guidelines on the methods they should use; and
  - Assigning people to these roles based on merit.
- Formalized rules:

  In the ideal organization, Weber believed that employees should be chosen based on their technical skills and competencies, which are acquired through education, experience or training – no other factors should be considered. And since workers are paid for their services, and services are divided by job position, an employee's salary is entirely dependent on their position. Contract terms are also entirely determined by the organization's rules and regulations, and employees have no ownership interest in a company.

- Hierarchical structure:
  - Individuals at the top of the management hierarchy have the most authority, while those at the bottom have the least power. This hierarchical structure clearly delineates lines of communication, delegation and the division of responsibilities.
- Well-trained employees:
  - Employees, argued Weber, should always know exactly what is expected of them. In the ideal organization, the rules are clearly defined and strictly

enforced. This promotes uniformity within the organization and keeps the company running as smoothly and efficiently as possible. If new rules and requirements need to be introduced, higher-level management or directors are responsible for implementing and enforcing them.

- Managerial dedication:
    - Under Weber's theory, relationships between employees are to be only professional only. The impersonal environment characterized by bureaucracy is designed to promote decision-making that is based solely on facts and rational thinking. It prevents favoritism or nepotism as well as involvement from outsiders or political influence, anything that could interfere with the mission of the organization.
- Impartiality of management:
    - Weber felt that promotions within an organization should be based solely on achievement, experience and technical qualifications. Personal favors, relationships or personality traits should not factor into official decisions.

Pros of bureaucracy

- The Division of labor Makes work easier and leads to specialization.
- Efficiency: Competency increases and work is efficiently performed under the supervision of immediate managers in the hierarchy.
- Accountability and answerability: Common citizens can hold government officials and bureaucrats accountable for the actions performed by them in the course of dispensing their duties. The organization is answerable in case something goes wrong.
- Decision-making: Decisions are generally handed over to the employees by their immediate managers, and to the managers by the ones above them in the hierarchy.
- Rules and regulations: The set of rules and regulations that are clearly stated in most cases makes obedience to them a prerequisite in the bureaucratic structure, thereby reducing the scope of non-adherence to the framework of rules and protocols.
- Ease of administration: Makes administration easier.The organization is more rationally arranged in a structural hierarchy. In a bureaucratic structure, maintaining control of the management, making necessary adjustments as and when required, and the introduction of a new set of rules, as per requirements from time to time, are easier owing to the large size of the organization.

Cons of bureaucracy

- Red tape: Bureaucracy, by its very character, follows a certain set of rules and regulations. This imparts a lack of flexibility and can often lead to inefficiency or rigidity in policy implementation.
- Bureaucratic delays: The complicated set of rules in a bureaucratic system often causes long delays in taking actions and decisions.
- Bureaucratic corruption: bureaucracy can lease to Corruption in the higher rungs of bureaucracy can be very disastrous to the economy as bureaucrats may sometimes be tempted to bend the rules to satisfy their own interests.
- Change of goals: The process of getting work done in a bureaucratic system is cumbersome and the set of rules and regulations often are given greater importance than the end result.
- Paperwork: A lot of paperwork may be required even for very simple work or little work which may be time consuming.
- Departmentalization: As the jobs are divided across categories, it restricts the opportunities for collaboration and people performing tasks in other categories which Discourages work place interaction among individuals.

- Nepotism: Nepotism in bureaucracy is often a problem. The managers sitting on top may favor their own people and help them rise quicker than more deserving individuals.
- Decision-making: Decision-making in bureaucracy is based on a certain set of rules and regulations. This rigidity often leads to opting for programmed decisions while newer avenues are not explored.

Concept of Bureaucratic Corruption

Corruption is a very broad term including various definitions, terms and related offenses. Generally, corruption is defined as "the abuse of entrusted power for private gain" (Transparency International, 2020), the "use of public office for private gain" (The World Bank, 1997.), or "dishonest or fraudulent conduct by those in power" (Oxford Dictionary,). No doubt, corruption is the unethical or illegal advantages procured through official position.

Bureaucratic Corruption is the taking advantage of and the manipulation of existing rules, regulations, procedures, instructions, opportunities, positions, guidelines and directives provided by an organization for personal gains at the expense of the organizational objectives.

Justice Mustapha Akanbi (2003), the distinguished former chairman of ICPC classified Corruption in Nigeria into three categories, these are:

i. Street level corruption which describes corruption in administration as shown in day to Day experiences of the citizens in their interactions with officials.
ii. Business corruption that occurs among low to medium sized business with or without Active connivance of the equivalent public sector official; and
iii. High level corruption, which involves huge sums of money in high power centers in Finance, public service and administration.

Therefore, bureaucratic corruption is the neglect of stipulated rules and regulations, spurned principles which goes against the existing mandates, order or agreement in a bid to satisfy personal interest. Bureaucratic corruption could be in the process of undertaking public affairs by bureaucrats, leaders entrusted with public office, legislators, etc. in a bid to satisfy their own interests.

