triangulation. Secondary data was obtained from books, academic journals, official records of the two hospitals and internet sources. The data for the study was analysed using the appropriate descriptive statistics.

Findings

The results identified the key service delivery issues as timeliness, courtesy treatment, staff attitude, complaints procedure and service promotion in the teaching hospitals. The results further revealed that 69% of the respondents agreed that SERVICOM impacted on the quality of service delivery in the teaching hospitals. The results also revealed that the government institution (SERVICOM) was confronted with challenges, which included unqualified personnel (30.4%), indiscipline (33.3%), and pervasive corrupt practices, according to (33.6%) of the respondents. The results of hypothesis one revealed that since the calculated x^2 (i.e. 3.77) was greater than value of the tabulated x^2 (i.e. 3.00), there was positive relationship between service compact initiative and service delivery in the public service. For hypothesis two, the calculated value of x^2 (i.e. 4.04) was higher than the tabulated x^2 (i.e. 3.00), hence the service compact initiative improved service delivery in the public service. Since the tabulated value of x^2 (i.e. 3.00) in the test of hypothesis three was lesser than the calculated value of x^2 (i.e. 3.82), it was established that, as a result of addressing the challenges facing service compact initiative, the efficiency and quality of service delivery in the hospitals were improved.

Recommendations

1. The Nigeria Public Service must lay solid foundation for improving staff attitude to work. This is because customer/patients place importance on how they are received and treated by staff.
2. There is the need to set standards for the main areas of activity. Standard to be set for all main services provided by the organization, and this should be precise, measurable and realistic.
3. The public service must establish a written complaints or grievance procedure which should be accessible and easy to use.
4. There is the need to keep customer informed and ensuring that information on the full range of services provided by the organization is published, and details of where and when services are provided are given.

Conclusion

The first element of service delivery is customer/patients needs and expectations, which is how a customer thinks he should be treated in getting his desires and needs met. In Nigeria, the outcome of government deliberation on the proposals for effective service delivery by Wendy (2004) and her team was to enter into a service compact with the citizens. This drive was to improve management of the public service and this has been necessitated by the low level of service delivery. The public service at all levels of governance had lost the value on which they were established. Merit was sacrificed for expediency and opportunism. Parastatals were mismanaged, looted and badly ruined that they become an embarrassment to norms of efficiency, productivity, management and probity.

The study concluded that the service compact initiative impacted positively on the service delivery, efficiency, and running of public service and government institutions.

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system is functioning. This could be achieved through a customer feedback system, which is an organized and deliberate way of finding out what the organization's customers think about how they are served. Such feedback system may include questionnaire, mails, surveys, interviews, telephone surveys, etc. (Martin, 2007). Also, in order to make a good business of accountability by way of making it easy in the civil service, five criteria have been identified by Martin (2007).
These are:
Staffing: This is the first and important building block in ensuring accountability in the civil service. It implies that the right caliber of personnel must be recruited into the service.
Education: A minimum educational attainment of the personnel engaged for a particular job is a prerequisite. It helps to ensure accountability. Such minimal education helps to prepare the job holder mentally, emotionally, psychologically and physically for the job.
Training: The need for training is incontrovertible. It is also in the nature of human beings that what is not yet known be explored and grasped. The principle of staff training operates at two subtle levels. The first is that participants be assisted to gain awareness, knowledge and skills required to do well in a job. The second is that any failure to utilize the awareness, knowledge and skill already gained holds the individual hostage. It is this level that is so crucial for accountability.
Appraisal Scheme: This is the process of evaluating or assessing the value or quality of the performance of an employee (or an average civil servant), who has been in the service for at least one year. Appraisal should not become a terror; it should be positive-driven. There is no harm in someone appraising himself objectively. At the same time, there is no harm if someone allows others to appraise him/her. How do we then exercise fairness? Allow a genuine expression of the view of the other person. This helps in promoting accountability behavior.
Discipline: This is important for any individual civil servant of whatever rank. Self-discipline becomes a by-work in any establishment/organization, and thus accountability problem is at least one half solved. To induce self-discipline, an establishment should assist in the enforcement of the general principles.

Methodology

Primary and secondary data were used for the study. The primary data were collected through administration of questionnaire and in-depth interview. Out of the three federal teaching hospitals in Southwestern Nigeria, two were selected for the study, namely: Obafemi Awolowo University Teaching Hospitals Complex (OAUTHC), Ile-Ife and the University College Hospital (UCH), Ibadan. The population of the study comprised of patients based on bed capacity for the two institutions. The total population of the patients is 1,436 out of which 287 patients constituting 20% was sampled using a combination of stratified and convenience sampling methods. Questionnaire was administered to the 287 patients to elicit information on the standard and effectiveness of the services being offered by the two hospitals before and after the introduction of SERVICOM. In addition, in-depth interviews was conducted on randomly selected patients in the General Outpatients Departments (GOPD) and Consultants Outpatients Departments (COPD) of the two hospitals as well as 15 purposively selected senior officials comprising doctors, pharmacists, nurses, administrators and heads of SERVICOM units to obtain qualitative information which was used for the purpose of

Establishment of customer-service task forces; Having regular meetings with customers and employees; availing customers and employees regular information through newsletter or other publications; creating a good reward system; providing training; applying problem-solving approaches, and employing quality management strategies.

An organization needs to understand the primary elements of service delivery in order to improve the services it provides to customers. The first element of service delivery is customer/client needs and expectations. Expectations refer to how a customer thinks he should be treated in getting his desires and needs, are the reasons why he goes to an organization. Other elements of service delivery are, the level of importance of the service delivered and knowledge of customer's past services experience which influences his perception of the service experience. (Fagbemi, 2006).

Cook (2004) suggests a list of activities, which will result in effective service delivery culture. They include: reviewing of the past performance of the organization and evaluation of its current position in terms of customer service; reviewing of the factors in the near and far environment which impact upon service quality delivered by public organizations and closing the gap between citizens' expectations and their actual experience. These are: connecting people to the service; accessing the service: and delivering the service. In Nigeria, the outcome of the government's deliberation on the proposal for effective public service delivery by Wendy (2004) and her team was to enter into a service compact with the citizens. SERVICOM, which is the acronym for the government's service delivery compact with all Nigerians, involves being dedicated to providing the basic services to which citizens are entitled, timely, fairly, honestly, effectively and transparently. The SERVICOM charter provision includes:

- ❖ Setting out citizen's entitlement in ways they an readily understand
- ❖ Commitment to provision of services within realistic time frames
- ❖ Specifying officials to whom complaints may be addressed.
  Publishing these details in conspicuous places accessible to the public.
- ❖ Conducting and publishing surveys of customer satisfaction and the extent to which particular Ministries and Agencies are seen as honoring their SERVICOM commitments. (SERVICOM'S Brochure, 2004).

* Establishment of objectives for the organization's customer service programme and being clear about the criteria for success, timely communication, and an encouraging implementation of service delivery strategy.

Martin (2007) suggests a five-stage effective service delivery management cycle. The first stage one is to understand your customers; stage two, setting quality service standards; stage three, building a winning team; stage four, checking up regularly; while fifth stage is providing proactive problem-solving strategies. These stages are expected to take an organization from its present state in terms of effective service delivery to where it wants to be. A service delivery audit is important in order to measure the degree of customer satisfaction. This is an effective way of maintaining the service image of an organization. A service audit is a structure format for determining, on a regular basis, how an organization's service delivery

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INTERNATIONAL GUEST EDITOR
Editorial Comments

The discipline of Public Administration is a highly glorified specialized field of study among social sciences. Like all disciplines Public Administration has also evolved over a period of time and has even witnessed many ups and downs during its growth. But it has firmly withstood all the challenges and has kept on embracing all latest developments and trends. The discipline of Public Administration has come a long way since Woodrow Wilson, an American academician and statesman who is highly revered as the founder of the discipline, advocated the scientific and systematic study of Public Administration in his article 'The Study of Administration' published in volume 2, number 2, June 1887 issue of the Political Science Quarterly journal. He laid emphasis on introducing reforms in Public Administration functioning as governmental machinery and keeping it away from political field. His advocacy for the scientific study of machinery of Public Administration subsequently led to the growth of Public Administration as a discipline. What is clearly evident from such a discourse is that the discipline of Public Administration is comparatively a new specialized field of study among social sciences, just 130 years old but as a practice and as governmental machinery it is very old and it emerged with coming into existence of state and government. In this way the discipline of Public Administration has evolved from practical life and is mainly concerned with improving and reforming the machinery of Public Administration so that it is capable enough to promote public welfare and interest. With the passage of time new concepts and ideas have evolved but the basic ethos has always remained the same and that is to serve the masses. Whatever new concepts and ideas have developed, whether it is new public administration, comparative public administration, development administration, good governance, new public management, decentralized governance, collaborative and networking governance, public private partnership, corporate social responsibility, citizens' charter, e-governance or digital governance, ethical governance, new public service, all of them are ultimately concerned with making it possible for the Public Administration to serve the society in a much better way. However, in practice the functioning of Public Administration all over the world is marred with numerous hardships coming from harsh practical realities. It is a truth that the machinery of Public Administration faces many pressures owing to its

- conduct and publish surveys of customer satisfaction.

1.1 Statement of the Research Problem

The Federal Government of Nigeria has observed that inefficiency and corruption are rampant in Ministries, Departments and Agencies (MDAs). In response, therefore, the government mandated them to establish SERVICOM units to address the problem of poor service delivery and poor human relations with customers and clients. The effect of the initiative on the quality of service delivery in tertiary level teaching hospitals in Southwestern Nigeria, since inception, has not been ascertained; hence, this study.

1.3 Objectives of the Study

The objectives of the study are to:

(a) identify the key service – delivery issues in and problems facing teaching hospitals in Southwestern Nigeria;

(b) assess the place of the SERVICOM in key service delivery areas in selected teaching hospitals in Southwestern Nigeria; and

(c) assess the challenges facing SERVICOM in terms of improving service delivery in the selected institutions.

1.4 Research Hypotheses

(a) There is positive relationship between service compact initiatives and service delivery problems facing teaching hospitals in Southwestern Nigeria.

(b) The service compact initiative is positively related to improving service delivery in the selected teaching hospitals in Southwestern Nigeria.

(c) There is a relationship between the service compact initiative and efficiency in the public service.

1.5 Operational Definition of Terms

1.5.1 Efficiency

Efficiency is the ratio of output to input or the amount of output per unit of input.

1.5.2 Effectiveness

Effectiveness is the relationship between an organization's output and its objectives (i.e. outcomes or result).

1.5.3 Productivity

Productivity is a measure of output from a production process, per unit of input.

1.5.4 Output

Output is the quantity of goods or the amount of work produced.

1.5.5 Outcome

Outcome is something that follows from an action, dispute and situation.

1.5.6 Result

Result is the consequence of a particular action, operation, or course; an outcome.

2.1 Literature Review

Scholars have agreed on the truism that the improvement of service delivery in the public service is not a one-day affair, but a continuous process that involves reinforcing both personal and material service delivery processes. This requires that effective service delivery approaches should be in place in an organization. Afegbua (2011) suggests some possible approaches. These according to them are:

standard of service provided by government institutions. This current situation has damaging effects on the amount of trust the people have in the ability of the government (Ezeani, 2006) and has degenerated into the present circumstances of poor service delivery in government agencies, under the popular caption of the 'Nigerian way' many Nigerians have grown and accustomed to, regarding the public service as something you battle for; and you cannot succeed unless you know someone inside the system (King, 1988); and to get through the inefficient system, one has to part with money. With this attitude, the public servants are clearly not efficient, where the criteria for efficiency are based on satisfaction of the citizens.

The poor service has become so ingrained in the system that "the Nigerian way" seems congenital to the Nigerian society and government institutions, when public servants, if they serve you at all, do so as a favour, or at a price (Gboyega, 1996). Public offices in Nigeria have for long been riddled with inefficiency and corruption and have become impediments to the effective implementation of government policies, particularly in ensuring an efficient service delivery (Okechukwu, Ikechukwu and Ekwunife, 2016). There is therefore the need for enhanced productivity in the Nigerian public sector in view of the challenges of inefficiency which stand as major hiccups to public service delivery. (Okechukwu, Ndukwe, and Ukeje, 2015)

President Olusegun Obasanjo in year 2003 constituted a committee of experts headed by Dr. Wendy Thomas to help Nigeria do a diagnostic audit of the system, examine institutional environment for service delivery, reflect on people's lives and experiences and draw a road map for a service delivery programme. A road map committee on service delivery in Nigeria was commissioned in December 2003 and the report was commissioned in February, with the following conclusions and recommendations:

- Services are not serving people; they are inaccessible, poor in quality and indifferent to customer needs.
- Public confidence is poor, institutional arrangements are confusing and wasteful.
- A far – reaching transformation of the Nigerian Society through a service Delivery Programme as a step in the process of moving to a government that is more in touch with the people.

The committee's report was commissioned during a special Presidential Retreat on Service Delivery in Nigeria, the president and the ministers entered into a SERVICE COMPACT WITH ALL NIGERIANS (SERVICOM).

The compact's provision says:

"We dedicate ourselves to providing the basic services to which citizens are entitled, timely, fairly, honestly, effectively and transparently". (Report, 2003)

By SERVICOM, it was also agreed that all Ministries, Parastatals and Agencies and all other Governmental Departments will prepare and publish, not later than the FIRST DAY OF JULY 2004, SERVICOM CHARTERS whose provisions will include:

- quality service designed around customers' requirements;
- set out citizens' entitlements in ways they can readily understand;
- list of fees payable and prohibit illegal demands;
- commitment to provision of services within realistic time-frames;
- specify officials to whom complaints may be addressed;
- publish these details in conspicuous places accessible to the public;

working in a political setting. As an executive arm of the government or political executive Public Administration cannot remain aloof from it and has to endure political interferences in its day to day life. At the same time Public Administration has limited resources at its disposal and has to deliver best results by making use of them. There is a direct proportionate relationship among undue political interferences and administrative capability, that is to say, greater the undue political interferences much greater are the risks of lowering of administrative capability. In such kind of situations public administrators always work in the state of dilemma and encounter many difficulties in establishing and maintaining the balance between the expectations of political executive and the ideal of public interest. Simultaneously, the weakening of moral fabric of society and deterioration of ethical values are impacting Public Administration machinery due to integral involvement of ecological aspect in its functioning. What is worrisome is that this deterioration of ethical values has given rise to rampant corrupt practices which have percolated down the hierarchy and have become deeply engrained. These are very adversely affecting the quality of delivery of public services and the resultant impacts. Even though numerous commissions and committees have been constituted and are being constituted and many deliberations have taken place and are being taking place at various forums and yet the problem is prevailing. The simple reason behind is the apparently visible ethical downfall. The greed and lust of human beings have increased to a very large extent and these have resulted in unholy nexus between all culprits, public administrators being one of them. Unless and until the ethical values are restored in the society no wholesome measures will ever be taken up and the problem will continue to acquire more ghastly and dreadful countenance. In such a scenario talks of sustainable development will go on without delivering much result. It is a high time that in the interest of humanity, especially of future progeny, the importance of chaste actions should be well-realized and should be followed earnestly. Then only human beings, communities and nations will prosper and do wonders.

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An Assessment of Service Compact With All Nigerians (SERVICOM) on Public Service Efficiency in Selected Federal Teaching Hospitals in Southwestern Nigeria

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Abstract
The study identified the key service-delivery issues and problems facing federal teaching hospitals in Southwestern Nigeria. It assessed the place of SERVICOM in key service delivery areas in the selected teaching hospitals and the challenges facing SERVICOM in terms of improving service delivery in the selected institutions. This was with a view to determining the effect of service compact initiative on public service efficiency in Nigeria. Primary and secondary data were used for the study. The primary data were collected through administration of questionnaire and in-depth interview. Out of the three federal teaching hospitals in Southwestern Nigeria, two were selected for the study, namely: Obafemi Awolowo University Teaching Hospitals Complex (OAUTHC), Ile-Ife and the University College Hospital (UCH), Ibadan. The results identified the key service delivery issues as timeliness, courtesy treatment, staff attitude, complaint procedure and service promotion in the teaching hospitals. The results further revealed that 69% of the respondents agreed that SERVICOM impacted on the quality of service delivery in the teaching hospitals. The results also revealed that SERVICOM was confronted with challenges, which included unqualified personnel (30.4%), indiscipline (33.3%), and pervasive corrupt practices, according to (36.6%) of the respondents. The study concluded that the service compact initiative impacted positively on the service delivery, efficiency, and running of public service and government institutions.

Keywords: Efficiency, Effectiveness, Productivity, Output, Outcome.

Introduction

The Nigeria public service is a vital government institution consisting of the staff of the central administration, the police, the Nigerian Army, etc. of the nation. The public service refers to all organizations that exist as part of the federal government system responsible for the implementation of policy decisions and delivery of social services (Tamuno, 2004). The civil service structure was borrowed from the Westminster model with its characteristics of impartiality, anonymity and political neutrality. It is a major instrument of government to achieve its social, economic and political objectives. Its duty consists of assisting in policy formulation by advising the political boss, implementing, monitoring and evaluating decided policies; and also provide continuity in administration at such periods when there was disruption of political direction or abrupt change in the government of Nigeria. The influence of the British system of administration remains very prominent on the Nigerian Public Service system and it has contributed to the shaping of the present bureaucratic setting. However, the Nigeria public service has since deviated from the borrowed British style of administration, which is noted for prompt and efficient service. This has therefore created impediments to effective implementation of government policies, thereby culminating into dwindling

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The Nigerian Cashless Economic Policy (2012-2015): A Review of Issues, Challenges and Prospects

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Abstract

The study aimed at looking at the emerging development sequel to the introduction of total cashless economy by the Central Bank of Nigeria (CBN) in July 2012. It noted in particular that the policy had smoothened the conduct of bank-business transactions in Nigeria, culminating into the declaration of the Nigerian economy as the fastest growing in the continent of Africa by the Central Intelligence Agency (CIA) World Fact Book, (based on rebased figures announced in April 2014). Moreover, the policy had awakened stakeholders to their responsibility to provide requisite infrastructural development which could facilitate the successful implementation of the policy. Nevertheless, the policy is bedeviled by a lot of challenges including fraudulent practice, leading to e-fraud by bank officials and customers, level of literacy, considered below average and epileptic supply of electricity, among other. The research adopted secondary method of data gathering from government bulletins, circulars and existing studies. It concluded that the regulatory bodies, as well as key players would need to take proactive measures in all ramifications to facilitate successful and enduring implementation of the much desired policy.

Keywords: Cashless policy, Automated Teller Machine (ATM), Point of Sales (POS).

Introduction

A cashless economy, by simple definition, describes a financial system which places little emphasis on cash-based transactions. That is, the movement of physical cash in exchange for products or services is discouraged; rather, business and financial transactions are done electronically with the aid of information communication and technology (ICT). It is pertinent to state that Daniel, Swartz and Fermar (2004) asserted that a cashless economy does not refer to absolute absence of cash transactions, but one where cash exchange in an economy is not dominant. On the other hand, Ezumba (2012) posited that a cashless economy at its prime would describe a situation whereby all means of payments are executed without involving physical cash. In other words, payment will range from a list of options such as cheques, wire transfers, debit and credit cards, on-line transactions and mobile banking generally. In August 2011, the Federal Executive Council (FEC) ratified a proposal by the CBN to introduce a programme of cashless economy in Nigeria. The pilot scheme, which commenced in January 2012 in Lagos State, under a joint collaboration of Lagos State

officials. Ifeakandu (2011) admonished Nigeria citizenry to understand that cashless economy was a way for financial institutions and the government to track all cash flow and try to curb the rampant cases of money laundering and fraud that pervades the country's economic policy. In another submission, Enahoro (2012), although corroborated the foregoing propositions, he viewed the cashless economy as a veritable means of generating tax for the government. He posited that the fines accruing from excess lodgments or withdrawals, in aggregate terms, would constitute huge proceeds to the Federal Inland Revenue Service (FIRS) from a class of the citizenry, hitherto not accustomed to paying taxation. It is however essential that a massive literacy and enlightenment campaign is inevitable to further understand these emerging systems better than the current level. Similarly, the law enforcement and regulatory communities would need to work closely with financial institutions and other entities involved in the provision of cyber payment services, such that they would identify, address and resolve emerging issues in all areas of potential mutual concern. Particularly, it is essential to develop viable institutional guidelines to encourage banks and financial service providers adopt Know Your Customer (KYC) policies, on the one hand, and develop suspicious transaction detection strategies, on the other. In the same vein, it is important to foster international cooperation among law enforcement, regulatory and industry representatives to address possible erosion of international borders and develop strategies to ensure the integrity and viability of these systems. By and large, Nigeria could be said to have taken the right step in the right direction with regards to discouraging bulk cash transmission. The steady progress being recorded since 2012 had shown that the policy was fast gaining acceptability among the citizenry. Indeed, Ejiofor and Rasaki (2012) argued that consumers were prepared to embrace the cashless economic policy despite the glaring bottlenecks and cashless risks. It is believed that, gradually, cash would be required for small items from the retail stores. Nevertheless, all stakeholders including government agencies and service providers should brace up to resolve knotty teething challenges usually associated with transitional reforms, particularly one bordering on financial transactions.

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Prospects of a Cashless Economy

There is no gainsaying the fact that the establishment of an enabling environment for a cashless economy would promote rapid economic growth. An electronic commerce would enable individuals or corporate bodies to exercise appreciable measures of control over their profiles of expenditure. Transactions via internet, mobile banking or the use of smart cards provide a convenient, immediate, relatively secure and anonymous method of transferring financial value. An individual is therefore availed the opportunity to schedule his affairs without the hassles of visiting the bank premises or going to ATM centres every time a transaction is necessary. In a related manner, the adoption of encryption devices was a formidable way of safeguarding cashless economy and a veritable means to discouraging counterfeiting. The Nigerian economy is particularly susceptible to large volume of counterfeited currency notes. Hence, an attempt to outlaw movement of mass amount of cash would reduce the attraction and tendency to engage in the print of counterfeit currencies. More importantly, it is necessary to state that the emerging global culture has reduced, in no small manner, the recourse to carry huge amount of cash within and across borders. In addition to the convenience of electronic cash and the time saved in favour of an individual, there is a social aspect of it which makes money readily available and makes physical exchange of currency unattractive. An essential aspect of the social benefits includes a near – crime – free society where illegal drug trades, terrorism, illegal immigration, prostitution, human trafficking, and corruption could be greatly reduced. The logic in this submission is that these nefarious activities would become difficult to execute since a limited access to cash would be allowed by banks. Furthermore, the economic and financial sector would experience a leap in lendable funds as the banks would save a lot of money hitherto used to print cash. Such funds could invariably be utilized as credit facilities to bank customers. Moreover, the CBN would assume better control of the economy. By extension, government would be able to track virtually all transactions and monitor tax compliance much more closely. By and large, a full-fledged cashless economy would promote the concept of Know Your Customer (KYC) among banks. Each person with a unique biological identity would be required to provide facial definitions, retinal scans and voice files which would comprise a unique Biometric data. The data, when composited through software, is used to build an individual's DNA unique online password. This way, unauthorized access to data information would be rejected outright. In the same vein, the interactions among financial institutions involved in the implementation of the policy could further stabilize the economy and facilitate its growth. Akhalumeh and Ohiokha (2012) and Ebeiyamba (2014) submitted that it would become mandatory for these institutions to provide infrastructural support and strife to upgrade them periodically. In order to address the inadequacies of the providers to meet up with the deployment and connectivity requirement of Pointof Sales merchants, the CBN in 2015 had added eight payment terminal licenses to the existing six licences (Elechi and Rufus 2016). On the foregoing, and coupled with empirical evidence associated with the satisfaction of consumers of the terminal payment system (Aguda 2013), it could be safely argued that the cashless policy holds bright prospects for Nigeria.

Conclusion

The proponents of the cashless policy in Nigeria had envisioned it would impact positively on the economy. Odior and Banuso (2012) posited that it would lead to a reduction in the load of cash management, enhance cash safety and discourage the recurring practice of money laundering. The system, arguably, is fast becoming acceptable as the world makes a paradigm shift towards a cashless society. At its prime, the cashless society would be a more convenient method of payment, and a method of preventing crimes in form of simple robbery of cash from an individual to all aspects of syndicated money laundering and cash stockpiling at home by corrupt government

Government (LSG) and Central Bank of Nigeria (CBN), served as a forerunner and test case for a country-wide adoption of the policy into the Nigerian economy. At the end of the 1980s, Humphrey (2004) posited that the use of cash for purchases in the United States had considerably reduced. Accordingly, Odior and Banuso (2014) opined that the evolution of electronic money would pose interesting questions to policy makers across the globe. Prior to 2012, Nigeria economy was largely cash-based. Ovia (2002), as reported by Yaqub, Bello, Adenuga and Ogundeji (2013), posited that about 66% funds were regularly residing outside the banking sector in comparison with the United States and United Kingdom which record about 4% and 9% money in circulation respectively. Yaqub et al. (2013) further asserted that the currency in circulation as at December 2011 in Nigeria was N1, 565.76 billion representing an increase of 13.6% over the previous year. By and large, Ajayi and Ojo (2006) expressed the view that an essential requirement for the development of national economy is to encourage a payment system which is considered secured, less dependent on cash, convenient and affordable. The policy was aimed at addressing varying domestic challenges facing the Nigerian financial sector as well as allows CBN to align the economy with global market trends of intercontinental financial transactions. An indication of the government's resolve in this regard was the directive to all Ministries, Departments and Agencies to close existing revenue accounts in Money Deposit Banks (MDBs) by end of February, 2015 and commence remittance of generated funds through an independent revenue e-collection scheme under the Treasure Single Account initiative (Echekoba and Ezu, 2012). Furthermore, cashless economy policy became imperative to reduce the cost of cash management estimated to gulp a whooping N192 billion in 2012 (Ejiofor and Rasaki, 2012). The process of cash movement, currency sorting and frequent printing of cash attracted high operation costs which ultimately were passed to the consumers in terms of higher service charges. Moreover, research had shown that about 90% of withdrawals by bank customers were typically below N150, 000:00 whereas only 10% of those who withdrew above N150, 000:00 were responsible for the astronomical rise in the cost of cash management being incurred by the generality of the bank customers. In the same vein, Odior, et al. (2004) reported that cash transaction above N150, 000.00 was the largest in terms of value (N1.469bn) and the second smallest in terms of volume (10%). Accordingly, Gresvik and Owre (2002) in a study conducted to find out the cost to Norwegian banks for processing various payment instruments, found out that payment cards used for cash withdrawals at ATMs cost far more since the transactions involve cash replenishment, maintenance and security costs. In addition, the costs of using cheques for cash withdrawal were found to be three times more expensive than cash withdrawals at ATMs. The policy was also directed at improving the effectiveness of monetary policy in managing inflation and driving economic growth. According to Marco and Bandiera (2004), an increased level of usage of cashless banking instruments strengthens monetary policy effectiveness, adding that adoption of e-money enhance the stability of the financial system. Essentially, therefore, e-transaction would reduce the cost of banking services and facilitate financial inclusion by providing more efficient transaction options and greater reach.

Essentially, the objective of the study was to review the cashless policy introduced into the Nigerian economy with a view to discouraging the age long habit of transacting business solely on cash and eliminate the attendant consequences of a wholesome cash-based economy. The full implementation of the policy took effect in July 2012 when the Central Bank of Nigeria began to sanction banks and customers who contravened the relevant directives in this regard. The study therefore examined the components of this policy, its justification, challenges and potentials to positively impact on the economy within the period spanning 2012 and 2015. The study was largely a qualitative one which relied on government releases, circulars from the Central Bank of Nigeria and other regulatory bodies within the financial sector.

Components of the Cashless Economy Policy

At its inception in Lagos State in January 2012, the CBN directed that all cash withdrawals and deposits be set at a daily limit of a maximum of N150, 000.00 (One hundred and fifty thousand Naira) only per individual while placing an upper limit of N1,000,000.00 (One million Naira) only for corporate entities. The penalty for flouting the directive was N100.00 (One hundred Naira) only per extra N1, 000.00 (One thousand Naira) withdrawal, and N200.00 (Two hundred Naira) only per extra N1, 000.00 (One thousand Naira) withdrawal imposed on individual and corporate defaulters, respectively. However, this directive was soon revised upward as follows:

(i) Limits per day by individuals from N150, 000.00 (One hundred and fifty thousand Naira) only to N500, 000.00 (Five hundred thousand Naira) only.

(ii) Limits per day by corporate bodies from N1, 000,000.00 (One million Naira) only to N3, 000, 000.00 (Three million Naira) only. See figure 1 for graphical illustration.

Table 1: Daily Cash Limits by CBN

Limits	**Individual (N)**	**Corporate**
At Inception	150,000.00	1,000,000.00
When Revised	500,000.00	3,000,000.00
Penalty	(₦100/₦1000)	(₦200/₦1000)

Source: Central Bank of Nigeria, 2013.

The full-fledged cashless economy, according to the CBN, would require provision of such facilities as:

- Point of Sales Terminal (POS)
- Automated Teller Machines (ATM)
- Internet Powered Mobile Banking Platforms (M-banking)
- Payment Card Industry Data Security Standard Certification (PCI-DSS)
- Debit Cards, Credit Cards, Smart Cards
- Other digital channels of payment such as Direct Debit, Electronic Funds Transfer, Mobile Payments.

The CBN, under its Financial System Strategy 2020 (FSS 2020), had stressed its role of intermediation to spearhead a virile financial system as an integral part of the country-wide reform programme to reposition the Nigerian economy and make it robust enough to sustain one of the world's 20 largest economies. A comparative analysis within the continent of Africa to justify Central Bank of Nigeria intermediation had revealed that Nigeria lagged behind South Africa, Uganda, Botswana, Kenya and Ghana in rating of financial access and inclusion as follows:

Challenges to Cashless Economy

At the introductory stage, one critical factor capable of hindering a successful take-off of cashless economy was the level of literacy in Nigeria. The choice of Lagos for the pilot scheme was premised on the understanding that the headquarters of many firms and corporations were concentrated in Lagos. It was also regarded as the hub of the Nigerian economy, largely aided by high level of literacy among the citizenry. Meanwhile, a holistic approach for the implementation of the policy would require huge investment by the government to increase the level of formal education across the entire geo-political zones. The aims would include the reduction of the unbanked population in Nigeria and to raise the standard of literacy such that an appreciable percentage of the population would have access to the internet and be capable of using the ATM terminals. This is by no means a simple task as the literacy campaign is expected to take an average of 10 years to become meaningful and effective. Following closely is the issue of technology and infrastructural base. Although the ATM, Credit and Debit cards, wallets, etc. are available, the unstable nature of electricity in Nigeria calls for caution. Moreover, the existing ATM facilities would require consistent upgrading. The 75, 000 ATM facilities said to have been provided in Lagos, according to the Nigeria Bankers Committee, can hardly serve a population of over 17 million citizens. In terms of privacy, the digital cash was considered suitable for both national and trans-national money transfer as well as mobile banking. However, infiltration by hackers could cause irreparable damages by way of routing and re-routing e-cash through several destinations across the globe within seconds. Thus, e-commerce or cashless society which requires no clearing procedure or audit trail is prone to criminal abuses. The vulnerabilities of these systems to compromise, interception or electronic abuse depends to a large extent on the integrity of the encryption algorithms used, and these are yet to be tested in the market place. In obvious recognition and reaction to these challenges, the CBN had consistently mandated its anti-fraud Committee to meet monthly to check electronic payment fraud. The Committee which was upgraded earlier in 2012 to include officials of the Economic and Financial Crimes Commission (EFCC) was saddled with the onerous responsibility to detect and resolve e-payment malpractices and allied matters (Adewale 2012). According to Ezumba (2011), "the national e-payment fraud forum is to discuss issues inhibiting the success of e-payment programmes. For instance, if there is a fraud in bank X, the bank will table the issue before a committee for discussion and subsequent solution. The aim was to put other banks on guard, and further make them careful." In his conclusion, Ezumba (2011) submitted that lack of understanding of the cashless policy, lack of clarity in communicating the content of policy, distrust in the banking system, poor dispute resolutions, lax consumer regime, and exorbitant charges among e-payment operators could affect smooth operations of the e-payment systems. Others include resistance due to prevailing cash culture, need for standardized pricing to encourage usage and adoption as well as independent on-line real-time monitoring of electronic channels. Odeyemi (2012), in a similar manner, posited that factors inhibiting the smooth operations of the cashless economy include the promotion of ICT usage, efficient logistic infrastructure and regular power supply, inadequate awareness, low level of literacy, consumer and merchant apathy, network challenges and absence of regulatory muscles.

Legal Requirement

It is generally acceptable that Central Banks across the world are legally empowered to make policy guidelines for the regulation of the respective economy of host countries. In this context, the CBN as an entity promulgated by law is mandated to make policies and review same in a bid to ensure stability of the Nigerian economy. Nevertheless, the introduction of the cashless economy, as desirable as it appears, would require the promulgation of enabling law(s) which could serve as relevant references in the case of prosecution of erring individual or corporate bodies. Between 1991 and 2007, Nigeria enacted series of Banks and Financial Institutions Acts, including CBN Decree 24 of 1991, CBN Decree (Amendments) 1993, No. 3 of 1997, No 4 of 1997, No. 37 of 1998, No. 38 of 1999 and CBN Act of 2007. These acts were considered as templates with which banks and other financial institutions must comply and against which they can be assessed. The point to note is that various practitioners within the Nigerian economy as well as the individual customers or clients to banks may either claim ignorance of requisite guidelines for their operation, or deliberately flout the regulations where an enabling law does not exist. As a result of this, the CBN should submit a bill to the National Assembly not only on cashless economy but other policies such as Islamic banking for its consideration and pronouncement as appropriate.

Infrastructural Requirement

A conducive environment remains a *sine qua non* for the successful implementation of the cashless economy. Essentially, the state of infrastructure needs to be upgraded. Interestingly, the CBN, in conjunction with the LSG, had blazed the trail in this direction with the latter providing logistics support for a successful take-off for the cashless policy in Lagos State. The following infrastructures were considered essential:

- Internet facility for instant transfers and mobile banking
- Point of Sales Terminal (POS)
- Automated Teller Machines (ATM), i.e. cashless ATM
- Switches/Processors
- Telecommunication providers
- Nigeria Inter-Bank Settlement System, PLC (NIBSS) to enable banks and other e-payment providers to honour payment immediately funds are transferred.

The foregoing therefore calls for the creation of financial service channels using technological innovations in order to ensure efficient and widespread availability and patronage of these services. In this wise, the CBN had licensed about 14 mobile payments schemes through the Nigeria Central Switch under the auspices of the NIBSS, PLC (Lemo, 2012). However, the CBN should collaborate with security agencies and Economic/Financial Crimes Commissions to keep surveillance of the operators and individuals who might attempt to perpetrate fraud. Accordingly, the CBN had commenced the process of acquiring a Payments Systems Oversight and Anti-fraud System for online risk surveillance of the payments system.

Table 2: Country Comparison of Financial Access and Inclusion

Country	Formal	Informal	Exclusion
South Africa	68%	9%	24%
Uganda	28%	42%	30%
Botswana	59%	9%	33%
Kenya	41%	26%	33%
Ghana	41%	15%	44%
Nigeria	37%	17%	46%
Namibia	48%	-	52%
Rwanda	21%	27%	52%
Malawi	26%	19%	55%
Tanzania	16%	28%	56%
Zambia	23%	14%	63%
Mozambique	12%	96%	78%

Source: CBN Annual Report, 2012.

The above table depicts that Nigeria, the Africa's most populous country occupies the banking midfield in sub-Sahara Africa. A cursory look at and analysis of the unbanked population in Nigeria shows the Northern part of Nigeria as having the highest number of unbanked of average of 80% while the Southern Nigeria unbanked population stands of an average of 60%. The exclusion rate of 46% in banking activity was considered unacceptable. A national policy to encourage better patronage of banks was deemed necessary.