Role of Regulatory Agencies in Promoting Socio-Economic Development

Regulatory bodies in Nigeria are the government agencies or public organizations set up with the aim of carrying out regulatory functions for some aspects of human activities. The regulatory agencies ensure people follow the laid down laws by the government or public organizations to create assurance of a safe environment. The following people that are obliged to follow the laws include: businessmen or women, workers, consumers, etc. These laws govern environmental, social, or economic matters, and safety, health, employment, and crimes revolve around human activities. The regulatory agency implements the laws laid down by the government to create principles for businesses and to ensure the safety of consumers and workers.

There are quite a number of regulatory bodies in Nigeria regulating various facets of the economy. Some of the major duties of regulatory bodies include to set standards and best practices, monitor and ensure compliance with best standards and practices as well as laid down rules and procedures, receive and address complaints against businesses from the general public accordingly, collect levies and revenues and to impose sanctions for failure to comply.

Regulatory agencies serve two primary functions in government: they implement laws and they enforce laws. Regulations are the means by which a regulatory agency implements laws enacted by the legislature.

Regulatory agencies are typically charged with overseeing an industry and intervening only when there is a reasonable suspicion that a regulated company may not be complying with its obligations. Under such a regime, regulatory agencies typically have powers to:

- Oblige individuals or firms entering the industry to obtain a license;
- Require transparency of information and decision-making on part of the regulated company; and
- Monitor the performance and investigate the compliance of the regulated company, with

the regulator publishing the findings of its investigations.

In the process of undertaking these duties, regulatory agencies provide a vital function in administering law and ensuring compliance, which in turn when adequately followed can create avenue for socio-economic Development in a country. Regulatory agencies covers various areas such as business regulatory agencies, finance regulatory agencies, food and drugs regulatory agencies, labor regulatory agencies, corrupt practices and other crimes regulatory agencies such as the EFCC, ICPC,NAFDAC, SON, etc.

In controlling these various areas, it creates an avenue for development. For example, when businesses are well regulated, it increases the gross domestic income of a country, which in turn increases the Human Development Index (HDI) of a country. Corruption can put a country in a perpetual state of under development if left unchecked. In reverse terms, when these laws are properly implemented and there are existing agencies that regularly check the activities of public office holders to ensure that what is stated is what is delivered, a country can be heading on to the route of Development.

Government Regulatory Agencies as an Instrument to Checkmate Corruption in Nigeria

All over the world, no country has been adjusted to be totally free from any iota of corruption. There were growing concerns about the deplorable condition of the economy aggravated by corruption in Nigeria. Nigerians and the government alike have expressed considerable worry about the state of the economy, poor growth, and development in all sectors due to the presence of hydra-headed monster called corruption (Okoduwa, 2008). This environment has laid the foundations for a new discourse on public governance reform, involving prevention and repression of corruption which has marked the emergence of regulatory institutions in Nigeria.

This issue of monumental corruption has made President Olusegun Obasanjo to inaugurate the two anti-graft agencies. According to Former President Olusegun Obasanjo, there shall be no "sacred cow" in the fight against corruption. Although corruption is a global malaise, the extent of its reach in the country was tragically stupendous. All indicators showed that the spread of this cancer had become frightening. It pervaded private and public institutions and overwhelmed all levels of government. The price of corruption has been extremely high. The economic, political, social and moral bases of the country have been severely eroded and degraded.

The institution of corruption fighting agencies, brought fresh and decisive perspective to the fight against corruption in the form of a holistic approach encompassing enforcement, prevention and educational measures. It captures in a single document, a host of corrupt offences in their old and sophisticated guises. These institutions then became a mechanism, a commission at the hub of Nigeria's fight against corruption.

Bureaucratic Corruption and its Effect on Socio-Economic Development

Bureaucratic corruption has posed a challenge to Nigeria which affects public finances, business investment as well as standard of living.

Bureaucratic Corruption can also have an indirect effect on a country's economic performance by affecting many factors fueling economic growth such as investment, taxation level, or on the other hand lower a country's production rate, and effectiveness of public expenditure.

The presence of Bureaucratic corruption can in turn, prevent good governance principles and structures from being put in place, or enforced. When office holders compromise rules, it creates an adverse effect on the crime rate, and can pose as an obstacle which prevent Nigeria from achieving its enormous potential. Bureaucratic corruption can lead to distortion of developmental policies, it also hampers economic policies on the economic development as economic resources that would have stimulated the economy are sabotaged or undermined due to corruption (Sverdsen, 2004).

Compromising bureaucratic processes can also lead to a huge loss of public funds that would have been channeled towards the economic development of the country. On the other hand, it can negatively serve as disincentive to Foreign Direct Investments (FDIs) as the prospective investors are wary of investing in the country due to pervasive corruption reported in the country (Andrew, 2016). The destructive effect of corruption on the political and socio-economic environment in Nigeria is too obvious in its colossal ramifications to bear extensive mention here. Suffice it to say that we are all witnesses to and are co-sufferers of the rot in infrastructure, decayed morals, insecurity of life and property, violent ethno-religious uprisings, dehumanizing poverty, brazen electoral theft etc. (Onum, 2008)

Summarily, the above views revealed that bureaucratic corruption generally, especially if perpetuated by public office holders can stifle the Development of a country.