Justification for a Cashless Economy

The CBN had advanced several factors necessitating the introduction of a cashless economy in Nigeria. These include the imperative to align the Nigerian economy with the emerging global dictates; the desire to achieve price stability as well as internal and external balances via prudent cash management; the need to discourage money laundering and related criminal activities; the urge to create more employment opportunities within the financial sector and the macro economy; and the urgency for Agent Network Management as well as consumers protection. These factors are discussed below:

(I) Globalization

The transition to global cashlessness regime commenced with the credit card revolution in 1958 when a middle manager of the Bank of America known as Joe Williams conceived the idea to mail about 60,000 credit cards to nearly every household in Fresno. What was later coded as the "Fresno Drop" triggered success for the Bank of America with the result that the credit card became a routine part of daily lives. In Nigeria, the introduction of the Automated Teller Machine (ATM) which aids processing of debit and credit cards was done in the early part of 2000s sequel to the banks recapitulation (with the minimum capital base of N25 billion), on the one hand, and the introduction of the global system of communication (GSM), on the other. The resultant effect in Nigeria was a decreasing need to carry cash about or avoid the cumbersome practice of visiting the banks at such times when transaction was necessary. A typical illustration of the pyramid shift from cash-based transactions is the prevailing method of booking for flight via internet and making payment for same through the same method. The quest to be ranked among the top 20 economies of the world by 2020 could be greatly enhanced, as indices which impact positively on the economy, such as declined inflation and elimination of volatilities in cash output, are observable under the cashless policy (Yaqub et al., 2013). However, the impact and support of the technologies of telecommunication and computing which have become the indispensable infrastructure for international commerce and global financial transactions has been grossly undermined by the nefarious transnational activities of a variety of criminal enterprises. Huge amount of money is being moved across the continents in seconds with the aid of a sophisticated command of technology. It is now a common phenomenon in Nigeria to experience cash withdrawal through the use of Debit Card via ATM from bank accounts by fraudsters.

(ii) Price Stability and Internal/External Balances

The CBN argued that the cashless economy had the capability to ensure greater financial inclusion as well as integration of financial services into the economy, with its attendant positive impact on economic development. The banking cost of service was considered exorbitant, with the customers ultimately bearing the brunt of high charges leading to increase in inflation. Osotimehin, Jegede, Akinlabi and Olajide (2012) posited that there is a positive correlation between increase in point of sales volumes and rise in demand deposit with particular reference to small and medium scale businesses. E-payment, argued, served as a gateway into the banking sector and as a powerful engine for growth. Such payments draw cash out of circulation into the banks, and could be used to support bank lending for investment. CBN therefore aimed to reduce the industry's cost-to-serve by 30% in 2012 with the expectation of increasing access to funding, convenience and service levels, across the industry. In a related manner, the cost of fund was also said to be high because the amount in circulation was not captured in a synthesized manner. The CBN was desirous to reducing the cost of funds by making sure that a significant amount of the capital around was captured within the formal system. This way, the interplay of the forces of demand and supply of money could ensure that enough cash was available for lending to interested individuals, corporate bodies as well as small and medium enterprises. By and large, the cashless economy, it was believed, was an integral part of the several policies directed at shaping business activities and ensuring internal and external balances. Indeed, the CBN in August 2011 took a proactive step in conjunction with the state owned Asset Management Corporation of Nigeria (AMCON) and the Nigerian Deposit Insurance Corporation to take over three troubled banks in the race for recapitalization, on behalf of the government. The three banks, namely Afribank, Spring Bank and Bank PHB, metamorphosed into Mainstreet, Enterprise and Keystone banks respectively.

(iii) Money Laundering and Related Activities

Prior to the introduction of cashless policy, money launderers usually had a field day manipulating the Dutch system of foreign exchange sales. Foreign currencies were being bought at official rates and subsequently diverted for sale at the black market rate. The consequence was always the decline of the value of the Naira against foreign currencies. Moreover, a practice known as round-tripping whereby banks would obtain facilities towards the end of financial year to perfect their annual account was in vogue. This way, it was discovered that the huge profits usually declared by banks were only available on papers, and never in their vaults (Wikipedia, 2015). Round-tripping, otherwise known as financial arbitrage, became unfashionable with the introduction of common end of the year accounting method. Relatedly, the activities of government officials and the greedy nature of unscrupulous officials to stack high amount of cash of at home would be significantly

reduced, if not totally eliminated. The cash acquisitive nature of the crop of greedy Nigerians, no doubt, had deleterious effect on the growth of the Nigerian economy. Interestingly, the Money Laundering Prohibition Act (MLPA) of 2004 which prohibits payment or collection of cash for sale or purchase of any good whose values exceeds N500, 000.00 has not had the desired effect in Nigeria. Although the violation of this act stipulates a penalty of N250, 000.00 fine, or 2 years imprisonment or both for defaulters, the perpetrators have continued to violate the law with impunity. An aggregate of several related cases would invariably affect the economy adversely.

(iv) Creation of Employment Activities

The CBN had posited that, in the long-run, the cashless economy would boost the economy with the availability of funds for small and medium enterprises. This school of thought opined that capturing funds within the formal and semi-formal sectors would provide a database with which the CBN could direct conventional banks and micro finance banks to compliment the efforts of the Bank of Industry (BOI) in advancing loans to investors at a reasonable interest rate. The prevailing costs of funds as well as bank charges were considered as the factors hindering prospective customers to approach banks for loans and advances. Furthermore, the huge gap in the unavailability of financial services between urban and rural areas would be addressed as soon as a reliable data exists for planning purpose. The importance of access to finance for Nigeria's development is hinged on the fact that the current ratio of 23000:1 bank ratio deserves to be reviewed. As it were, the Central Bank of Nigeria posited that the high cost of structure of the banks which was responsible for their preference for lending to the capital market and oil and gas industry would be significantly reduced. Similarly, the seeming inefficiency in terms of operating expenses triggered by high lending rates and cost of banking services would be addressed. The target, according to the CBN, was the possibility of achieving 30% cost reduction which might impact positively on lending rates and bank charges.

(v) Agent Network Management and Consumers Protection

An efficient cashless policy would, among other things, facilitate industry negotiation for prioritized data services on telecommunication services infrastructure. This involves the development of requisite guidelines with total industry ownership to resolve issues around inter-operability, appropriate pricing, clear and unambiguous definition of roles of participants in the payment system. It will also facilitate industry negotiation with Points of Sales (POS) terminal manufacturers to achieve compliance with standards and obtain scale advantage as well as facilitate licensed payment terminal service providers support and maintenance of POS for service delivery. Invariably, the licensed 14 mobile payments schemes would achieve interoperability of scheme through the central switch managed by the Nigeria Inter-Bank Settlement System (NIBSS), PLC. To this end, the CBN had a Payments System Policy and Oversight office saddled with the effective monitoring and regulation of the payments system. Similarly, the policy of Know Your Customers (KYC) which required a customer to supply his biometrics for enlisting on the ATM anti-fraud and e-payment fraud would ensure easy traceability of fraudulent tendencies. At the moment, the CBN, in collaboration with the Nigeria Identity Management Commission (NIMC), had successfully implement, in the first instance, a unique bank customers identifiers within the scope of the on-going national identity number project in terms of Bank Verification Number (BVN).

Table III Symmetric Measures

		Value	Asymp. Std Error[a]	Approx.T[b]	Approx. Sig.
Nominal by Nominal	Phi	.982			.000
	Cramer's V	.567			.000
Interval by Interval	Pearson's R	.682	.028	15.280	.000[c]
Ordinal by Ordinal	Spearman Correlation	.702	.033	16.128	.000[c]
N of Valid Cases		.270			

Interpretation of result

Decision Rule: Reject the null hypothesis (Ho) if p-value (critical value) is less than the level of significant (alpha level).

Decision: since the p-value (0.000) is less than the level of significant 0.05 we therefore reject the null hypothesis and accept Hi.

Conclusion: there is significant relationship between work environment and job satisfaction.

Table III (symmetric measure) above shows the strength of the relationship between work environment and job satisfaction in the public sector. Pearson correlation given the value of 0.682 while spearman correlation gives 0.702, all which shows that work environment and job satisfaction have positive correlation and are highly significant as they are all close to 1.

Summary of findings

This study examines the motivation and job satisfaction in relation to challenges facing pubic employees. Data were collected by the use of self-administered questionnaires from MDAs' in the three tiers of government in the selected states in Nigeria. For empirical investigation of the objectives, three conjectural statements were formulated as a guide to the study. A total of 300 questionnaires were distributed; it generated 90% response rate and the statistical analyses were conducted. Data were collected and hypotheses were analyzed using descriptive and cross tabulation, chi square non parametric statistics of SPSS. From the demographic data, it was revealed that the majority are female, married, B Sc./HND, spent 20years above in the public service and earned within 700,000 -1,000,000 Naira per annum.

The result of the hypothesis one (I) revealed that there is a significant relationship between pay and promotion and job satisfaction. This implies that workers value payment and promotion. The more regular the pay and promotion, the more the tendency for job satisfaction. From the oral interview, senior officers revealed that all of the governmental institutions do not implement promotion pay on time as there is wide gap between effective date and implementation. Notionally, at least, it takes six months or more, while effective receipt of payment may take longer, least six month than a year without any arrears payment. The result of hypothesis two (II) shows that there is a significant affiliation between motivation and job satisfaction; it implies that there is need for government to augment workers' pay through non incentive measures which will ameliorate discomfort, mostly during economic challenges. From the oral interview, senior officers divulged that government needs to do more in areas of non-incentives – mortgage, loan, staff bus, etc. which will serve as a medium to extrinsically gear up workers aside basic salaries. The result of hypothesis (III) shows that there is a significant relationship between work environment and Job satisfaction; it implies that there is need to look into basic need and workers comfortability; workers' offices are not equipped with more contemporary gadgets;

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DEMOCRACY AND INTER-GOVERMENTAL RELATIONS IN NIGERIA.

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ABSTRACT

The issue of Democracy and Inter-Governmental Relations is rooted on the premise that democracy reflects a system of governance where people exercise meaningful self-determination and pursue policies that are geared towards the preservation of their coexistence. In the federating structure of Nigerian democracy, Inter-Governmental Relations connote a mechanism of relationship between the federal-state and local government as different tiers of governance. Each levels of government, is characterized by specific authority to carry out certain functions in order to achieve their objectives and even the collective objectives of the different levels. Indeed, the structure and powers given to these three tiers of governance are well articulated and derived from the constitution which includes political and financial autonomy for the local government as a third tier of governance. This paper examined the concept of democracy as reflected in the division of power between different levels of government with the aim of guaranteeing participation and autonomy especially at the local government level. This practice however has become challenged and this paper examined different issues affecting the exercise of local government autonomy and possible ways of addressing the challenges through recommendations.

Keywords: Democracy, Inter-Governmental Relations, (IGRs), Autonomy and Local Government.

Introduction

It is an appreciable fact that democracy has become a preferred form of governance in modern day politics. In line with this, Nigeria has claimed through various official pronouncements and political actions taken at various times to be democratic. For example, the 1999 constitution of the Federal Republic of Nigeria reflects an emphatic commitment of the Nigerian State to the practice of democracy and social justice by stating that: the Federal Republic of Nigeria shall be a state based on the principles of democracy and social justice. It is hereby, accordingly, declared that:

a. Sovereignty belongs to the people of Nigeria from who government through this constitution derives all its powers and authority.

b. The security and welfare of the people shall be the primary purpose of government.

Even under the military regime, policy statements and actions were directed at democratic practice in Nigeria. For instance, in demonstration of this commitment, the Federal Military government prior to the 1999 constitution, and in furtherance of its commitment to handover to a democratically elected civilian administration on May 29th, 1999 inaugurated on 11th November, 1998 the constitutional debates coordinating committees. (Irhue, 2013). It was charges with the responsibility to, among other things,

Symmetric Measures

		Value	Asymp. Std Error[a]	Approx.T[b]	Approx. Sig.
Nominal by Nominal	Phi	.928			.000
	Cramer's V	.567			.000
Interval by Interval	Pearson's R	.682	.028	15.280	.000[c]
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N of Valid Cases		.270			

Decision Rule: Reject the null hypothesis (Ho) if p-value (critical value) is less than the level of significant (alpha level).

Decision: since the p-value (0.000) is less than the level of significant 0.05 we therefore reject the null hypothesis and accept Hi.

Conclusion: there is significant relationship between motivation and job satisfaction.

Table III (symmetric measure) above demonstrates the strength of the relationship between motivation and job satisfaction in the public sector. Pearson correlation given the value of 0.682 while spearman correlation gives 0.702, all of which show that work environment and job satisfaction have positive correlation and are highly significant as they are closed to 1.

Hypothesis Three

There is no significant relationship between work environment and Job satisfaction in the public sector.

Crosstab

Table I

	Good work environment					
	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Year 0-4 years	19	0	0	0	0	19
4-10 years	33	0	18	0	0	51
10-20 years	0	0	24	113	0	137
20 years and above	13	37	5	0	8	63
Total	65	37	47	113	8	270

Table II **Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	387.249[a]	12	.000
Likelihood Ratio	417.560	12	.000
Linear-by-Linear Association	27.413	1	.000
N of Valid Cases	270		

Table II **Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	157.510[a]	3	.000
Likelihood Ratio	195.612	3	.000
Linear-by-Linear Association	137.298	1	.000
N of Valid Cases	270		

Table III **Symmetric Measures**

		Value	Asymp. Std Error[a]	Approx.T[b]	Approx. Sig.
Nominal by Nominal	Phi	.764			.000
	Cramer's V	.764			.000
Interval by Interval	Pearson's R	.714	.022	16.715	.000[c]
Ordinal by Ordinal	Spearman Correlation	.721	.024	17.019	.000[c]
N of Valid Cases		.270			

Decision Rule: Reject the null hypothesis (Ho) if p-value (critical value) is less than the level of significant (alpha level).

Decision: since the p-value (0.000) is less than the level of significant 0.05 we therefore reject the null hypothesis and accept Hi.

Conclusion: there is significant relationship between pay/promotion and job satisfaction in the public sector.

Table III (symmetric measure) above shows the strength of relationship between pay/promotion and job satisfaction in the public sector. Pearson correlation given the value of 0.714 while spearman correlation gives 0.721, all of which show that pay/promotion and job satisfaction in the public sector have positive correlation and are highly significant as they are close to 1.

Hypothesis Two

Hoii: There is no significant relationship between motivation and job satisfaction in the public sector.

Table I **Crosstab**

	Non-financial incentives					
	Strongly agree	Agree	Undecided	Disagree	Strongly Disagree	Total
Year 0-4 years	11	7	1	0	0	19
4-10 years	21	30	0	0	0	51
10-20 years	39	25	17	44	12	137
20 years and above	0	2	3	0	58	63
Total	71	64	21	44	70	270

Table II **Chi-Square Tests**

	Value	Df	Asymp. Sig. (2-sided)
Pearson Chi-Square	260.527[a]	12	.000
Likelihood Ratio	274.789	12	.000
Linear-by-Linear Association	125.244	1	.000
N of Valid Cases	270		

coordinate and collate views and recommendations canvassed by individuals and groups for a new constitution for Nigeria. This took into considerations political party reforms, periodic elections and electoral process, the rule of law accountability and the supremacy of the constitution. The above excepts from the Nigeria constitution ordinarily conveys the impression that the country is committed to democratic practice and political development.Democracy refers to a system of government where people exercise meaningful self-determination and pursue policies that are geared toward the preservation of their coexistence (Omoruyi, cited by Ekoko et al, 1992). Democracy does not only denote a political system in which the eligible people in a political system, participate actively to determine the kind of people to govern them but also to participate freely in influencing the policy-output of government. This is achieved fundamentally, through the structure and system of government being put in place and the relationship that exist or otherwise in such system of governance between the different levels or strata of governance as specified by constitutional process. In a bid to achieve its agenda of democratic practice; Nigeria practice the federal system of government which simply refers to a situations where political power is being shared between the Federating (States) and the Central (Federal) government with either tiers of government exercising authority. Inter-government relations therefore explain the division between different levels of government with specific authorities for each levels as granted by the constitution but cooperate in order to prosecute their objectives either at the local, state or federal levels for the purpose of achieving their set or collective goals. (Irhue, 2014). In other words, Local government by the fact that Nigeria operated federal system of government, assume a status of a third tier of government.

The relevance of the local government as a third tier of government have become more appreciated with the common call in recent time for democratic practice achieved through decentralization. When governmental authority is devolved to local bodies, the better informed such government becomes in terms of needs and responses to government policies by various localities. This is why local government is captured as veritable instruments in meeting the political, administrative and socio-economic needs of modern complex society. This work examine the relationship between the local government as a third tier of government and the other tiers (state and federal) taking into considerations constitutional provisions to see if the local government are autonomous as we are made to believe and if not, why and how?

Theoretical Framework

For a proper evaluation of the issue of Inter-Governmental Relations, this work will rely on the three-fold typology formulated by Wright Deil S. which centered on authority structure. Basically, it exrays the relationships in terms of authority between the Federal, State and Local Governments as it were in the United States. See table below:

IGRs IN THE UNITED STATES

	1	2	3
Designation	Coordinate	Overlapping	Inclusive
Relationships	Independent	Interdependent	Dependent
Authority Pattern	Autonomy	Bargaining	Hierarchy

This was typical of the explanation as contained in the Dillion rule. According to the Dillon's Rule in the 1860s as typified above, there are distinct boundaries between Federal and State Governments with emphasis on Local Governments being dependent on the State Government. It states emphatically as follows;

- ❖ That there is no common law right of self-government by Local government entities;
- ❖ That local government entities are creation of the states, subject to creation and abolition at the unfettered discretion of the state, barring constitutional limitations.
- ❖ That localities may exercise only those powers expressly granted; and
- ❖ That localities are "mere tenants at the will of the legislature". (Wright Deil, S. 1988).

In looking at the structure above, the Federal and States Governments under the Coordinate Authority are independent and autonomous. This implies therefore that for instance, the Federal government cannot control the State or their local governments on matters under this structure. Thus, there is clear separation between national and state/local relationship and there is distinct boundaries separating the levels of government.

Within the provision of the overlapping authority, three basic elements are noticeable, viz; substantial areas of governmental operations which involves Federal, State and Local units (officials) simultaneously. Secondly, the area of autonomy and full discretion are comparatively small and thirdly, the power and influence available to anyone jurisdiction is significantly small, producing an authority best described as bargaining which implies "negotiating the terms of sales, exchange or agreement". (Wright, 1988) Taking the United States of America as a case in point, one can expatiate this model to reflect several assistance programmes to states and localities in exchange for their agreement to implement a national programme, carry out a project and as part of the bargain, the recipient must usually agree to such conditions as the provision of equity funds and the satisfaction of accounting, reporting, auditing and performance requirements. In Nigeria also for instance, we have situations where federal government will make provision for grants or other forms of assistance, to states and local government with the proviso that for them to access such assistance, there must be counterpart funding or provision of land and other conditions.

The inclusive Authority structure of the Inter-Governmental Relations stipulate hierarchical position of authority and by implication emphasized the predominant role of the National level. That is, states and localities are mere agents of the federal government and by implications is supreme.

The importance of the Deil Wright's Theoretical Framework in the analysis of democracy and Inter-Governmental Relations in Nigeria cannot be overemphasized especially in the considerations of the practice of the Federal system of government in Nigeria as it depicts a generally acceptable way of analyzing and evaluating Democracy and Intergovernmental relationship under a federating system of government.

The Labyrinth of concepts and terminologies

For the purpose of this paper, Democracy, Inter-governmental Relations (IGRs), Autonomy and Local Government are concepts whose perimeters must be set from the beginning.

Democracy: Practically, one of the most popular concepts in modern day government is democracy. While democracy is most loved, cherished or advocated by many, a consensus on its definite meaning has continued to elude statesmen, scholars and commentators.

Years on Job		
0-4 years	19	7.0
4-10 years	51	18.9
10-20 years	137	50.7
20 years and above	63	23.3
Total	270	100.0
Per Annum net		
100-300,000	24	8.9
300,000-700,000	56	20.7
700,000- 1 million	100	37.0
1 million and above	90	33.3
Total	270	100.0

Source: Author's field survey 2016

Table one above shows the bio data classification of respondents. It is observed that, on gender, 51.9 percent were female and 48.1 percent were male. This shows that female respondents were more than male respondents. From the table on age, 60 respondents were below 30 years old, 50 were within 30-39 years, 61 were within the age bracket of 40-49 years, 99 were 50 years and above. This implies that senior civil servants are majority of the respondents. Pertaining to marital status, 22.2 percent were single, 63.0 percent were married, and 11.1 percent were divorced, while 3.7 percent were others. This implies that majority of the respondents were married. Regarding educational qualification, 6.7 percent of the respondents possessed first school leaving certificate, 11.1 percent hold OND/NCE, 56.3 percent hold BSc./HND certificate, and 18.5 percent hold Masters degree while 7.4 percent hold other qualifications. Concerning years on the job, 7 percent had spent less than 5 years, 18.9 percent has spent between 5 – 10 years and 50.7 percent had spent 10-20 years in service and 23.3 percent has spent 20years and above. This infers that majority of the respondents spent substantive years in service.

Test of hypotheses

Hypothesis one

Hoi: There is no significant relationship between pay/promotion and job satisfaction in the public sector.

Crosstab

Table 1

		Promotion		
		Yes	No	Total
Year	0-4 years	19	0	19
	4-10 years	50	1	51
	10-20 years	34	103	137
	20 years and above	0	63	63
	Total	103	167	270

of the respondents, while B measures the relationship between motivation and job satisfaction in terms of pay and promotion, non-financial incentives and work environment. Five-point Likert Scale technique was used and average distribution value or weight assigned to the scales as 5, 4, 3, 2, and 1 which represent strongly agree (SA) Agree (A) Undecided (UD) Disagree (D) and Strongly Disagree (SD) respectively.

Methods of Data Analysis

Data was analyzed using inferential and descriptive statistics. The descriptive statistics involved frequency table, Likert scale. Data collected and hypothesis were analyzed using descriptive and cross tabulation, chi square non parametric statistics of SPSS version 22.

Research Hypothesis

The hypothesis of the study in its null form is as stated below:

Hoi: There is no significant relationship between pay/promotion and job satisfaction in the public sector.

Hoii: There is no significant relationship between motivation and job satisfaction.

Hoiii: There is no significant relationship between work environment and Job satisfaction.

Data Presentation and Test of hypothesis

TABLE I.

Bio-Data Classification of Respondent

Gender Distribution	**Number**	**Percent**
Male	130	48.1
Female	140	51.9
Total	270	100.0
Age		
Below 30 years	60	22.2
Between 30-39 years	50	18.5
Between 40-49 years	61	22.6
50 years and above	99	36.7
Total	270	100.0
Marital Status		
Single	60	22.2
Married	170	63.0
Divorced	30	11.1
Others	10	3.7
Total	270	100.0
Education		
O level/ SSCE	18	6.7
OND/ NCE	30	11.1
Bsc./ HND	152	56.3
MSc.	50	18.5
Others	20	7.4
Total	270	100.0

Democracy refers to a system of government where people exercise meaningful self-determination and pursue policies that are geared towards the preservation of their co-existence. (Omoruyi, cited by Ekoko et al 1992). In a democratic government the determination of the composition of a government is done in the manner through free and fair elections conducted by an impartial electoral body. Thus, in a democracy, people should control their own affairs. It is based on this that the orthodox definition of democracy talks of government "by the people", that is the citizens are not only capable of self rule but are endowed with the capacity for self rule. (Omoruyi, 1992). Self rule, it should be emphasized rests on the view that human beings are born free and have over-powering impulse to preserve that freedom. In line with this, social rules and governmental legislations must have to be made to further defend and promote the enjoyment of the freedom on the part of the citizenry. Conclusively, the concept of democracy as being considered here entails the principles that guarantee autonomy through a genuine demonstration of the involvement of the people in decision making and implementation of policies that affect them. This could be achieved at the local government level as a third tier of government through fundamental principles traditionally associated with the practice of democracy namely: representative government, free, and fair regular elections, fundamental human rights of citizens, rule of law and the supremacy of the constitution.

Inter-Governmental Relations (IGRs): Inter-Governmental Relations explains the various divisions between different levels of government with specific authorities for each levels as a pre-requisite for the practice of democracy which must be granted by the constitution and must cooperate in order to prosecute their objectives either at the local, state or federal levels for the purpose of achieving their set or collective goals. (Irhue, Y.K and Odion, W. 2014). In other words, Nigeria as a federating state, has three tiers of government namely: Federal, State and Local Government. The structure and working powers of each tier is properly defined and entrenched in the constitution. Emphasizing on the Local Government, it is the third tier of governance with its far reaching importance as the closest government to the people while the Federal and State government are the First and Second tiers of government respectively.

Autonomy: The concept of autonomy generally, could be seen as the right or condition of self government. A state of independence or self rule, sovereignty, self determination or freedom. It is a concept found in moral, political and bioethnical philosophy. It depicts the independence in one's thoughts or action and by extension, the state of existing or acting separately from others. (https://www/merriam-webster.com) Autonomy at the local government level ought to reflect the stated conditions above in other to demonstrate that the local government as a tier of government is actually autonomous, bearing in mind democratically accepted principles as stated earlier.

Local government as a third tier of government: Local government is the third tier in Nigeria's federal system, and this underscore its competence. The 1999 constitution (section 7:1) specifically guarantees a system of democratically elected local government system, while schedule 4 of the same constitution defines their functions. (Abubakar, 2010). He went further to define local government as governmental administrative units' closets to the people or in a general parlance, the grassroot. To him, local government act as a veritable agent of local service delivery, mobilizes community based human and material resources and organizes local initiatives in responding to a wide variety of local needs and aspirations for grassroots participation in democratic process.

Understanding local government further especially in the contest of its relevance in this work, one will take a look at the definition given by Eroro (1997) quoting the definition of guidelines for local government reforms in Nigeria, defined local government as:

> Government at the local level exercise through Representative council established by law to Exercise specific power within defined areas, these power should give the council substantial control over local affairs as well as the staff and institutional and financial power to initiate and direct the provision of services and to determine and implement projects so as to complement the activities of the state and federal government in their areas and to ensure through the active participation of the people and their traditional institutions, local initiatives and response to local needs and condition maximized.

In addition to the above, local government can be an effective weapon for channeling local pressures, articulating and aggregating local interest which may not necessarily coincide with the idea of the central government (Popoola, 1995).

Thus, local government at best, describes that level of government found below the state government in the Federal-State-Local government structure as is obtainable in the Nigerian federal governmental arrangement.

The Nigerian Federalism (A Historical Reflections) The evaluation of Nigerian Federalism could be traced to the McPherson's Constitution of 1951 which introduced a Federal System in which the constitutional powers were divided between the central and the regional legislatures with the provision that in the event of a clash under the concurrent legislative matters, the regional laws was voided to the extent of its inconsistency with that of the Federal legislature. (Olusanya, 1973).

Furtherance to the 1951 Constitution, the Lytlleton's constitution of 1954 provided for three categories of legislative lists: *Exclusive, Concurrent* and *Residual.* Under the Exclusive list. The centre has exclusive rights to legislate while the centre and states has the rights over legislation on the concurrent list and the residual list belongs to the region. Indeed, because of the structure of governance at this point in time, the regions exercise move dominance in terms of power and control. For instance, by the structure of the 1954 constitution, the centre was composed of an Executive Council Presided over by the Governor and Composed of three ministries from each Region. Again, the Premiers who were also the party leaders from these regions – Late Chief ObafemiAwolowo representing the West, Dr. NnamdiAzikwe representing the East and Sir. Ahmadu Bello representing the North where no doubt became the centre of power. According to Akinsanya (2014) the pendulum of power began to swing in the favour of the centre vis-à-vis the regions in the late 1950s and by and large, the Federal Government was neglected to the role of playing second fiddle to the region. As a matter of fact, section 5(1) of the (1960) Constitution of the Federation provides that: "Subject to the provision of this Constitution, the Constitution of each region shall have the force of law throughout that region, and if any other law is inconsistent with that Constitution, the provision of that law shall, to the extent of the inconsistency, be void". This was a reflection of the situation in the 1st Republic.

(1964), Adams Equity theory (1965). Expectancy is an anticipated perception which is central to individual behaviour, predicated on perceived value in terms of reward from their effort toward their work. The three core tenet are: level at which employee wants a remuneration (valance), deliberate valuations of likelihood that effort will aid the expected performance (expectancy) and performance would be rewarded appropriately (instrumentality). Cole (2015) argued that the expectancy theory provides the dominant framework for understanding motivation at work. Equity theory in work context implies that people make comparison between themselves and others in terms of what they invest in their work and what comes out of it. When employees perceive an unbalanced situation, they experience equity tension, which they attempt to reduce with appropriate behaviour. Workforce may act negatively or positively on the ground of the prevalent disposition.

Goal-Setting theory

A goal is the aim of an action or task that an individual intentionally desires to achieve or accomplish (Locke and Latham 2002; Locke and Latham, 2006). Goal setting theory is the most researched, utilized and established theory of work motivation in the field of industrial and organizational psychology (PSU, 2016). It is hinged on the premise that human action is purposeful and directed towards a set of goals, employees generally aside of individual advancement, prefer foremost their remuneration; which is the reason for parting with their skills in the Nigerian environment. Further that the goal should propel motivation and must be an acceptable goal, which should be conceivable, believable and achievable. The goal of every employee is to be rewarded; their belief is that employers are to meet the demand; the result is that they will achieve the duties and responsibilities of government, and as such, they should also be compensated for their efforts which will be used to achieve personal goals of life. However, the situation over the years and the current economic trend has revealed that their efforts and compensational goal anticipation have been let down by public establishment, leading to the decrease in effort and productivity.

Methodology

Research Design

This study examined the conjectural relationship between motivation and job satisfaction vis-à-vis challenges affecting employees in the public sector. It is descriptive and analytical in nature with the scope of the research limited to south-west geopolitical zone of Nigeria. This study makes use of survey research design which consent to the use of questionnaire to elicit data from respondents, thereby providing the procedural framework for the conduct of any given investigation.

Study Population/Sample

The research population consists categories of staff in the public workforce; Ministries Department and Agencies (MDAs) encompassing the tiers of government MDAs. Three states were selected in the south-wes: Lagos, Oyo and Ogun, using random sampling technique. 300 questionnaires were dispatched; 100 questionnaires for each state selected. At the end, 270 were returned, representing 90 percent of the population.

Research Instrument

The study employed questionnaire as an instrument for data collection, oral interview of 20 senior officers was equally used as a compliment to respondent's information. The questionnaire was divided into three sections. Section A measures the demographic context employee let alone of all the employees. Moreover, an organization has its own needs for goal achievement, which it seeks to fulfill through its employees. There are several theories of motivation addressed in the management discourse. These theories are discussed under two categories as content and process theories on which this study elucidates based on the framework of Locke and Latham's postulated goal-setting theory. Content theories deal with the factors within the individual that start, energize, direct, maintain and stop behavior. While "content theories" of motivation concentrate on 'what' motivates people, "process theories" concentrate upon how motivation occurs. (Yalokwu, 2006)

Content Theories of Motivation

Motivation theories that are branded under content theories perceive motivation as the product of internal drives that induce individuals to act or move toward their satisfactions. Major content theorists of motivation are Maslow's hierarchy of needs (1943), Homans (1950) Herzberg Two-factor theory (1959), McClelland's theory of Needs (1962) Alderfer's ERG theory(1972). Maslow postulates five basic needs which are in an ascending order. Once physiological needs are adequately met, new levels of needs emerge, one step higher in the hierarchy appears self-actualization which is the highest order need in the hierarchy. Homans (1950) maintained that under informal group, three elements are vital components: activities (task performed within group), interactions (relationship among group) and sentiments (individual and collective attitudes) which serve as controlling factors of members. He posited each element as independent; a change in any can affect the other two. While Maslow's theory stressed the universal hierarchy of needs, David McClelland's theory emphasizes that there are some needs that are learned and socially acquired as people interact with their environment. The focus of the theory is on three needs: the need for achievement (n Ach), the need for affiliation (n Aff), and the need for power (n pow). Herzberg and his research associates developed the two-factor theory of motivation. The two-factor theory of motivation posits that motivation is not uni-dimensional, describable as ladder of needs, but encompasses two distinct independent factors. Herzberg's two-factor model is tied with Maslow's basic model in that Maslow's basic model is helpful in identifying needs, and Herzberg provides us with direction and incentives that tend to satisfy these needs. The existence, relatedness and growth need theory is a refinement of Maslow's needs hierarchy. Instead of Maslow's five needs: existence, relatedness and growth, they condensed these five needs into three; existence, relatedness and growth. In short, content theories are based on various factors which will influence job satisfaction. Motivation theorists have used job satisfaction as foundation of theory development (Tan et al., 2014). Motivation theories classified under Content theory undertake that all employees in the organization have the same set of needs, therefore allowing organizations to predict the characteristics that should be present in the job. (Lynne, 2012)

Process Theories of Motivation

Process theories shifted the attention away from what motivates people in order to consider motivation from the perspective of how people become motivated. The proponents of these theories perceive motivation as cognitive-outward-expectation. They maintain that motivation aligns with job-related factors, process theories of motivation states that higher consistency between job-evaluated factors and individuals' cognitive factors will first result in better job satisfaction (Tan et al., 2014). Proponents of it include: Vroom's expectancy theory

However, in the 2nd Republic 1979-1983, the IGRs was that of a struggle for ascendancy between the centre and the Federating States while State/Local Relations were those between superordinates and subordinates.

The situation in the 1st and 2nd republics was however not the same in the third republic. Between 1966-1979 and 1983-1999, there existed an increasing dependence of the State and local governments on the federal government which is a reflection of the Inclusive Authority model of IGRs and more importantly, even in areas considered an exclusive preserve of States and local governments e.g primary and post-primary education.

In the considerations of the Overlapping Authority Model of IGRs, power is dispersed between the tiers of authority in a manner that guarantee some measure of autonomy by the different tiers of government but not to the extent that leaves any tiers of government capable of independent action in each sphere. For instance, the Federal-State-Local relations during the Second Republic and the Babangida-Abacha-Abubakar Administrations could be seen as a combination of Overlapping Authority Model and Inclusive Authority Model of IGRs. (Akinsaya;1999). By the 1979 constitution, there was a clear cut delineation of a three-tiered textural structure in which each tier supposedly enjoys a considerable measure of independence. This is in terms of jurisdiction, finance and functionality. In practice however, it is worthy to note that some forces tend to tiltthe balance of power in favour of the centre, and others in favour of the Federating States and Local Governments. The implications of this structure in terms of intergovernmental relations in Nigeria is what the remaining part of this work will try to address.

Democracy and the Local Government as a Third Tier of Government: Democracy as a concept essentially is rooted in self-government. This is fundamental to the establishment of local government. According to Ola (1984) there are inherent democratic virtues in local government and contends that local government brings about democracy, serves as a base for political participation as well as political education. Thus, the virtues in local governance positively fosters the practice of democracy. The nexus between local government and democracy as exemplified by Ola above demonstrate that local government exists to extend the frontiers of democracy. Again, J.S. Mill (1975) believes that local government institutions served as training ground for politicians. This argument specifically support the positive relationship between local government and democracy. Local government therefore becomes fundamental to democracy as it acts as a check against the depreciation of majoritarian tyranny and provide an opportunity for local political pressure upon the central government. Harold (1980) noted that:

> …. The benefit of democratic government cannot be achieved unless it is accepted that problems are not central problems and that the results of the problems not central in their incidence require decision at the place and by the persons where and by whom the incidence is most deeply felt.

Thus, he argues for the positive relationship between local government and democracy. Although, there are groups or school of thought that views the relationship between democracy and local government as a third tiers of government as antithetical. This group contests the linear relationship between democracy and local government. Georges Langrod (1953) a leading exponent of this group, argues that:

> Democracy is by definition an egalitarian majority and Unitarian system. It tends everywhere and at all times to create a social whole, a community which is uniform, leveled and subject to rules….. Local government is by definition a phenomenon of differentiation, of individualization, of separation…. Thus, since democracy involves inevitably toward centralization, local government by the division which it creates, contributes all things considered a negation of democracy.

In support of the views of Georges Langrod, Leo Moulin (1953) stated that:

> Far from being the best training ground for the existence of democracy at the state level, the realities of local political life are so little in conforming with the spirit and ethics of a democracy as defined…. Usually tends to distort and debase the process of democracy, first at the municipal level and then at the national level.

Notwithstanding the contrary views of scholars as expressed above, this paper portends that the institution of local governance in the modern world could be evaluated as a mechanism for extending the frontiers of democracy. Thus, local government could be seen as the foundation of democracy and the very best approach to understanding the problems and needs of the people. This essence was aptly captured by the 1976 Guidelines for Local Government Reforms and since 1976, successive Nigerian Constitutions have been carried out with a view to making local government a veritable tool for democracy. It is within the contest of this analytical category that we examine the issue of autonomy which is fundamental to achieving the essence of democracy at the local government level as a third tier of government.