Causes of Bureaucratic Corruption

You may wonder what could be responsible for widespread of corruption in our society. Some have adduced the cause of corruption to chronic/vicious circle of poverty. Some of these causes of bureaucratic corruption includes lack of laws and policy implementation, Acts of laxity systems, excessive discretion in official matters, lack of oversight mechanism, lack of openness in official decision-making processes, breakdown in ethics, greed, weak political will, weak enforcement, impunity, lack of patriotism etc. these are some of the reasons for endemic and perpetual corruption in the society.

Functions of the Anti-Graft Agency in Relation to Combating Corruption

Section 6 of the ICPC Act confers 3 main responsibilities on the ICPC. They are:

- To receive and investigate reports of the conspiracy to commit, attempt to commit or actual commission of offences as created by the Act and, in appropriate cases prosecute the offender(s).
- To examine, review and enforce the correction of corruption-prone systems and procedure of public bodies, with a view to eliminating or minimizing corruption in public life.
- To educate and enlighten the public on and against corruption and related offences with a view to enlisting and fostering public support for the fight against corruption.

Penalties apportioned to Cases of Bureaucratic Corruption in the ICPCand EFCC

Section 8-26 of the Corrupt Practices and Other Related Offences Act 2000 clearly spelt out offences and penalties covered by the Act if committed after June 13th, 2000.. They are:

OFFENCES	PUNISHMENT/IMPRISONMENT
Accepting gratification by an official	7 years
Giving or Accepting gratification through an Agent	7 years
Corrupt offers to public officers	7 years
Corrupt demand by person(s)	7 years
Fraudulent acquisition of property	7 years
Fraudulent receipt of property	3 years
(Fraudulent receipt of postal matters, chattels)	(7 years)
Deliberate frustration of investigation by the Commission	7 years
Making false statements or returns in respect of money or property received	7 years
Gratification by and through agents	5 years
Bribery of public officers in relation to voting or performance of duty	5 years with hard labor
Using office or position to gratify or confer unfair advantage on oneself, relation or associate	5 years without option of fine
Bribery in relation to auctions	3 years
Inflation of the price of goods and services	7 years and a fine of N1 Million
Award of contract without budget provision	3 years and fine of N100,000 fine
Transferring money from one vote to another (Virement)	1 year or N50,000 fine
Failure to report bribery transactions	2 years or N100,000 fine
Dealing with, using, holding, receiving or concealing gratification	5 years
Making false statement to the Commission	2 years or N100,000 fine
Willfully making false petition (S.64)	10 years or N100,000 fine

Current Cases of Bureaucratic Corruption in Nigeria

Bureaucratic corruption can be practiced at different levels of government, in different government agencies and by Public officers or bureaucrats.

In recent times, some cases of Bureaucratic corruption have emerged at various departments and agencies of government.

According to the central Data base of corruption 2022, here are some recent acts of corruption which have emerged in Nigeria recently with an illustration shown below:

Figure 1.1

With the top four crimes as:

Cybercrime/fraud - 1254

Fraud - 1056

Illegal dealing in oil products - 226

Money laundering - 181

Corruption Cases Data Base 2022

Few of this corruptiosn cases by high level officials are discussed below:

i. Federal Republic of Nigeria Vs Nkem Apollonia Mba (Deputy Chief Registrar of Federal High Court, Port Harcourt Division)

The accused person was alleged to have fraudulently obtained money under the false pretense that it was proceed from the sale of Automotive Gas Oil (AGO) and other products.
Prosecuting Agency: Independent Corrupt Practices and Other Related Offences Commission and the status of the case is still on trial with Hon. Justice Leteem Nyordeeas the presiding judge.

ii. Federal Republic of Nigeria Vs Jubrin Buba (Former Officer of Nigeria Security And Civil Defence Corps)

The accused person allegedly made a false statement to an officer of the Independent Corrupt Practices and Other Related Offences Commission (ICPC) and claimed he was awarded a Bachelor of Science degree in Public Administration by the University of Jos and also forged and used as genuine a Testimonial dated September 25, 2002, purportedly issued by Obafemi Awolowo University, Ile- Ife.
Prosecuting Agency: Independent Corrupt Practices and Other Related Offences Commission with the Presiding Judge: Hon. Justice AsmauAkanbi Yusuf

iii. The Charges Against a Former Minister of Petroleum, Diezani Alison-Madueke:

Have deadlocked after repeated efforts to extradite her from the United Kingdom failed.Madueke is being charged with 13 counts of money laundering by the EFCC since November, 2018, before a Federal High Court in Abuja. She was alleged to have unlawfully diverted $39.7m and N3.32bn during her tenure as minister between 2010 and 2015. The EFCC chairman, AbdulrasheedBawa, had on May 12, announced that the anti-graft agency had recovered 80 properties and the sum of $80m from Madueke.

iv. The Trial Of a Former Minister of The FCT And Governor of Bauchi State:

Bala Mohammed, has stalled following his election as governor in February 2019.
Mohammed was arraigned on May 10, 2017 by the EFCC on a six-count charge bordering on abuse of office, false declaration of assets and fraud, to the tune of N864m.

v. A Former Governor of Enugu State, Senator Chimaraoke Nnamani: Was charged 105 counts bordering on money laundering and fraud, valued N4.5bn by EFCC.