The Issue of Autonomy (A Critical Assessment)

In looking at the Local Government and the question of its autonomy, the following issues will be taken into consideration:

- The issue of power play between the tree tiers of government
- The issue of contradiction as to the existence of local government that is constitutionally guaranteed in a democratic system.
- The issue of revenue allocations to local government council
- The issue of fiscal subordination of local government to the state and federal government.
- The issue of executive powers of the state.
- The issue of the manipulation of the judicial arm of government.

Unarguably, sections 4(3), 4(4) and 4(5) of the constitution placed unlimited legislative powers on the centre vis-à-vis the states, which makes the federating states as mere appendages of the Federal Governments. Section 4(7) of the constitutions empowers the State's House of Assembly to make laws for the peace, order and good government of the state or any part thereof with respect to the following matters:

i. Any matter not included in the Exclusive Legislative List…
ii. Any matter included in the Concurrent Legislative List….
iii. Any other matter with respect to which it is empowered to make laws in accordance with the provisions of the constitution.

Again, whereas, the system of Local Government by democratically elected Local Government councils is guaranteed by section 7(1) of the constitution, sections 7(1) and 7(3)

behaviour through persistence of effort towards attaining a goal (Mitcell 1997, Lathan et al 2005, Rajan et al 2015). Nhat and Dung (2013) sees motivation as a natural set of indefinite factors that cause a person (an employee) to perform his or her duties in a special way. Motivation is a person's intensity, direction and persistence of effort to attain a specific objective (Fuller et al 2008, Tan and Wan2014). From the definitions of scholars above, it is obvious that motivation involves a lot of indices; psychological process, energizer of behaviour, set of factors stimulating physical performance and attainment of specific objectives which bring about accomplishing goals, irrespective of the work place. Job satisfaction has been linked with certain organizational components that include leadership, management attitude, motivation, performance, economic situation, individual passion, moral and interpersonal relationship, work condition and environment, etc; each of these components has effect on employee productivity, efficiency and effectiveness. Spector (1997) refers to job satisfaction in terms of how people feel about their jobs and different aspects of their jobs. Ellickson and Logsdon (2002) support this view by defining job satisfaction as the extent to which employees like their work. Schermerhorn (1993) defines job satisfaction as an affective or emotional response towards various aspects of an employee's work. Reilly (1991) defines job satisfaction as the feeling that a worker has about his job or a general attitude towards work or a job and it is influenced by the perception of one's job.

The concept, scope and nature of duties of public sector differ in the world. Through the roles, tasks and functions, it is being identified coupled with laws which established it. Irrespective of the peculiarities, the core of existence is value services to the society largely. The public sector refers to all organizations that exist as part of government machinery for executing policy resolutions and delivering services that are of worth to citizens. These services are assigned and executed between the MDAs (Ministries, Departments and Agencies) in line with the policy of the state. Employees are expected to be efficient, effective and productive towards the service to the society at large. Employees do not necessarily work in an organization to part with their skill for gaining experience; they love what they can get from the organization in exchange for their services, so as to satisfy their basic needs and wants. This is determined through pay. Public organizations provide reward to their workforce in order to motivate their performance and encourage their absolute, undivided loyalty and attention as well as retention. Most researchers have focused on money as pay. Pay serve as basis for understanding behaviour at work; as it offers explanation for why people act the way they do, pay is synonymous with income. Labor income or wages simply mean income earned from work, whether in the form of wages or salaries (Lipsey 1992, Obasa, 2015). The problems of public employees over the years include: irregular pay and promotion, implementation of promotion pay and social protection for families.

Theoretical Framework

Job Satisfaction and Motivation Theories

Various theoretical frameworks have been established on motivation in the last six decades of human endeavor in motivation's complex and changing field that has witnessed much progress. Motivating employees is a complex, tricky and multifaceted problem, because of the individual differences in need and configurations, which keep on fluctuating from stretch to stretch. It is also not conceivable for any organization to fulfill all the needs of even one

Conceptual Framework

Motivation is complex, individualistic and encompasses many variables which researchers attempted to group into two; intrinsic and extrinsic factors. Motivation is a psychological process; path to behaviour, which stimulates direct and energized

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of the constitution give a state legislative competence to "ensure their existence under a law which provides for the establishment, structure, composition, finance and functions of such councils", which means that the States' governments have powers of life and death over such councils as clearly emphasized in the Dillion's Rule. This is why for instance, it becomes possible for a state to appoint caretaker committees to run the affairs of local government councils for as long as they deemed it fit and thus elections becomes irregular. They can also as a matter of facts create local government councils for their personal interest at will and exercise absolute control over this local government councils so far created.

More fundamental to the point raised above, is on the issue of revenue allocation. Section 7(6)(b) of the constitution empowers a State House of Assembly to make provisions for statutory allocation of public revenue to Local Government councils within the state. To buttress this further, section 162(8) of the constitutions states that: "The amount standing to the credit of local government councils of a state shall be distributed among the Local Government Councils of the state on such terms and in such a manner as may be prescribed by the House of Assembly of the State.

Thus, the issue of fiscal autonomy and independence of the federating states and local government in terms of IGRs comes to test as we attempt the matter of revenue allocation. No doubts, "Since January 15, 1986, the amount standing to the credit of the Federal Government has soared and has been progressively increased with the centre becoming much stronger financially and assertive while the federating states (and local government) had become more subordinate and dependent on federal purse to discharge their responsibilities to the people". (Omitola, 2014).

Furthermore, if one considers section 166(1) of the constitution we will appreciate better the fact that there is a complete fiscal subordination of the federating states (and local governments) to the federal government as: "Any payment that is required … to be made by the Federation to a State may be set-off by the Federation in respect of any loan made by the Federation to that State". This follows therefore, that any amount owed by the Federating States and Local Governments can be deducted at source and at will by the Federal Government.

Aslo, the IGRs between the States and the local government could be examined democratically from the perspective of executive powers of the state. Section 5(2) of the constitution provides that such powers (a) "shall be vested in the Governor of the state and may …. be exercised by him either directly or through the Deputy Governor and Commissioners of the government of the state or officers in the public service of the state and (b) "shall extend to the execution and maintenance of the constitution and to all matter with respect to which the House of Assembly has for the first time has power to make laws".

Deductively from the above, one could state categorically that the control operationally of local government is vested in the state. As a matter of fact, local government is under the office of the Deputy Governors and Local Government Service Commissions whose members are appointed by the State Governors subject to the approval of the State House of Assemblies.

The issue of Education is another area that is very key to the practice of democracy. Examining IGRs between, the three tiers of governance in a federating structure, reveals a situation whereby even the control of primary education by the Federal Government has been effectively ensured. This is done through organized bodies like Universal Basic Education Programme Covering Primary and Secondary Education and even National Primary Education Commission (NPEC). Indeed, it is the position of this paper that primary education should have been the exclusive preserve of Local Government Councils, if truly they were to be autonomous.

Another area worthy of mentioned in the evaluation of democracy and Inter-Governmental Relations is the Judiciary. No doubts, successful democracies all over the world are built on a well-funded, vibrant and optimally functional judiciary. But our Judiciary today is basically funded from moneys paid from the consolidated Revenue fund to the National Judiciary Council pursuant to section 81(3) of the constitution and such other funds left in the "Federation Account" Pursuant to section 162(9) of the constitutions. This is quite different from what is obtainable in the other two branches of government.

As a matter of fact, section 84 of the constitution states that the remuneration, salaries and allowances of federal and state judicial officers "as may be prescribed by the National Assembly but not exceeding the amount as … determined by the Revenue Mobilization and Fiscal Commission … are a charge upon the Consolidated Revenue Fund of the Federation".

However, section 124 of the constitution provides that remuneration and salaries of State Governor, Deputy Governor, Auditor General of a State, Chairman and Members of the State Civil Service Commission, State Independent Electoral Commission and State Judicial Commission "may be prescribed" by a State's House of Assembly and are a charge "upon the Consolidated Revenue Fund of the State which means in the first place that the Federal Legislature and executive has the power to "prescribe" and "determine" the remuneration, salaries and allowances of a State Judicial Officer. Again, why should the remuneration, salaries and allowances of a State's Judicial Officers be a charge on the Consolidated Revenue Fund of the Federation while those of other State's Officials are a charge on the Consolidated Revenue Fund of the State?

Conclusion/Recommendations

Inter-Governmental Relations as a structural phenomenon in the practice of democracy is very key. It helps to determine the nature of power play at the various level of governance in a federating state and demonstrate the involvement of the people in decision making and implementations of policies that affect them. The relevance of the Local Government as a tier of governance therefore cannot be overemphasized. The local government is the closest tier of governance to the people. It appreciate and articulate their resources and problems with a sense of belonging and the best approach through which all these could be addressed. It is expected therefore that with local government as a third tier of governance, the dividents of democracy will be all over the locality as it will encourage development according to the will of the people if truly they are autonomous. This paper have examined Nigerian Federalism with special emphasis on Inter-Governmental Relations as it affects the status of the local government autonomy as a third tiers of governance within the framework of Deil S. Wright's models of IGRs as demonstrated earlier. The paper evaluated distribution of powers among the three tiers of governance; revenue allocation; control of national resources; appointment, discipline and remuneration of State's Judicial and other government officials; creation of additional local government areas as well as their control. It is the position of this paper based on its findings therefore, that in the practice of the Nigerian Federalism, the autonomy of the

i. ascertain the relationship between pay/promotion and job satisfaction in the public sector;
ii. examine the relationship between motivation and job satisfaction in the public employees; and
iii. investigate the influence of work environments and job satisfaction

STATEMENT OF PROBLEM

Nigeria, for eleven straight months, has been faced with economic downturn, but the government does not seem to be making concerted efforts to change the situation. Employees do not necessarily work in an organization to part with their skills to gain experience; they love what they can get from the organization, in exchange for their services, so as to satisfy their basic needs and wants. In order to guarantee efficiency and effectiveness, there is need for amiable policy to engender and create workers satisfaction, loyalty and commitment to societal obligations. The most valuable and volatile asset of any institution is a well-motivated and stable workforce which is competent, dedicated and productive (Kreisman, 2002; Nhat and Dung, 2013). Over the years, governments at the three levels (Federal, State and Local) in Nigeria have failed to respond appropriately to the realities of their changing economic environment (Oyedele, 2016). Anjorin (1992) contended that, in practice, wage and salary policy serves three principal needs. These are to: attract capable and sufficient employees to the organization, motivate employees towards superior performance, and to retain good employees. Rather than employees at the three tiers (federal, state and local) to be rewarded for their efforts, public sector workforce over the years has astronomically increased; the economic fortunes of the nation dwindled significantly with severe consequences for performance on the job, which has been impaired critically. The communiqué released by the Governors forum on 19th November, 2015 stated that they were having a hard time meeting up with expenditure, especially payment of salaries, because of the dwindling monthly allocations occasioned by the plummeting price of crude oil, (Tribune, 21 November, 2015) and that only Lagos, Rivers and Enugu could fulfill their obligations to workers in the 36 States of the federation, while 33 could not fulfill their recurrent obligations and pay workers' salaries. As at 2015, 19 states were unable to fulfill their recurrent obligations; some states even slashed the salaries of personnel. The federal government is presently indebted to the civil servants a whopping N290 billion promotion arrears. While 23 states of the federation currently owed workers at local government levels salaries ranging from 1 to 16 months, some paid half salaries while others did not pay a dime (Vanguard, Sahara reporters). Yesufu (2000) argued that the wealth of the nation as well as socio-economic well-being of its people depends on the effectiveness and efficiency of its various sub-components. The various components that lead to efficiency and effectiveness in the context of employees are hinged on reward for effort, work motivation, job satisfaction, among others. All these have been jeopardized by the economic dysfunction. Yusuf and Adeoye (2011) posited that the effect of poor working conditions, poor remunerations and job demand has led to depression among the civil servants. Below are the details of debt owned by the various states:

Source: http://yourbudgit.com

satisfaction; nevertheless, they are two sides of a coin, inseparable from each other as they are intimately intertwined. Nigeria is presently faced with economic downturn with the present inflation rate moving from 18.33% to 18.48% in October and November 2016, respectively, as stated by the National Bureau of Statistics (N.B.S, 2016). Highest increases were found to be affecting housing, water, electricity, gas, clothing materials, books, transportation, food and commodity prices, among others. Another report based on consumer price index measures the change over time in the prices of seven hundred and forty (740) goods and services consumed by people for day-to-day living; looking at index weight of expenditure in both urban and rural households in the 36 States, the outcome revealed that it is the highest since October, 2005, boosted by extreme cost in food, housing, utilities and transportation. The inflation rate accelerated for the 11th straight month without any augmented measure to ameliorate these economic woes, and pay remained the same. The need to investigate the challenges faced by workers, considering the salary and level of inflation in the country, is therefore essentially imperative.

Background of the Study

In all organizations the most important, principal resource is human. Mosammod and Nuru (2011) contended that the human resources of an organization and the organization itself are synonymous; human is the primary source of productivity. Services rendered in public sphere aimed at ensuring public satisfaction is a form of productivity. While services are rendered, employees' aspiration, needs, development and desires are met too. People work in conditions that compromise their ability to live productive lives, due to the problem of inability of government to secure appropriate income for public servants (Obasa, 2015). Uniqueness exists in income of public employees from various countries; nevertheless, a degree of decent work pay is recognized all over the world. ILO (2010) cited in Obasa (2015) defined a decent work agenda as "sums up people's aspirations for a full and productive employment that delivers a fair income, security in the work place and social protection for families, better prospects for personnel and social integration, freedom for people to express their concerns, organize and participate in the decisions that affect their lives and equality of opportunity and treatment for all women and men". Most public sector organizations are confronted with varieties of challenges which hinder them from maximizing potentials aligned to attain organizational intention. Workers part with skill and energy for remunerations while employers part with remuneration to ensure delivery of public services. It has been discovered over the years that a fall in employee pay package, hike in prices of commodities which, relative to potential pay package in other organizations, generates dissatisfaction, which leads to decrease in output and probably resignation. Nigeria's situation is peculiar; as national income continues to dwindle over the years, reduced income involves overall emolument. Public servants are the least paid group of workers; the consequence has psychological, economic and social implications on their attitudes towards work in a workplace (Obasa, 2015). Pay is an important part of motivation which influences employee performance and promotes job satisfaction. The economic hardship coupled with low pay reflects on workers motivation, job satisfaction and productivity. To this end, the broad objective of this study is to investigate challenges faced by workers, relating to motivation and job satisfaction.

The specific objectives are to:

Local Government as a third tiers of governance is not guaranteed as they exist, control and manipulated by the other tier of government especially the state government that has been saddled by the constitution to oversee and dictate what happened to the local government as a matter of duty. As the problem facing the local government autonomy as a third tiers of governance is essentially constitutional, the paper suggest the amendment of the relevant sections of the constitution to genuinely give autonomy to the local government council as a way of promoting development and meeting the aspirations of the people at the local government.

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MOTIVATION AND JOB SATISFACTION: AN ENQUIRY INTO THE CHALLENGES AFFECTING EMPLOYEES IN THE PUBLIC SECTOR

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ABSTRACT

The public sector plays a significant role in driving the socio-economic development of any country; the implementation of government policies is hinged on their employees at large. This study examines the relationship between motivation and job satisfaction-related factors, with a focus on the challenges regarding pay and promotion, working conditions and environment, job security and fairness, with particular attention to the current 18.55% economic inflation rate in Nigeria. The data for the study were derived from primary and secondary sources. Primary data were collected through the administration of structured questionnaires and in-depth interviews. Secondary data were sourced from books, journals, internets, newspaper articles, administrative archives and so on. The data collected were analyzed using descriptive and inferential statistics, and chi-square non-parametric analysis to test the hypothesis. It adopted motivational theory, precisely the Goal-Setting theory, postulated by Edwin A. Locke and Latham as theoretical basis for the study. The result of the study has demonstrated that majority of the respondents were highly dissatisfied with almost all the factors examined, mostly pay and promotion implementation, with the level of inflation in the way job security is valued. The study recommends, among others, that urgent measures should be adopted to ensure prompt payment of pays; increment in salary is inevitable considering the economic downturn. Generally, the minimum wage pay should be entrenched in the country. Also, non-financial measures such as car, loan, mortgage, rent-to-own, staff bus, etc., especially for the junior staff, should be put in place to ensure motivation, boost workers' morale and job satisfaction, , and invariably propel more efficiency and effectiveness in the public sector.

Key Words: Motivation, Job Satisfaction, Pay and Promotion, Productivity and Public Sector.

Introduction

A State is driven through institutions and structures for general societal welfare by the public employees. Each of these institutions and structures is managed by humans with the intention to get remuneration which would, in turn, stimulate better public service delivery as a result of motivation. Motivation is a multifaceted and complex phenomenon with two basic approaches: arousal (what gets people triggered) and choice of behavior (what powered an individual to engage in desired behaviour vis-à-vis direction). Motivation is imperative for both employees and employers; it depicts the level job performance for employers, and it shows the level of job satisfaction for employees. A number of factors have been attributed to employee's job satisfaction which includes: continuous regular salary and promotion, work environment and description, work relationship, job design, etc., which bring about excitement in their duties; the more enthusiastic they are, the more they are satisfied with their job. With consideration for individual differences, motivation is not the same thing as job

POPULATION GROWTH AND ENVIRONMENTAL QUALITY IN NIGERIA: A BOUND TESTING APPROACH(1980 – 2016).

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Abstract
Nigeria is the most populous black nation in the world and hence, issues about population are inevitable with respect to the growth performance of the country. This study examined the relationships among population growth, per capita income, foreign direct investment, emissions per unit of GDP, total trade balance and carbon dioxide emissions inNigeria from 1986 to 2016. Time series data were analyzed using econometric techniques which was Bound Testing approach and Error Correction Model (ECM) to determine the magnitude of impacts of the variables. Findings from the analysis revealed that both population growth, emissions per unit of GDP and total trade balance have positive and significant relationship impacts on the CO_2 emissions in the short and long run, while per capita income and foreign direct investment both have negative and significant impacts relationship on the CO_2 emissionsin the short and long run in the country. The study therefore suggested the need for governmentto restrict the importation of emission intensive products,regulate the continuous increase in population through birth controlas well as intensify efforts at regulating and checking the increasing emitting output of the multinational firms and industries in order to boost the quality of the environment in Nigeria.