The trial of Nnamani, who was charged alongside his former aide, Sunday Anyaogu, stalled since 2019 after the initial charges were withdrawn for amendment.

Theoretical Framework

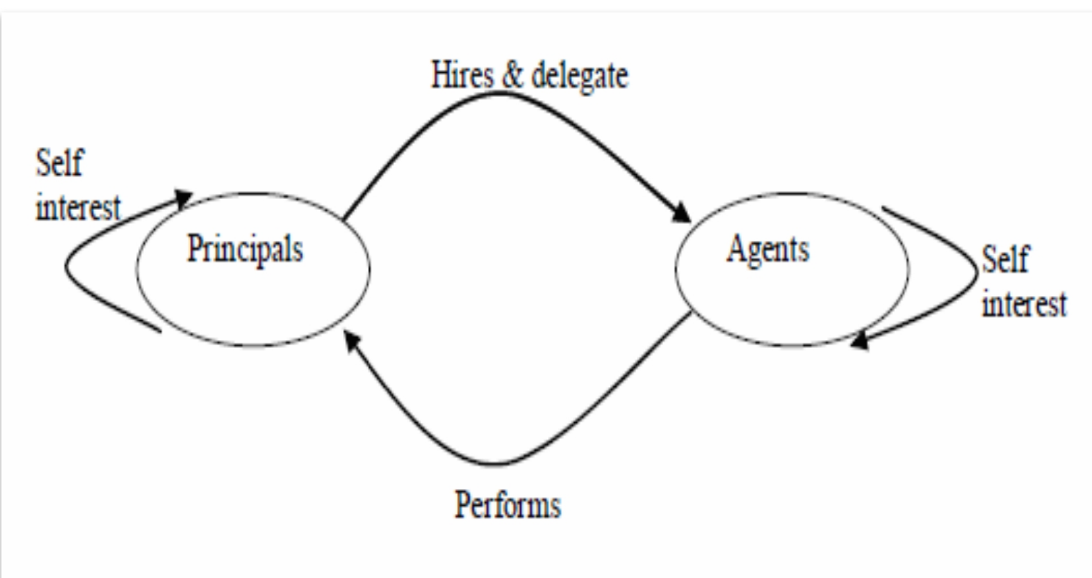
The research adopted the principal-agent theory. The principal and agent theory emerged in the 1970s from the combined disciplines of economics and institutional theory. There is some contention as to who originated the theory, with theorists Stephen Ross and Barry Mitnick claiming its authorship.

The Principal–agent or Agency theory defines the relationship between the principals (such as shareholders of company) and agents (such as directors of company). According to this theory, the principals of the company hire the agents to perform work. The principals delegate the work of running the business to the directors or managers, who are agents of shareholders. The shareholders expect the agents to act and make decisions in the best interest of principal. On the contrary, it is not necessary that agent make decisions in the best interests of the principals. The agent may be succumbed to self-interest, opportunistic behavior and fall short of expectations of the principal. The key feature of agency theory is separation of ownership and control. The theory prescribes that people or employees are held accountable in their tasks and responsibilities. Rewards and Punishments can be used to correct the priorities of agents.

Figure 1.2

Principal- Agent Theory Concept.

Source: Atlas of public management.



Source: Atlas of public management.

In application to this study, the principal-agent model assumes that agents (public officials or bureaucrats) serve to protect the interests of the principal (whether the public, parliament, organization or supervisors). However, in reality, the interests of the agents often diverge from the interests of the principal, and while the former can prescribe the pay-off rules in the principal-agent relationship, there is informational asymmetry or imbalance to the advantage of the agent, which could be used by him or her for personal benefit (Groenendijk, 1997). In this context, an agency problem occurs where the agents choose to engage in a corrupt transaction, in furtherance of their own interests and to the detriment of the interests of the principal (the organizations objectives). To limit the agency problem, the principal can design incentives and schemes (e.g. monitoring, bonding and oversight) to curb the agent's potential abuses.

METHODOLOGY

The research design adopted for the study was survey method, since the data was collected from predefined group of respondents in order to ascertain information for the investigation. The population and samples of the study are scattered into the different departments/units in the ICPC, EFCC and Ministry of Labour and Productivity in Enugu State, in order to get full representation of respondents needed in the study. Data used for the purpose of the research work was gotten from both primary and secondary sources.

The population of the study was drawn from the three different areas of study: ICPC – 21, EFCC – 30 and Ministry of Labour and Productivity – 40, giving a total sampling size of ninety one (91). The whole sample population was utilized by the researcher due the small number of the sample as sample size. Hence, the stratified random sampling technique was considered suitable for the study, which adopts purposive sampling. The data collection method adopted was by the aid of questionnaire, which utilized Likert five point attitudinal scale method. The instrument was tested, valid and found reliable for the investigation. The method for data analysis was descriptive statistical tools which includes; percentage frequencies tables and Chi-square statistical tool manually worked used to test the hypotheses.

DATA PRESENTATION, ANALYSIS AND TESTING OF THE HYPOTHESIS

ANALYSIS OF RESEARCH QUESTIONS

Research question 1: What are the Effects of Professional Skills/Ethics of Officers in Government Regulatory Agencies on their Level of Productivity?

Table 4.1 Mean responses on the effects of professional skills/ethics of officers in government regulatory agencies on their level of productivity.

S/N	ITEM	SA	A	U	SD	D	TOTAL	%
1	Employment in your organization is based on qualifications.	17 (19.8%)	10 (11.6%)	13 (15.1%)	22(15%)	24 (27.9)	86	100
2	Placements of staff to job positions is based on their area of specialization	11 (12.8%)	17 (19.8%)	10 (11.6%)	29 (33.7%)	19 (22.1%)	86	100
3	Effective training programs increases staff productivity level.	17 (19.8%)	19 (22.1%)	15 (17.4%)	13 (15.1%)	22 (25.6%)	86	100
4	Lack of professional ethics of government regulatory officers have effect on the efficiency of their output.	46 (53.5%)	20 (23.3%)	- (0%)	19 (22.1%)	1 (1.2%)	86	100
5	Correctional measures help the organization to achieve greater	22 (25.6%)	28 (32.6%)	3 (3.5%)	20 (23.3%)	13 (15.1)	86	100

	output.							

Source: field survey 2022

From the illustration in table 4.8 responses on Employment in your organization is based on qualifications, 17 respondents representing 19.8% strongly agree, 10 respondents representing 11.6% agree, 13 respondents representing (15.1%) were undecided, 22 respondents representing 15% strongly disagree and 24 respondents representing 27.9% disagree. Responses on whether Placements of staff to job positions is based on their area of specialization shows that 11 respondents representing 12.8% strongly agree, 17 respondents representing 19.8% agree, 10 respondents representing 11.6% undecided, 29 respondents representing 33.7% strongly disagree and 19 respondents representing 22.1% disagree.

Responses on whether Effective training programs increases staff productivity level; shows that 17 respondents representing 19.8% strongly agree, 19 respondents representing 22.1% agree,15 respondents representing 17.4% undecided, 13 respondents representing 15.1% strongly disagree and 22 respondents representing 25.6% disagree.

Responses on whether Lack of professional ethics of government regulatory officers have effect on the efficiency of their output. shows that 46 respondents representing 53.5% strongly agree, 20 respondents representing 23.3% agree, 0 respondents representing 0% undecided, 19 respondents representing 15.1% strongly disagree and 1 respondent representing 1.2% disagree.

Responses on whether Correctional measures help the organization to achieve greater output shows that 22 respondents representing 25.6% strongly agree, 28 respondents representing 32.6% agree, 3 respondents representing 3.5% undecided, 20 respondents representing 23.3% strongly disagree and 13 respondents representing 15.1% disagree.

Research Question 2: To What Extent does Recruitment Outside the Merit Based System in Government Regulatory Agencies have Effect on Gross Domestic Product (GDP)?

Table 4.2: Mean responses on; To what extent recruitment outside the Merit Based System in Government Regulatory Agencies have effect on Gross Domestic Product (GDP)?

S/N	**ITEM**	**To a very great extent**	**To an extent**	**Neutral**	**Very little extent**	**No extent**	**TOTAL**	**%**
1	Practice of nepotism during recruitment process can cause inefficiency in organizational performance.	32 (37.2%)	15 (17.4%)	8 (9.3%)	19 (22.0%)	12 (14%)	86	100
2	Lack of merit based system can have effect on GDP.	35 (40.7%)	28 (32.6%)	- (0%)	14 (16.3%)	9 (10.4%)	86	100
3	Employment of government officials on the basis of qualifications increases GDP	44 (51.2%)	36 (41.9%)	- (0%)	6 (6.9%)	- (0%)	86	100
4	Merit based system during political appointments can enhance public confidence in government.	30 (34.9%)	22 (25.6%)	12 (14%)	18 (20.9%)	4 (4.7%)	86	100
5	Favouritism/ nepotism can encourages gender inequality.	20 (23.3%)	19 (22.1%)	11 (12.8%)	19 (22.1%)	17 (19.8%)	86	100

Source: Field Survey 2022

From the illustration in table 4.9; From the table above, out of 86 respondents,32 respondents representing 37.2% said that the practice of nepotism during recruitment process can cause inefficiency in organizational performance, 15 respondents representing 17.4% said to an extent, 8 respondents representing 9.3% was neutral, 19 respondents representing 22.0% said to a very little extent and 12 respondents representing 14% said to no extent. 35 respondents representing 41.7% said that the merit based system can to a very great extent lack of merit based system can affect Gross Domestic Product GDP, 28 respondents representing 32.6% said to an extent, 0% were neutral, 14 respondents representing 16.3% said to a very little extent and 9 respondents representing 10.4% said to no extent.