Keywords: Population growth, Bound Testing, CO_2 Emissions, Nigeria, Error Correction Model.

1. Introduction

The rapid population growth and environmental quality constitutes a mega trend and issues in African political economy and in the contemporary world of today as a result of the challenges it poses to some nation states in Africa in which Nigeria is not an exception. Nigeria in the recent times has witnessed rapid increase in the population growth and the associated problems of unemployment, poverty, inadequate health care, poor sanitation, urban slums and environmental degradation challenges. The rapid growth rate of Nigerian population if not well managed and controlled can militate against all the efforts of governments to fulfill its commitment to ensuring environmental quality, quality of the livelihood and the living standard of the people of the country. (Odusina, 2015). Nigeria is among the top ten countries with the largest population, and was rated as the seventh among the countries with the largest population in the world. (United Nations, 2009).

It is interesting to know that even though rapid population growth may have been beneficial for modernization, economic growth and development in some Asian and American countries like China, Pakistan, India, Indonesia, Brazil and the United States, there is a growing concern among African scholars about the effect of increased population in Nigeria and Africa bearing in mind Malthus Theory and postulations towards a growing population of his time. According to Malthus, a growing population exerts pressure on agricultural land, forcing the cultivation of land of poorer and poorer quality. This environmental degradation lowers marginal product of labour. The modern perspective of this view replaces agricultural land with nonrenewable resources. A theme in discussions of population growth and environmental quality is the importance of environmental quality,

office management and asset maintenance have dwindled in work environments, which bring dissatisfaction to workers. From the oral interviews, senior officers disclosed that the office basic requirements for ideal standards have not been availably worked on over the years. 30-35years ago, the responsiveness of government to office standard was more impressive compared to the present time.

The result arising from the tested hypotheses inferentially positioned that, to a large extent, challenges facing public employees are numerous, but pay and promotion are of utmost prominence, followed by non-incentives, which the government needs to remedy, in order to motivate public employees that would, in turn, lead to more job satisfaction and a productive workforce.

Conclusion

The research work has been primarily carried out on an enquiry into the challenges affecting employees in the public sector, considering motivation vis-à-vis job satisfaction. To achieve this goal, efforts were made to know what constitutes job satisfaction of employees and the psychology behind it.

In this study, pay and promotion were found to be of utmost importance, yet they are not regular, consistent and paid as at when due. Other non-financial rewards were found to be very important determinants of job satisfaction. Therefore, in designing a reward system for public sector workers, financial reward must be accorded high priority, while adequate consideration must be given to other non-financial variables to recognize the social and psychological peculiarities of workers. Job satisfaction has been found to be a necessary condition for organization performance, but over-emphasis on job satisfaction policies without the monitoring of the output may in the long run have negative effects on the public performance.

Recommendations

With the various views on the challenges affecting employees in the public sector, the following recommendations have been made on how to measure job satisfaction with regards to the findings of this study:

Monetary compensation and reward management technique need to be done and reviewed with the economic condition of the State. Where financial reward is not considered as priority on the part of public employers, the need for non-financial reward compensation should be employed to promote work motivation, job satisfaction and productivity. There is strong need to introduce equity and fairness in the overall treatment of employees by employers. This is because inequity in workers treatment can breed discontent and gross dissatisfaction and it could equally lead to resignation or low productivity.

It is of great importance to uphold the employees' morale and ensure a fairly reasonable level of job satisfaction, which in effect leads to dedication and commitment on the part of the employees.

Since it was established that employees want financial reward in satisfying their materialistic tendencies, public sector employers should initiate measures such as housing loan, car loan, pension scheme and all other related methods to sustain employees' commitment and dedication to their jobs.

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AGITATION FOR RESOURCE CONTROL, FISCAL FEDERALISM AND THE IMPLICATIONS ON THE NIGERIAN FEDERALISM

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Abstracts
Virtually all federal systems are persistently confronted with the challenges of effective management of the growing mismatch between mandates and resources at all levels of government. In a federation where the units have varying economic opportunities and potentials like Nigeria, the economically advantaged units have been known to exhibit reluctance in sharing their wealth with the other less endowed units. The intention is that " a bird that lays eggs should be allowed to distribute its eggs". Any attempt to prevent such bird to enjoy the distribution of its eggs can be catastrophic. On its part, fiscal federalism has been conceived as embracing " the scope and structures of the tiers of governmental responsibilities, functions and the allocation of resources among the tiers of government" (Nwalt, 1998). Fiscal federalism is about the allocation of the government spending and resources to the tiers of government. If non-centralization feature of federalism is anything to go by, the posture of Nigerian government(s) by which powers including its fiscal allies cum the control of natural resources (situated in the states/communities) are centralized to the federal level attracts attention. Therefore, on the agitation for resource control, fiscal federalism and the implications on Nigerian federalism, this paper intends to look into the state of the Nigerian federalism viz-a-viz resource control; agitation for resource control; reasons that necessitates this agitation; implications associated with the agitation as well as possible recommendations for policy makers.
Keywords: Agitation, Resource Control, Fiscal Federalism, Federalism.

Introduction

Resource control has been an endless and a controversial issue between the Federal Government and the component parts in Nigeria both before and after independence. The controversy has to do with the issue of "who gets what" out of the country's wealth. It has been a persistent controversial issue in the contemporary Nigerian politics as it relates to federalism as the preferred system of government in Nigeria. Given the heterogeneity of the Nigerian state, the founding fathers of Nigeria adopted the Federal system as the most viable option of protecting the core interests of the federating units. This was demonstrated in the Federal constitution, especially the 1963 Republican Constitution that clearly defined the jurisdictions of the federating units. For instance, each federating unit had its own constitution, which is one of the key properties of federalism. (Sagay, 2001:12).

Also, by extension, the available agricultural and mineral resources were limited to the control of the regional governments in which certain percentages (10%) were remitted to the federal purse (derivative principles). Duties, functions and powers of both the Federal Government and regional governments were clearly defined without controversy, and if there was any dispute at all, the Supreme Court was on ground to administer justice to the warring

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appointees and other top government functionaries, fiscal policy can also be used in this regards. For example, progressive tax and property tax can be used to control unnecessary quest for wealth.

At present, the President and state executives are immune from civil suits, criminal processes or indictment while in office. However, the increasing misconduct of some officials and the fact that they often escape justice is a serious cause for concern. This has promoted official corruption in Nigeria. It is essential that the immunity clause be removed from the constitution.

The reward system of all facets of the society must be adequate enough and be equitable. This is important because it must be shown to the younger generation that hard work pays and 'short cuts' do not pay.

Appointments into political offices and public sectors (parastatals) should be done under strict scrutiny and transparent way. It should be subject to public debates and scrutiny after recommendation. The history and activities of such appointees must be traced back to their activities while in school and community.

The anti-corruption agencies in Nigeria, such as the Economic and Financial Crimes Commission (EFCC) and the Independent Corrupt Practices and Other Related Offences Commission (ICPC), should be equipped with modern and state of the art technology. This will encourage data keeping and other information Nigerians can always have access to, except for some classified information. Anti corruption laws and regulations should be written in clear and simpler language and made accessible to the populace.

Any case involving corruption and related offences should be treated expressly in the law court. There are several cases involving corruption and related offences that are pending in the law court for over ten decades. The Judiciary should be strengthened to face the challenges of cases involving politicians and other public office holders. Any Judge that delays cases unnecessarily, especially corruption related cases, should be ready to resign or face prosecution.

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parties. This had been the structural formation of the Nigerian polity vis-a-vis resource control. Nigeria, less than a decade after independence, was bedeviled with series of nationhood problems such as social and political tensions, constitutional problems, economic sabotage (e.g. corruption), power tussles, ethno-religious crisis, electoral malpractices, census crisis and intra-communal clashes. (Nkoh, 2005).

The military that took over in January 15, 1966 under the leadership of General Aguiyi Ironsi made a negative impact on Nigeria's federalism owing to its hierarchical command structure. The central government became so powerful, while the component units were relegated and subordinated in order to favour their administrative command. General Ironsi was honest in his articulation of a military government, unlike his successors who engaged in political deception by describing their respective regimes as the "Federal Military Government of Nigeria without respecting the sanctity of federalism".

The practice of federalism (fiscal federalism) has become complex, difficult and unachievable even in the recent times because of the elitist conspiracy, regional sentiments, fear of insecurity and domination, imbalance socio-economic and political opportunities that may accrue from the practice of federalism. Projecting a different position is another group within the elite, who advocates the recognition of individual, family and commercial ownership of land and the resources. To this group, agitation for resource control is a call for the ownership of the natural resources by the people within the area who later pay royalties to the federal government (Dafinone, 2001; as cited in Garuba, 1998). Regardless of what the concept of resource control means to different groups, this paper views it as an agitation for a better deal in the allocation of resources accruing from the oil exploited areas in order that the people are adequately compensated for all their losses and deprivation arising from the exploitation and exploration activities of the various oil companies, which serve as the basis for this study.

Conceptual Clarifications

Agitation

According to the Oxford Advanced Learner's dictionary, agitation could simply be referred to as a protest in order to achieve a political change. In the context of this study, it is seen as a public protest in order to achieve a political change. It is the intensification of efforts put forward by the oil community areas against the federal government to have absolute dominion over the resources accrued in such an area. It is a deepening of the federation in a manner that would give more autonomy to the state, a sort of self determination within the federation. (Ugo, 2004).

Also, agitation is seen here as a return to the allocative principles of derivation to provide compensation for oil pollution of the environment. It was partly in response to the agitation of the oil communities that the government raised statutory allocation to mineral-producing areas to 3 percent. The deprivation and arrogant treatment of oil communities by the federal government have engendered the feeling among them that they are perpetually disinherited and expendable as a people. This feeling has fostered delusion and critical attitudes against the federal government, hence necessitating the agitation.

Resource Control

The word "resource" can simply be defined as the wealth supplies of goods, raw materials, minerals, which a person or a country has or can use for development or production (Advanced Learner's Dictionary of Current English 1962:838). Resources can be classified broadly into human and natural resources. Going by the area of interest, our concern is tied to the latter. In a narrower sense, natural resources can be defined as all those things available to man as "gifts of nature".

Having looked at what a resource depicts, resource control can be defined as the demand by the component units of a federation to exercise their dominion or control over the natural resources found within their borders and only make an agreed contribution to the federal government to provide common services. Also, resource control means the right of a community to a measure of control of its natural resources. This usage relates more to crude oil. Resource control is all about the demand by the six littoral states and other southern states of Nigeria (where the nation's resources are derived) to be allowed to control or manage the revenue accruing from the oil and other natural resources in line with the tenets of federalism. By this, (Garuba 2003) emphasised that each state would have a full control of its resources and contribute an agreed percentage towards the maintenance of common services of the government at the centre as the case was in the first republic in Nigeria.

Federalism

Federalism is a concept which has no definite meaning. It has attracted the attention of many scholars who exerted the greatest influence on the academic study of federalism, most especially K. C. Wheare and others. Federalism entails the method of dividing powers so that central and regional governments are each, within a sphere, co-ordinate and independent (Wheare, 1963:10). Wheare's conception of federalism rests on a tripod: first is the constitutional division of powers among different levels of government, second is the existence of a written constitution clearly specifying the territorial powers of different levels of the two levels of government, and lastly, the coordinate supremacy of the two levels of government in their respective jurisdictional spheres.

Federalism as a concept of governance connotes a political system and arrangement erected on two or more levels of government. These levels deal with common and territorially diverse issues and policies (Akindele, 1998). However, the pattern of relationship among these levels of government as their actions or inactions is rarely stable over a period of time. In other words, federalism is highly dynamic and the equilibrium of its power is continuously changing (Encyclopedia Britannica 1969; 136) in ways considered mutually beneficial and reinvention for both the "governors" and the "governed" whenever the need arises.

Fiscal Federalism

Fiscal federalism has been conceived as embracing "the scope and structure of the tiers of governmental responsibilities and functions and the allocation of resources among the tiers of government" (Shut, 2002). Four major aspects of fiscal federalism can be identified. These components are the allocation of government functions, taxing powers, intergovernmental grants and tax-sharing arrangements and debts. (Nwalt, 1998).

Moreover, fiscal federalism is about the allocation of government spending and resources to the tiers of government. It is all about fiscal decentralization which occurs when lower levels of government have statutory powers to raise taxes and carry out spending activities within specified legal criteria, to prevent vitiating a viable federation. If non-centralization feature of federalism is anything to go by, the posture of the Nigerian government(s) by which powers including its fiscal allies cum the control of natural resources

technology. Though, R^2 is impressive, the DW- statistic value of 0.26289 implies that autocorrelation is significant. The autocorrelation problem in estimation 3 necessitated the use of Cochrane –Orcutt method to correct in estimation 4. Technological trend is positively significant in the determination of economic growth at 1 percent level of significance. An increase in technological trend by 10 percent will increase economic growth by about 0.6 percent while the same level of decrease in contemporary level of corruption will increase economic growth by about 0.02 percent. Surprisingly, the previous level of corruption increases economic growth, that is, previous level of corruption has direct impact on economic growth.

With respect to estimation 5, rather than using real gross domestic product, its growth rate was used. Using growth rate implies the impact of corruption on economic performance. As revealed by the estimation, more than 56 percent of the systematic variation in economic performance is determined by the level of corruption and technological trend. Holding technological trend and corruption constant, economic performance will still improve positively. The result shows that an increase in technological trend by 10 percent will improve economic performance by about 0.09 percent while the same level of reduction in corruption will increase economic performance by about 0.7 percent. D-W statistic value of 1.6862 shows that autocorrelation is not significant.

DISCUSSION OF RESULTS

The results from the estimation further confirmed the earlier results obtained by Shehu and Akaim (2004), Nwankwo (2014), and Kubalu, Mustapha and Mohammed (2016). It also aligned with the results obtained by McMullan (1961), Mydral (1968), Krueger (1974) as well as Shleifer and Vishny (1993). The result also takes the queue with the schools of thought that opine that corruption is detrimental to economic growth and performance. Though, the first estimation provided support for the direct relationship between corruption and economic growth, the result cannot be used for policy prescription because of the problem of autocorrelation in the residual. Furthermore, the positive effect of lagged corruption corroborated the situation in Nigeria situation where corruption was at its height in the previous regime, yet economic growth was on the increase. Corruption is not good for economic growth or economic performance.

CONCLUSION AND RECOMMENDATIONS

To conclude, corruption has not contributed to economic growth and performance in Nigeria over the estimation period. Some of the ways to fight corruption in Nigeria is to remove immunity clause from the Constitution, properly equip the anti-graft agencies in Nigeria with modern and state of the art technology and, among others, appointments into public offices should be done with utmost transparency. Finally, Nigeria data empirically show that the link between corruption and economic growth and performance is negative.

Based on the result, the followings are therefore recommended:

The orientation agencies should be up and doing in their campaign on value re-orientation among the population, especially among the up-coming politicians and youths. Moral education should be part of our educational system from the lowest level of education to the highest level. This should be specifically in the area of amassing unnecessary wealth. Though government is trying in this regards with the introduction of assets declaration by political where all other variables are as earlier defined.

LNGRGDP = Log of the growth rate of gross domestic product proxy for economic performance.

Regression Result

Table 2: Estimation Results

[illegible]

Variable	Dependent Variable: LNRGDP				Dependent Variable LNGRGDP
	Estimation 1 (OLS method)	Estimation 2 (Cochrane – Orcutt Iterative method)	Estimation 3 (OLS method)	Estimation 4 (Cochrane-Orcutt Iterative method)	Estimation 5 (OLS method)
Constant	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
LNCORR	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
TREND			[illegible]	[illegible]	[illegible]
LNGRGDP(-1)				[illegible]	
R^2	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
$\bar{R}^2$	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
F-STAT	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
DW-STAT	[illegible]	[illegible]	[illegible]	[illegible]	[illegible]

***(**)*: Significant at 1%(5%)10%; Figures in parentheses are the t-statistics

From Table 2, estimation 1 shows that corruption has positive and significant relationship with economic growth in Nigeria. The coefficient of corruption is significant at 1 percent level of significance. From the result, assuming corruption was increased by about 10 percent, real economic growth would increase by about 7.6 percent. The coefficient of the intercept shows that, *ceteris paribus*, holding corruption level constant, real economic growth will increase by approximately 6 percent. The coefficient of determination (R^2 = 0.62118) shows that more than 62 percent of real economic growth is explained by the level of corruption in the country. The result reveals that autocorrelation is significant given the value of DW-statistic of 0.88893.

When the Cochrane-Orcutt Method was used to correct for autocorrelation (estimation 2), the coefficient of corruption variable reduced which implied that the presence of autocorrelation in the residual may lead to a misleading result. The result reveals that corruption which was positive now has a negative link with real economic growth. The result shows that a 10 percent reduction of corruption will increase economic growth by 0.5 percent. The result further shows that *ceteris paribus*, assuming that there was no corruption, real gross domestic product will grow at about 10 percent. This means that corruption does not encourage economic growth in Nigeria. The value of R^2 shows that about 99 percent of economic growth is explained by the level of corruption. The DW- value of 2.1029 shows that autocorrelation is not significant.

From estimation 3, technological trend was now included in the estimation. While corruption was insignificant and negatively related to real economic growth, technological trend was positively significant at 1 percent level of significance. This means that the negative impact of corruption on real economic growth may reduce with the introduction of new

(situated in the states/communities) are centralized to the federal level therefore attracts attention.

RESEARCH METHODOLOGY

The study employed the use of primary and secondary data. Primary data were sourced through the use of structured interviews to elicit information from key stakeholders in government, oil communities, civil society-based organizations and multinational oil companies. The selection of samples was based on respondents' involvement in, and expertise on the agitation for resource control in Delta and Ondo States. The two states were selected because they represent the extremes of resource control agitations, with Delta state experiencing a higher incidence than Ondo State. A total of 80 respondents were purposively selected for interview as follows: 20 officials of government intervention agencies such as Niger Delta Development Commission (NDDC), Delta State Oil Producing Area Development Commission (DESOPADEC), and Ondo State Oil Producing Area Development Commission (OSSOPADEC); as well as 15 staff each from Shell and Chevron that are active in the two states. Furthermore, 3 government officials, 3 academics, 3 civil society actors, 3 key community leaders and 3 opinion leaders in the two states knowledgeable on the subject-matter were purposively selected for the interview. The focus of the interviews is to ascertain the key factors necessitating agitations for resource control, the implications of resource control agitations on the Nigerian Federalism, and the efforts of the official and unofficial levels to address the problems facing oil producing areas. Secondary data were sourced from books, journals, government publications, internet sources, newspapers and news magazines, and other relevant documents. Data collected were analyzed using descriptive methods and content analysis.