44 respondents representing 51.2% said employment of government officials on the basis of qualifications to a great extent increases GDP, 36 respondents representing 41.9%said to an extent, zero respondents representing 0% were neutral, 6 respondents representing 6.9% said to a very little extent and 0 respondents representing 0% said to no extent. Out of 86 respondents,30 respondents representing 34.9% said Merit based system during political appointments to a very great extent develops public confidence in government.22 respondents representing 25.6% said to an extent, 12 respondents representing 14% were neutral,18 respondents representing 20.9% said to a very little extent and 4 respondents representing 4.7% said to no extent. Out of 86 respondents, 20 respondents representing 23.3% said favouritism can to a great extent encourage gender inequality,19 respondents representing 22.1% said to an extent, 11respondents representing 12.8% were neutral, 19 respondents representing 22.1% said to a very little extent and 17 said to no extent.

Research Question3: To what extent have poor salaries and fringe benefit system in government regulatory agencies have effect on national income?

Table 4.3: Mean responses on; To What Extent Poor Salaries and Fringe Benefit System in Government Regulatory Agencies have effect on National Income.

S/N	ITEM	To a very great extent	To an extent	Neutral	Very little extent	No extent	TOTAL	%
1	poor salaries have resulted to embezzlement of public funds	19 (22.1%)	15 (17.4%)	7 (8.1%)	27 (31.4%)	18 (21.3%)	86	100
2	Poor working conditions have reduced workers productivity.	40 (46.5%)	22 (25.6%)	- (0%)	- (0%)	24 (27.9%)	86	100
3	Low salaries have negative effect on workers per capita income.	50 (58.1%)	36 (41.9%)	- (0%)	- (0%)	- (0%)	86	100
4	Low salaries and fringe benefits encourages workers to engage in corrupt practices.	20 (23.3%)	17 (19.8%)	9 (10.5%)	24 (27.9%)	16 (18.6%)	86	100
5	Motivation of government workers have effect on national income.	61 (70.9%)	25 (29.1%)	- (0%)	- (0%)	- (0%)	86	100

Source: field survey 2022

From table 4.4 it shows that, out of 86 respondents, 19 respondents representing 22.1% said that to a very great extent, poor salaries have resulted to embezzlement of funds, 15 respondents representing 17.4% said to an extent, 7 respondents representing 8.1% were neutral, 27 respondents representing 31.4% said to little extent and 18 respondents representing 21.3% said to no extent. 40 respondents representing 46.5% strongly agree that poor working conditions have reduced workers productivity, 22 respondents representing 25.6% said to an extent, 0 respondents representing 0% were neutral, 0 respondents representing 0% said to a very little extent and 24 respondents representing 27.9% said to no extent.

50 respondents representing 58.1% strongly agree that low salaries have negative effect on workers per capita income, 36 respondents representing 41.9% said to an extent, 0% were neutral, as well as very little extent and no extent were equally 0%.

20 respondents representing 23.3% said to a great extent, 17 respondents representing 19.8% said to an extent , 9 respondents representing 10.5% were neutral, 24 respondents representing 27.9% said to a very little extent and 16 respondents representing 18.6% said to no extents.

61 respondents representing 70.9% said to a very great extent that motivation of government workers have effect on national income, 25 respondents representing 29.1% said to an extent, zero respondents were neutral as well as very little extent and no extent were equally 0%.

Research Question 4: To what extent have Regulatory Agencies tackled Bureaucratic Corruption In Nigeria?

Table 4. Mean responses on; To what extent have regulatory agencies tackled bureaucratic corruption in Nigeria?

S/N	ITEM	To a very great extent	To an extent	Neutral	Very little extent	No extent	TOTAL	%
1	Corruption have been tackled through provision of good conditions of service.	22 (25.6%)	18 (20.9%)	10 (11.6%)	19 (22.1%)	17 (19.8%)	86	100
2	through adoption of merit based system during employment in government agencies	38 (44.2%)	20 (23.3%)	5 (5.8%)	15 (17.4%)	8 (9.3%)	86	100
3	By avoidance of ethnicity/nepotism in the handling of issues	46 (53.5%)	37 (43%)	3 (3.5%)	- (0%)	- (0%)	86	100
4	Guilty officers are appropriately dealt with according to the law without bias/political interest.	7 (8.1%)	20 (23.3%)	18 (20.9%)	19 (22.1%)	22 (25.6%)	86	100
5	Due process are always followed in other to eradicate official corruption	30 (34.9%)	15 (17.4%)	14 (16.3%)	17 (19.8%)	10 (11.6%)	86	100

Source: field survey 2022

From the table above, out of 86 respondents, 22 respondents representing 25.6% said Corruption can to a great extent have been tackled through providing good condition of service, 18 respondents representing 20.9% said to an extent, 10 respondents representing 11.6% said neutral, 19 respondents representing 22.1% said to Avery little extent and 17 respondents representing 19.8% said to no extent.

out of 86 respondents, 38 respondents representing 44.2% said corruption have to a great extent been tackled through the adoption of merit based system, 20 respondents representing 23.3% said to an extent, 5 respondents representing 5.8% were neutral, 15 respondents representing 17.4% said to a very little extent and 8 respondents representing 9.3% said to no extent.

Out of 86 respondents, 46 respondents representing 53.5% said that corruption can to a great extent be tackled through avoidance of ethnicity in handling issues, 37 respondents representing 43.0% said to an extent, 3 respondents representing 3.5% were neutral, zero respondents said to a very little extent and zero respondents said to no extent.

out of 86 respondents, 7 respondents representing 8.1% said all guilty officers are to a great extent appropriately and equally dealt with, 20 respondents representing 23.3% said to an extent, 18 respondents representing 20.9% were neutral, 19 respondents representing 22.1%said to a very little extent and 22 respondents representing 25.6% said to no extent.

out of 86 respondents, 30 respondents representing 34.9% said that to a great extent, strategies for corruption are properly spelt out, 15 respondents representing 17.4% said to an extent, 14 respondents representing 16.3% were neutral, 17 respondents representing 19.8% said to a very little extent and 10 respondents representing 11.6% said to no extent.

TESTING OF RESEARCH HYPOTHESIS

Here, the hypothesis used for this study was tested using tstatistically related. In testing the hypothesis, the observed and expected variables were compared, and the probability level used for testing all the hypothesis was 0.05.

Testing Hypothesis one

H_0: Professional skills/ethics of officers in government regulatory agencies have no effect on the level and productivity.

Calculation of chi-square for hypothesis one.

$$X^2 = \sum \frac{(O-E)^2}{E}$$

Where x^2= calculated chi-square value

O= observed frequency

E= expected frequency

$\sum$ = summation sign

$$\frac{\sum = \text{summary of observed values}}{\text{Number of categories}}$$

Responses	Observed frequency	Expected value	O-E	$(O-E)^2$	$\frac{(O-E)^2}{E}$
SA	46	17.2	28.8	829.4	48.2
A	20	17.2	2.8	7.8	0.5
U	-	-	-	-	-
SD	19	17.2	1.8	3.2	0.2
D	1	17.2	16.2	262.44	36.45
Total	86				85.4

X^2 = calculated chi-square value

P = level of significance

Df = number of categories i.e k-1

X^2 = probability table value.

Therefore x^2 = 85.4

P = 0.05

Df = 5-1 = 4

X^2 = 9.488

$= \frac{86}{5}$

=17.2

Result:

In testing this hypothesis, chi-square was used, observation after testing shows that the calculated chi-square value x^2 was 85.4, while the table value using df and 0.05, the level of significance was 9.488.

Decision rule:

Accept alternative hypothesis if the calculated chi-square value is greater than the table value. On the other hand reject alternative hypothesis if the calculated chi-square value is less than the table value.

Decision and conclusion:

Since the calculated value of x^2 is greater than the table value of x^2 we reject null hypothesis (H_0) and accept alternative hypothesis (Hi).

Therefore, Professional skills/ethics of officers in government regulatory agencies have effect on their level of and productivity.

Testing Hypothesis two

H_0: Recruitment outside the merit based system in government regulatory agencies has no effect on Gross Domestic Product (GDP).

Using Calculation of chi-square for hypothesis two.

RESPONSES	**Observed value**	Expected value	O-E	$(O-E)^2$	$\frac{(O-E)^2}{E}$
To a very great extent	44	17.2	26.8	718.2	41.8
To an extent	36	17.2	18.8	353.4	3.9
Neutral	-	-	-	-	-
Very little extent		17.2	-11.2	125.4	7.3
No extent	-	-	-	-	-
Total	86				53

X^2= calculated chi-square value

P= level of significance

Df= number of categories i.e., k-1

X^2= probability table value.

Therefore x^2= 53

P=0.05

Df= 5-1=4

X^2= 9.488

$= \frac{86}{5}$

=17.2

Result:

In testing this hypothesis, chi-square was used, observation after testing shows that the calculated chi-square value x^2 was 53, while the table value using df and 0.05, the level of significance was 9.488

Decision rule:

Accept alternative hypothesis if the calculated chi-square value is greater than the table value. On the other hand reject alternative hypothesis if the calculated chi-square value is less than the table value.

Decision and conclusion:

Since the calculated value of x^2 is greater than the table value of x^2 we reject null hypothesis (H_0) and accept alternative hypothesis (H_1).

Therefore,Recruitment outside the merit based system in government regulatory agencies has an effect on Gross Domestic Product (GDP).