FACTORS THAT SPARKED OFF RESOURCE CONTROL AGITATION

The agitation for resource control by the Niger Delta people is borne out of perceived cheating, marginalization and deprivation they had suffered in the hands of the majority ethnic groups who have dominated the corridors of power since Nigeria's independence. Due to the activities of oil companies operating in the Niger-Delta area, the people had suffered untold hardships, but not adequately compensated.

One of the factors that precipitated the resource control agitation by the governors of the South-South could be seen in the abandonment or de-emphasis on derivation as a principle of revenue sharing in the Nigerian Federation. The economic objectives of the 1999 constitution are found in the control of the national economy in such a manner as to secure the maximum welfare, freedom and happiness of every citizen on the basis of societal justice, equality of states and opportunity. To this end, section 162 (1) of the 1999 constitution established a "federation account" to which all revenues collected by the Federal Government are paid.

Section 162(92) then enacts the principle of allocation which includes: population density, equality of states, internal revenue generation, landmass and terrain. The provision is, however, subject to an overriding provision, which states in part "provided that the principle of derivation shall be constantly reflected in any formula as being not less than thirteen percent (13%) of the revenue accruing to the federation account directly from any natural resources". These provisions clearly emphasize the principle of derivation of not less than thirteen percent of revenue accruing to the federation account directly from any natural resources, as an overriding allocation principle of the federation account.

This is a deliberate constitutional mechanism intended to ensure a more equitable distribution of the national revenue among the federating governments in general and states in particular which bear the burden of the exploitation of their natural resources for the common wealth of the nation. Another factor accountable for the agitation of resource control by the Niger Delta people could be seen in the area of the untold suffering and hardship meted out on the people of the area, necessitated by the exploration and exploitation activities of oil the companies operating in the area.

According to a recent report "the environment is all the forces or factors outside the individual that operates to control his behaviour and to shape his physical and mental development. These forces include geographical, climatic and organic entities and processes that influence man and his or her occupation, institution and interaction. The organic entities and processes are of the biological category and indicate that the photogenic germinal infestation, parasitic invasions prevalent in an area affects the health of the people and animals living in that area. It is long accepted that a people's environment determines their culture and national characteristics. Therefore, the environmentalists state that when people are deprived of their natural resources, they are deprived of the most essential vehicle for enhancing the quality of life through self development in all ramifications of life's endeavours. Deprivation produces stagnation and poverty stricken and downtrodden conditions. These entire factors combine together to make the Niger Delta people to agitate for resource control to enable them be in a better position to control their environment.

IMPLICATIONS ASSOCIATED WITH THE AGITATION FOR RESOURCE CONTROL

One major problem that the agitators are bound to face is the domains of power, which is out of their control and this militates against the feasibility of their objectives. This is especially the case when considering the mono cultural nature of the Nigerian economy which has made relatively bigger but poor states to be entirely dependent on the oil revenue source from the weak but rich small states of the Niger-Delta. Thus, acceding to the request will bring about disintegration of the country. (Sunday Punch, March 4, 2001:15).

The double standard approach of the federal government is discernible. For instance, the President Olusegun Obasanjo during his tenure purportedly assured the seven governors of the zone: Edo, Akwa Ibom, Rivers, Bayelsa, Delta, Ondo and Cross River States that no legal action would be taken to resolve the conflict between the states agitating for resource control and the federal government. The governors also promised to maintain a peaceful relationship with the federal government. Contrary to the promise by the federal government, however, a suit was instituted against the states in the Supreme Court, despite the advice of the solicitor-General to the contrary (Tell, April 9, 2001:25). This and its subsequent determination generated a lot of controversies in the polity and that was embarrassed by the reaction of most Nigerians.

However, the federal government in view of its advantaged position would not like to consider any issue on a shift which empowers the states more than the centre. The president during his official visit to Delta State in January 2002 stated it categorically thus: "on the issue of resource control, the state can be managing the resources". According to him, problem will only arise when the state wants to interfere with the management of the resources (The Punch,

3. Resource Course Theory of Corruption

Another theory of corruption is resource course theory associated with Ross (2001) and Auty (2004). Oil dependence countries lead to only few elites controlling the political power of the state. This reduces the incentive to develop governance mechanism which is skewed to the privileged few and the resultant action is conflict, greed and corruption. According to Bamiduro (2012), oil-dependent-rich states often lack basic ethics, transparency, and accountability which also lead to corruption.

4. Prebendalism Theory of Corruption

This theory sees corruption from the point of view of the return for loyalty from patronage and groups within the society and for the benefit of personal gain and that of supporters. The benefit could either be political, economic or social in nature.

5. Public Choice Theory

This theory is made popular by Rose-Ackerman (1978). She claims that public officials are corrupt because they perceive that the potential benefits of corruption exceed the potential costs. According to Klitgaard (1988), if the benefits of corruption minus the probability of being caught times its penalties are greater than the benefits of not being caught, then an individual will rationally choose to be corrupt. In this kind of theory, actions of corrupt officials are caused by a rational, conscious and deliberate weighing process of an individual.

6. Bad Apple Theory

This theory primarily looks at the level of the individual corrupt agent for the causes of corruption. Here, it is believed that corruption is caused by the type of company one keeps. There is a causal chain from bad character to corrupt acts; the root cause of corruption is found in defective human character and predisposition toward criminal activity. The causes are rooted in human weaknesses such as greed. (De Graaf, 2007)

METHODOLOGY

This paper uses the ordinary least squares (OLS) estimation technique to establish the link between economic growth and corruption with data from 1996 to 2015 estimated with the aid of Micro fit 4.1. The choice is 1996 because the calculation of corruption index for Nigeria started from that year. Though, previous literature used the ordinary least squares to establish such relationship, to the best of my knowledge, none of the paper used data up to 2015. In addition, no estimation was done on economic performance, which is the use of growth rates of real gross domestic product. Furthermore, in the case of autocorrelation in the residuals, Cochrane-Orcutt method was used to correct, for this is contrary to previous studies. Also, previous studies did not consider technological trend in their estimation as done in this study. The data for the study was obtained from the Central Bank of Nigeria Statistical Bulletin (2016), the Nigeria Corruption Index by Transparency International (2016) (ranges from totally corrupt with value of 0 to a value of 10 for country that is not corrupt).

MODEL SPECIFICATION AND REGRESSION RESULTS

Model Specification

The model estimated is specified as below:

$$LNRGDP_t = \blacksquare + \blacksquare\, LNCORI_t + 2\, TECH + \mu_t \qquad (1)$$

where:

LNRGDP = log of real gross domestic product proxy for economic growth

LNCORI = Log of corruption perception index proxy for level of corruption

TECH = Technological trend

$$LNGRGDP_t = \blacksquare_0 + \blacksquare_1 LNCORI_t + \blacksquare_2 TECH_t + \mu_t \qquad (2)$$

Nageri, Gunu and Abdul (2013) provided evidence of corruption and economic growth in Nigeria using the Ordinary Least Squares (OLS) estimation technique. The findings showed that corruption has a significant negative effect on economic growth and development.
Odubunmi and Agbelade (2014) examined corruption and economic growth in Nigeria. They used the ordinary least squares method and data covering 1990 and 2010 and found that corruption imparted positively but insignificant relationship with economic growth. Nwankwo (2014) considered the impact of corruption on economic growth in Nigeria. *The study showed that that the level of corruption over the years has significant negative impact on economic growth in Nigeria, implying that the economy cannot grow fast without zero tolerance to corruption.* Chiam (2015) study shed lights on the positive side of corruption. According to the author, not all past studies accepted that the development of a country can be achieved through policies of an uncorrupted government and bureaucracy.
Enofe, Oriaifoh, Akolo and Oriaifoh (2016) examined corruption and the Nigeria economic growth. Using a sample of 100 participants selected from the public and private sector, the result showed that corruption has pervaded the Nigeria economy and it has not been in favour of the society. Kubalu, Mustapha and Muhammad (2016) considered the impact of crude oil exports and corruption on economic growth in Nigeria using the ARDL Bound Test. The result revealed that corruption has negative impact on the growth of the economy in Nigeria in the short run and the long run.

THEORIES OF CORRUPTION

There are different theories of corruption in the literature. Such theories range from the causes of corruption to the impact or types of corruption.

1. The Idealistic Theory of Corruption

This explains corruption in terms of some selfish ideas which are prevalent in the value system of the society (Anazodo, Okoye and Ezenwile, 2012). Metiboba (2002) opined that the selfish idea approach is sometimes subdivided into the traditionalist and the modernist approach to corruption. He was of the opinion that the adoption of western social value and attitude is the determining factor of corruption in Nigeria. Therefore, the traditionalist idealist advocates a return to the social values of the traditional society. Contrary to that, the modernist idealist links corruption with certain acts of traditional practices such as giving gift, ethnic loyalty and other parochial tendencies which tend to encourage corrupt behaviour and which may be overcome by modern rationalist values. In the modernization theory, the process of economic and political development in modernizing societies tends to breed inequality, political instability and corruption which may be defined simply in terms of the use of public powers to achieve private goals. (Adefulu, 2007)

2. The Anomie Theory of Corruption

There is also the anomie theory of corruption. According to the theory, corruption results from deviant behaviour which results from the social structure of the society. Such social structure puts pressure on certain individuals in the society to engage in conduct that compromises good conduct (Anazodo, Okoye and Ezenwile, 2012). A typical example is material acquisition by some Nigerians and people are not concerned about how some individuals make their money.

January, 5, 2002:10). This statement is illustrative enough. Also, in his address at the international Bitumen Conference in Ondo State, the president remarked that "no state can lawfully allocate to itself the control of mineral deposits in such state or anywhere else" (The Punch January 12, 2001:13). Furthermore, a shift opposition is expected from states and Northern politicians who are adversely affected by the issue of resource control. For instance, Alhaji Wada Nas, a controversial Northern politician, once stated:
This oil we are talking about is a gift from God, it is not owned by anybody and does not need water to germinate or grow. Nobody should therefore claim ownership; it is God's given. (The Punch, January 12, 2002:5)

Furthermore, Jalugo (2004) argued thus:

When there were groundnut pyramids, we all benefited and finished them together, when there was palm oil and cocoa, we enjoyed them together. Now that we have oil we must finish it together. (Newswatch, April 12, 2004:30)

From the above statements, it is obvious that Northern states have benefited tremendously from the oil revenue and will not support any move for resource control.
Recommendations in the vertical allocation formula from 1989 to 2002 clearly shown by the National Revenue Mobilization Allocation and Fiscal Commission (NRMAFC) indicate that the resource control allocation was problematic. This is illustrated in the table below:

Vertical Allocation Formula From 1989-2002

	1989 (%)	1990 (%)	1991 (%)	Jan 2002 (%)	2002 (%)	June 200 (%)	Dec 2002
Federal government	47.0	50.0	47.5	50.0	48.5	54.68	53.69
State government	30.0	30.0	28.5	25.0	24.0	24.72	31.10
Local government	15.0	15.0	14.0	20.0	20.0	20.60	15.21
Special Funds	08.0	50.0	10.0	05.0	0.7.0	-	-

Source: NRMAFC, 2002 and 2004.
Despite the fact that the principle of derivation was de-emphasized by Okigbo's commission, a miserable 2% allocation was still allocated to the mineral producing areas from the federation account. This was to be shared in proportion to the value of mineral extracted, while 1.5% was divided and directed to the federal fund for the development of the mineral producing areas. However, the return of the military in 1983 complicated the problem as the Buhari/Idiagbon regime re-defined the 1.5% of the federation account allocated to the oil producing state. It is argued that the special fund from the federation account has often been used for the advancement of the dominant tribes in the form of 'grant' and this substitutes the derivation from which those states could not benefit (Ugo 2004). This situation raises suspicion on the part of the oil producing states which felt that the special grant was meant for non-oil producing states.
The introduction of the Sharia legal code in some northern states made the southern governors to device a neutralizing strategy and this strategy was consolidated at the southern governor's summit in October 2000 sequel to the call by some eminent personalities of southern descent. Subsequently, the issue of marginalization in the Niger-Delta became an instrument to pursue the goal of resource control, and this explains the struggle of oil-producing communities which became disenchanted with the pattern of distribution of the nation's resources, which essentially was derived from their land. The demands of the newly formed oil minorities, social movement, included the restructuring of the federation in a

manner that gives more autonomy to the central government. (Obi, 1998).

Furthermore, self-determination of the minorities within the federation, the return to the allocation principle of derivation, compensation for the oil pollution of the environment and lately the demand to control the resources within their states have become the fundamental issue which groups like the Movement for the Survival of Ogoni People (MOSOP), the ethnic minority rights protection organization and the southern minorities movement are championing. Thus, the Hamman Turkur commission on Revenue Mobilization, Allocation and Fiscal Commission recommended 13% derivation in the new allocation formula released in 2000, and this tallies with the recommendation of the 1995 constitutional conference. (Nigerian Tribune 11th September 2001:12)

The federal government has instructed that 50% of the 13% from the derivation account go to the oil producing areas and be channeled to the newly established Niger-Delta Development Commission (NDDC) (The Punch, October 11, 1993:13). This action was protested by the people who wanted the allocation paid to their various states

The agitation for resource control by the southern governors was premised on the fact that fiscal federal structure was merely a creation of both the military and politicians, mainly from the North (Sunday Punch, March 4, 2001:14). Therefore, agitation for resource control in October 2000 was timely as it provided a pre-emptive strategy to the Sharia Governors to achieve their objectives. The south-south governors argued that the current derivation principle in revenue allocation in which 13% of national revenue is allocated to states is insignificant and cannot redress the ecological devastation in the Niger Delta. The federal government was uncomfortable as it viewed that true federalism in Nigeria will lead to national disintegration Punch, March 4, 2001:15). To avert this situation, the federal government instituted a suit against all the thirty-six states of the federation in response to the claim of the littoral states regarding resource control. The politics in the legal approach taken by the federal government could be seen from the position of Karibi Whyte, a judge of the Supreme Court, who argues thus:

> From my own perception of how it (resource control suit) was framed,
> no case was brought before the court, which the court can decide
> because it was brought badly. If you are asking for something…
> and what you are bringing is just determining boundaries, how
> does it answer resource control, which you have brought?
> (Nigerian Tribune February 2002:28)

The six littoral states contended that the natural resources located off shore should be treated as being located within the territorial boundaries of the respective states like Akwa-Ibom, Cross-River, Rivers, Bayelsa, Edo and Delta States. The legal approach to solving the problem has also attracted condemnation from the public, especially the southerners, as people have rather suggested a political solution to the problem because the demand was essentially motivated by political considerations. Prior to the application of 13% derivation principle as recommended by the 1994 constitutional conference and implemented by the present democratic government, northern states took 52.6% of the horizontal allocation, while local councils in the north equally shared 63.9% and this was against 21% that was earlier approved.

6	Farouk Lawan: Former House of Representatives member	He was caught on tape collecting $620,000 out of a $3million to be a bribe his committee investigated the fuel subsidy scam. He was seen collecting the money from oil magnate, Femi Otedola (see Akinwumi, Olufemi, and Ugwunu (2015).	The House of Representative referred the bribery allegation to its committee on ethics. But no report has been issued till date.
7	Sambo Dasuki (Dasukigate): Former Security Adviser to the President (Dr Goodluck Ebele Jonathan)	Sambo Dasuki and four others are standing trial for allegedly laundering and diverting $2.1 billion (N346 billion) arms fund. The amount would have been enough to fund the 2016 budgets of Ebonyi, [illegible], Sokoto, Edo, Yobe and Ekiti states altogether (see Akinwumi, Olufemi, and Ugwunu (2015).	Case on-going
8	Alhaji Ibrahim Lamorde: Former Economic and Financial Crimes Commission (EFCC)-Chairman.	Diversion of One Trillion	Sacked as EFCC chairman on the 9th November 2015 by President Muhammadu Buhari.
9	Dr. Patrick Ziadeke Akpobolokemi (former Director General of the Nigerian Maritime Administration and Safety Agency, NIMASA) and five others staff of the agency	Currently standing trial on a 22-count charge for allegedly stealing the sum of N2.6 billion belonging to NIMASA.	Case on-going

Source: (See as listed in the table)

LITERATURE REVIEW

In Nigeria, there has been some recent literature on the link between corruption and economic growth. However, empirically, no consensus has been reached on this relationship. While some studies conclude that there is no relationship, others are of the opinion that there is an inverse relationship while others uphold that there is a direct relationship. Shehu and Akanni (2008) used data for 1986 – 2007 to study corruption and economic growth in Nigeria. *The result showed that corruption is significant and negatively affects economic growth.* Ettah (2012) considered a materialistic observation of corruption and economic development in Nigeria. The author found that, in spite of the mechanisms put in place to fight corruption in Nigeria since 1980s [Buhari – Idiagbon Administration - War Against Indiscipline (W.A.I.) in 1984; the Abacha Administration - War against Indiscipline and Corruption (W. A.I-C), in 2000; the Independent Corrupt Practices and Other Related Offences Commission, ICPC, in 2002; Economic and Financial Crimes Commission (EFCC)], corruption is still on the increase.

Egunjobi (2013) empirically examined the impact of corruption on economic growth in Nigeria using time series data from 1980 - 2009 and regression analysis. The results revealed that corruption per worker has an indirect effect on output per worker and capital expenditure per worker. Rotimi, Obasaju, Lawal and Ise (2013) provided an analysis of corruption and economic growth in Nigeria. Using ordinary least squares estimation technique, the study revealed that corruption negatively impacts economic growth in Nigeria.