Testing Hypothesis three:

H_0: poor salaries and fringe benefit system in government regulatory agencies have no effected national income.

Using Calculation of chi-square for hypothesis three. Hypothesis three is related to table 4.10, No. 1 and It is calculated using;

Response	Observed value	Expected value	O-E	$(O-E)^2$	$\frac{(O-E)^2}{E}$
Strongly agree	40	17.2	22.8	519.84	30.2
Agree	22	17.2	4.8	23.04	1.3
Undecided	-	-	-	-	-
Strongly disagree	-	-	-	-	-
Disagree	24	17.2	6.8	46.24	2.7
Total	86				34.2

X^2= calculated chi-square value

P= level of significance

Df= number of categories i.e k-1

X^2= probability table value.

Therefore x^2= 34.2

P=0.05

Df= 5-1=4

X^2= 9.488

$= \frac{86}{5} \quad = 17.2$

Result:

In testing this hypothesis, chi-square was used, observation after testing shows that the calculated chi-square value x^2 was 34.2, while the table value using df and 0.05, the level of significance was 9.488

Decision rule:

Accept alternative hypothesis if the calculated chi-square value is greater than the table value. On the other hand reject alternative hypothesis if the calculated chi-square value is less than the table value.

Decision and conclusion:

Since the calculated value of x^2 is greater than the table value of x^2 we reject null hypothesis (H_0) and accept alternative hypothesis (H_1).

Therefore,poor salaries and fringe benefit system in government regulatory agencies have affected national income.

Testing Hypothesis four

H_1: Regulatory agencies effectively tackle cases of bureaucratic corruption in Nigeria.

H_0: Regulatory agencies do not effectively tackle cases of bureaucratic corruption In Nigeria.

Using Calculation of chi-square for hypothesis four.

$X^2 = \sum \frac{(O-E)^2}{E}$

Responses	Observed value	Expected value	O-E	$(O-E)^2$	$\frac{(O-E)^2}{E}$
Very great extent	7	17.2	-10.2	104.0	6.0
An extent	20	17.2	2.8	7.8	0.5
Neutral	18	17.2	0.8	0.6	0.0
Very little extent	19	17.2	1.8	3.2	0.2
No extent	22	17.2	4.8	23.0	1.3
Total	86				8

X^2= calculated chi-square value

P= level of significance

Df= number of categories i.e k-1

X^2= probability table value.

Therefore x^2= 8

P=0.05

Df= 5-1=4

X^2= 9.488

$= \frac{86}{5} \quad = 17.2$

Result:

In testing this hypothesis, chi-square was used, observation after testing shows that the calculated chi-square value x^2 was 8 while the table value using df and 0.05, the level of significance was 9.488

Decision rule:

Accept alternative hypothesis if the calculated chi-square value is greater than the table value. On the other hand reject alternative hypothesis if the calculated chi-square value is less than the table value.

Decision and conclusion:

Since the calculated value of x^2 is greater than the table value of x^2 we reject null hypothesis (Hi) and accept alternative hypothesis (H_0).

Therefore, regulatory agencies do not effectively tackle cases of bureaucratic corruption in Nigeria.

SUMMARY OF FINDINGS

Based on the data collected and analyzed from the distributed questionnaires, the following findings were reached:

I. Professional skills/ethics by of officers in government regulatory agencies have a negative effect on their level of productivity.
II. Majority of the respondents believe that recruitment outside the merit based system have affected the Gross Domestic Product in Nigeria.
III. That poor salaries and fringe benefits have affected national income.
IV. The findings also show that government regulatory agencies do not effectively tackle cases of bureaucratic corruption.

Conclusion

This study demonstrated that Bureaucratic corruption is disastrous to a country's socio-economic development. It has a negative impact on the productivity level of government officers, can hinder the rise of Gross Domestic Product (GDP) in Nigeria, can affect negatively the level of national income and also shows that corruption eradicating agencies have not effectively tackled cases of bureaucratic corruption. This was ascertained through the responses of respondents, through the distributed, collected and analyzed questionnaires used for this study.

Recommendations

In light of the above findings and conclusions, the researcher recommended the following:

i. That recruitment should follow strictly the principles of the merit based system, staff should be placed in areas which their qualifications best fits and effective and regular training programme yearly, monthly, on the job or off the job training programs should be made available for all officers to improve their professional skills.
ii. All government vacancies should be with filled qualified candidates only who have the ability and competency to deliver effectively. This will increase in Gross Domestic Product (GDP) and gives room for an improved socio-economic development.
iii. Good pay and service conditions should be available for all staff and officers to discourage them from embezzling public funds and in turn serve as a motivation mechanism that encourages officers to do their best in fulfilling their specified mandates; there by enhancing National Income level.
iv. To enhance the effectiveness of the EFCC and the ICPC in Nigeria, there is need for the government to ensure that there are adequate and legal backing and review of laws establishing the two commissions from time to time and other ministerial practices. There should be no government or political interference, adequate funding to carry out their mandates and more radical strategies for eradicating corruption need to be formulated and implemented.

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