Table 1: Some Other Alleged/ Confirm Cases of Corruption in Nigeria

S/N	Name of Corrupt Official/person	Level of corruption	Action by government
1	Tafa Balogun: Former Inspector General of Police.	In November, 2005, Tafa Balogun Embezzled more than N13 billion (US$100 million) during his three year tenure (see Mohammed, 2011).	Convicted and sentenced to six months in jail
2	Alhaji (Dr) Abdulrasheed Maina: Former Deputy Director in the office of the Head of Service.	Alleged missing N195 billion pension fund; he was allegedly accused of diverting into personal pocket (see Premium, 2016).	Fled Nigeria, came back, reabsorbed into civil service and promoted. Later dismissed from the civil service by the federal government.
3	John, Yakubu Yusuf in conjunction with Esai Dangabar, Atiku Abubakar Kigo, Ahmed Inuwa Wada, Mrs. Veronica Ulonma Onyegbula and Sani Habila Zira and Mrs Uzoma Cyril Attang and Christian Madubuike	Theft and money laundering to the tune of N32.8billion from the Police Pension Fund (see Umejanen, 2013).	Two years jail terms or option of fine of N250,000.00 or ($1,500) Paid N750,000.00 ($4,500) and walked away.
4	Stella Oduah: Before her removal as Aviation Minister.	N255 million armoured car scandal. She was accused of abusing her office by compelling an agency under her ministry to buy her expensive cars. Procurement of the two bulletproof BMW cars by the Nigerian Civil Aviation Authority (NCAA) through Messrs Coscharis Motors Limited (see Akinwumi, Oyibate, and Ugwuu (2015).	Removed as Aviation Minister.
5	Abba Moro: Former Interior Affair Minister	Despite the death of over 15 individuals who went to write entrance examinations into the Nigerian Immigration Service on March 15, 2014, he remained in office. Before the entrance test, candidates were made to pay N1,000 for application forms. A private company, Drexel Nig Ltd, was also implicated in the recruitment scam (see Akinwumi, Oyibate, and Ugwuu (2015).	Although federal lawmakers commenced investigation into the incident, nothing has been heard of the matter ever since.

Discussion of Findings

This research established the relationship between resource control and the Nigerian federalism especially fiscal federalism in some Nigerian oil producing states. However, there are large deposits of varieties of natural mineral resources across the length and breadth of Nigeria lying fallow and, more importantly, the need to avert oil conflicting issues in Nigeria, says in the real sense of it. The works also assessed various causes of agitation for resource control by oil producing states, examined various oil implications of oil on Nigerian states, identified efforts made by the federal government to better the lots of people in Niger Delta region and suggested ways of ameliorating resource control agitation in Nigeria.

Community groups in the aforementioned states in Nigeria were of the view that the incentives given by the federal government are not enough to protect oil infrastructure from militant and criminal groups. For impoverished government officials and even oil company staff, oil theft offers significant rewards. Since a government crackdown on oil theft in some Nigerian oil producing states began in mid-2005, piracy and kidnappings have been on the rise. Oil facilities and workers are difficult to defend. Nowhere, more so, than in some of these states that the vast majority of spills that have occurred in recent years are the result of sabotage by oil thieves and other groups trying to extort compensation payments.

RECOMMENDATIONS

The most potent weapon in the militants' arsenal is the growing anger among the region's twenty two million inhabitants. For about seventeen years of civilian rule, functionaries at the local, state and federal levels are perceived to have failed to deliver tangible economic benefits for impoverished residents. People in the area have largely ignored the incremental administrative reforms which have begun since 2003 and are succeeding in drawing up anger against a pervasively corrupt system of governance inherited from the military era. In view of this, the following recommendations are made in the interest of the Nigerian political economy to ensure even distribution of resources so as to enhance her federalism.

To the Nigerian Federal Government:

i. Engage in negotiations with a broad-based delegation of Niger-Deltans from the region's ethnic councils, militants, avengers, religious groups and other civil society organization. The terms of reference for the talks should focus on expanded local resource control as called for by the Special Committee to Oil Producing Areas in 2002. Furthermore, the venue for negotiations should be a location within the Niger-Delta to allow for greater transparency and local participation, and if talks need to break off into smaller groups to address problems of individual communities, efforts should be taken to keep the process transparent.

   While this dialogue is proceeding, institute a derivation formula of between 25 and 50 per cent of mineral resources, including oil and gas, to all Nigerian states, and phase this in over five years in order to avoid budgetary shock to non-oil producing states and to encourage exploration and production of other mineral resources throughout the country.

ii. In the short to medium term, until state and local governments are demonstrably representative or answerable to Niger-Delta communities, allocate any additional monetary resources beyond current statutory state and local government payments directly to locally-controlled foundations willing to accept the assistance and oversight of qualified, independent, and international development professionals.

Repeal or reform legislations such as the Petroleum Act and the Land Use Act that effectively deprive local residents of an ownership stake in land and resources.

Consider a constitutional provision to abolish criminal immunity for the president and state governors, and encourage law enforcement bodies such as the Economic and Financial Crimes Commission (EFCC) and Independent Corrupt Practices and other Related Offence Commission (ICPC) to prosecute cases of local and state government corruption.

iii. A country that will use population as a factor in deciding resource control distribution that will be acceptable to all stakeholders must, as a matter of duty, be able to organize an acceptable population census of ten year period. This head-count should be devoid of partisan politics. Organizers should not have party affiliation with any known political party. As neutral umpire is prone to enjoy credible acceptance from all stakeholders, the present system where census figure of 1991 that was a subject of litigation is being used call for urgent review.

Public enlightenment programme should be geared towards educating the populace on the need to make themselves available for the exercise so as to achieve credible result. Aggrieved zone(s) should be appealed to, educated and persuaded to see the need beyond politics. Federal Government should make the playing ground levelled to all players. Each level of government should have direct access to raise the required revenue for discharging its responsibility and none of the tiers should be dependent on any other level as that may frustrate the dependent tier of government in the discharge of its responsibility.

iv. Government must endeavour to insulate their policies or decisions from unnecessary and irrational influences and unhealthy influence from powerful members/zones in the country. This is necessary in order to make such policies objectively free and reduce suspicion by the affected citizens/zones that a particular policy was initiated at their own peril. A case study is the litigation instituted by the federal government through its Attorney-General, late Chief Bola Ige, on resource control against the zone that agitated, in the supreme court, whereas the same government did not treat another zone that introduces Sharia law contrary to the 1999 constitution.

Government must maintain a balance in her consideration of all the necessary factors. The role of partisan politics can be and should be reduced in order to enjoy confidence of all the stakeholders. Faithful adherence to principles of the constitution, dedication to one Nigeria and devotion to duty as well as oath of office on the part of government as far as policy making and implementations are concerned are other ways of preventing demand for resource control that can break the one-Nigeria.

v. Every player, stakeholders, both federal and states as well as local and international communities should be given equal representation in the committee that will work on the next acceptable formula. If and when there is the need to transfer a function from a level of government to another or from one list (exclusive, concurrent and residual) to another, corresponding revenue should be attached to it. Like the federal government is considering transferring primary school responsibility to state government from the

Mohammed in 1975. The term of reference of the committee was to probe those that held public offices under General Gowon when he was the Head of State of Nigeria. After investigation, the committee indicted 10 out of the 12 Military Governors and their assets were confiscated. Also, more than 10,000 officials in the public service were either retired or dismissed for corruption practices (Anazodo, Okoye and Chukwuemeka, 2012). Nwaobi (2002) also documented that the Shagari regime (1979-1983) earned and squandered N40.5 billion, depleted external reserves of N2.3 billion and further incurred N10.21 billion as debt.

Lawal and Tobi (2006) as cited in Ijewereme (2015) were of the opinion that corruption was visible in the administration of General Ibrahim Babaginda when he was the Military President of Nigeria. According to them, the US$2 billion Gulf war wind fall in 1991 was neither audited nor accounted for. Pius Okigbo led panel indicted the Babangida's administration (1985-1993). According to the panel, the Babaginda's administration embezzled $12.4 billion from the "Dedication and other Special Account" and dumped it in the Bank of Credit and Commerce International (BCCI).

Within the period of five years (1993 – 1998) when General Sani Abacha was the Head of State of Nigeria, he amassed so much wealth that he became richer than some African countries (Ijewereme and Dunmade, 2014). In 2014, the United States government ordered that $458 million in assets that was hidden by the late General Abacha's family in European accounts be frozen. The frozen funds included about $313 million in two bank accounts in the Bailiwick of Jersey and $145 million in two bank accounts in France. Also, four investment portfolios and three bank accounts in Britain were frozen (Ejiro, 2014). According to Sydelle (2008), some monies returned by instalments by the Swiss authority as part of looted funds by the Abacha and his family members were $290 million on September 1, 2005; $168 million on December 19, 2005; and the sum of $40 million at the end of January 2006.

The then Chairman of National Economic Intelligence Committee (NEIC), Professor Aluko, noted that when Geneneral Abdulsalami Abubakar was the Head of State of Nigeria (June 1998 – May 1999), $50 million was missing in the national coffers. Furthermore, he awarded N15 billion for the construction of the Headquarters of the Central Bank of Nigeria and spent about N19 billion to host the World Youth Championship (Nwaobi, 2002). According to Edo (2006), in General Abubakar's eleven months as Head of State, he awarded 4,072 new contracts, granted 576 new licenses and made 807 new appointments. He also gave 111 approvals and made 807 awards and honours.

Recently, seven Judges were arrested by the Department of State Services (DSS) in Nigeria for their alleged involvement in corruption and fraud. These were two (2) Judges from the Supreme court; the then Presiding Justice of the Court of Appeal, Ilorin Division; Kano State High Court Judge; Federal High Court Judge, Abuja; former Chief Judge of Enugu state and Federal High Court Judge, Gombe Division. In addition, Akinloye (2016) alleged that some of the judicial officers turned granting of bails to defendants to a money making venture. This is why Ogbu (2011) opined that the high courts have been a stumbling block in the fight against corruption in Nigeria through the abuse of their power to grant court injunctions. Nigeria was ranked 136 out 174 surveyed countries in 2014. In the year 2015, out of the 168 countries surveyed, Nigeria was ranked 136 (Transparency International, 2016). Other alleged/confirmed cases of corruption in Nigeria are shown in Table 1.

micro level that involves low level officials, traders and artisans who lie to customers for financial gains. This type of corruption is almost tolerated, though, more difficult to fight as a large number of people are involved in it. High level corruption occurs at the highest level of governmental power and is larger in scale. An example of high level corruption would be awarding a multimillion infrastructure contract to a private developer without due process.

Corruption in Nigeria includes political corruption which involves effort to gain or retain political office through election rigging or amendment of Constitution for selfish interest. This is common with chief executives and other political office holders. There is also commercial corruption common with businessmen and contractors with the intention to make more profits. There is also administrative and professional corruption carried out by highly-placed civil servants and executives of parastatal for material wealth as well as political and social influences. There is also financial corruption which includes bribery, kickback and embezzlement. Nepotism involves appointing, promoting or giving of contracts to family members and friends.

There are two clear schools of thought as regards corruption and economic growth. While the first is of the opinion that corruption enhances economic growth and performance because it introduces efficiency in the economy, the second opines that corruption is a bane to economic growth and performance. Leff (1964), Nye (1967), Huntington (1968), and Friedrich (1972) are of the opinion that giving out of bribes to government officials in different ways or acts enhances economic growth. It helps government personnel to make the process of approving projects more efficient. According to them, corruption makes government services more efficient as it gives a short cut for entrepreneurs to by-pass harsh regulations. Leff (1964) and Huntington (1968) specifically proposed that corruption can be efficient and enhancing because it reduces or removes government rigidities that impede investment. Contrarily, McMullan (1961), Myrdal (1968), Krueger (1974) as well as Shleifer and Vishny (1993) provide evidences that corruption impedes growth through distortion of markets and allocation of resources. It tends to reduce the productivity of public investment and infrastructure in an economy. It hinders fiscal policy through tax revenue reduction because it may compromise the ability of government to collect taxes and tariffs.

This paper attempts to empirically estimate the link between corruption and economic growth using Nigeria data for the period 1996 – 2015. Following section 1, section 2 discusses corruption in Nigeria while section 3 provides review of empirical literature. Section 4 discusses theories of corruption while section 5 provides methodology. Section 6 is model specification, regression results and discussion of results. Section 7 is the conclusion and recommendations.

CORRUPTION IN NIGERIA

Before independence in Nigeria, corrupt activities were manifested. Osoba (1996) documented that the Premier of Eastern Nigeria, Dr. Nnamdi Azikiwe, was exposed by the Foster-Sutton Tribunal of Enquiry of 1956 into the African Continental Bank (ACB). The report revealed that the Premier was accused of abuse of his office when he diverted huge sums of Eastern Nigeria's government funds into his own bank, the ACB.

The government of Alhaji Abubaka Tafawa Balewa was overthrown by the Military in 1966 because of alleged gross materialism among ministers and corruption in high places (Nzeogwu, 1966). The Assets Investigation Panel was set up by the regime of General Murtala

local government. Enough revenue should be set aside to back it up, so as not to cripple the state government.

To the Nigerian Senate and House of Representatives

vi. Pass the proposed Nigerian Extractive Industries Transparency Initiative (NEIT) bill to entrench recent oil and other mineral industry reforms.

Implement economic reforms and ensure that state government allocations are spent on project that focus on health services, safe drinking water, education, job training and transportation. Where state and local government development capacity is lacking, partner with reputable development professionals who have a demonstrated commitment to community participation in planning and implementation.

CONCLUSION

As this work is out to address the issue of lopsidedness in the resource control in the federation, most especially in the democratic dispensation we are now, this study has contributed its quota to the ever expanding frontier of human knowledge in the area of resource control and federalism in the Nigerian context. Consequently, it stands to also enhance proper understanding of the effects of policy makers – (Government) actions or in actions on the Nigerian political system. Thus, while adding to the body of existing literature on the even distribution of resources particularly in the context of fiscal federalism in Nigeria, the work highlights the indispensable need by the policy-makers and government to properly consider the multiple interests that characterize the pluralism of the Nigerian federalism.

Finally, one must state clearly that the Federal Government under Umaru Yar'Adua/Jonathan had taken frantic efforts to put an end to the crisis of the Niger Delta. Such activities include the creation of the Niger Delta ministry and amnesty option. Other governments since 1958 have set up very high-powered committees to look into the problems of the Niger Delta and the committees have submitted far-reaching and comprehensive reports; they have suffered the same fate, i.e. non-implementation. In cases where some of the recommendations have been considered at all, they have been taken out of context and implemented piecemeal or without the required enthusiasm, consistency and monitoring. Some of the reports were not even touched at all; no white paper was issued, and no follow-up implementation and monitoring mechanisms were set up by the Government. This meant that the will and the required enthusiasm to set in motion processes for a developed, peaceful and progressive Niger Delta were absent.

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WHAT DO DATA SAY ABOUT THE LINK BETWEEN CORRUPTION AND ECONOMIC GROWTH IN NIGERIA?

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Abstract
The link between corruption and economic growth has been an issue of controversy. While some school of thoughts is of the opinion that corruption and economic growth have positive relationship, others are of the opinion that both have negative relationship. The paper uses Nigeria data to empirically establish this relationship with the use of ordinary least squares estimation technique and data for the period 1996 – 2015. Where there was autocorrelation in the residual, the Cochrane – Orcutt Iteration method was used for the correction. Negative link was found between corruption and economic growth as well as economic performance in Nigeria, thereby corroborating one of the schools of thought that opine that corruption does not encourage economic growth. It was suggested that appointment of political office holders and other public officers should be done in a transparent way. Furthermore, the anti-corruption agencies should be strengthened with modern and state of the art equipment in order to fight corruption efficiently.

Key words: Anti-corruption Agencies, Corruption, Economic Growth, Serial Correlation, and Transparency International.

INTRODUCTION

The Economics of Corruption by Rose-Ackerman (1974) brought to the fore the issue of corruption in the academic literature. However, until the 1990s, corruption did not receive widespread attention at macroeconomic level in the public and the academic circles. However, economists were not inspired by this new field of interest because of high methodological challenges as well as a relatively low public interest compared to other important economic variables such as inflation and exchange rates (Kyyrönen, 2014). However, with trade liberalization and the replacement of communist regimes with capitalism, more researchers became interested in corruption because the problem became more visible and new methods of research in the area began to develop, particularly in the areas of behavioural economics. (Kyyrönen, 2014)

According to Olken (2007), corruption can be broadly classified into "grassroots" and "high level" corruption. Grassroots corruption involves small scale corruption, particularly at

iii. Effects of corruption on the structure of the local government system: Corruption weakens and sometimes destroys the existing internal control mechanisms of accountability and transparency (Halidu, 2012), thereby undermining the manpower capacity of the local government to trace, track down and detect fraudulent practices not to talk of sanctioning the offenders (Jumare, 2010). Hence, the entire local government structure is rendered ineffective and inefficient to provide a meaningful development.

iv. Effects of corruption on social security: It is often said that an idle mind is a devil workshop. If local governments could not pay their staff salaries at as when due, as a result of lack of funds associated with corrupt tendencies like the ghost worker syndrome, unnecessary deductions of local government funds by the state governments and how much more of creating job for the teaming local people and/or providing assistance and other opportunity or the youth to be self-employed, such ugly developments are likely to lead to so many social ills thereby threatening the social security of the Local Government Area in Nigeria.

Conclusion

The phenomenon of corruption at the local government level in Nigeria is multidimensional and complex. Its implications and manifestations are tricky, difficult to identify and complicated while its effects and consequences are dangerous to the development of the local government system in particular and Nigerian society in general. In view of this, there is the need for institutional strengthening through legislation and law enforcement to make anti-corruption agencies more effective and efficient. This is because corruption at the local government level goes beyond outright theft of local resources. To curb this, adequate information regarding spending by the local governments should be made available to the people at the grassroots in an atmosphere whereby they are sufficiently informed about anti-corruption laws, standards and mechanisms that would strengthen their hands to demand accountability from their local government administrators. This is against the backdrop of the fact that Nigeria's anti-corruption project, especially at the local government level, is characterized by a general public apathy and low citizens' participation in the fight against corruption. The implementation of the project would help motivate and encourage local residents to use existing anti-corruption laws, standards and institutions. However, there is no doubt that the high rate of corruption in the local government has great implication on service delivery. It is rather unfortunate that the citizens that are supposed to enjoy the benefits of these services are rather subjected to all forms of ridicule and frustration.

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where environmental quality is measured by the stock of forests or by absence of air and water pollution. This however, has caused several arguments among scholars in the literature. (Cropper & Griffiths, 1994). This above opinion is often justified by the following arguments: "nations with a high population growth – such as many African states - are often not able to produce enough goods to meet the basic needs of their inhabitants". Therefore, an expansion of the production of various goods seems to be necessary in order to help people to survive. But, an increase in the amount of goods produced may aggravate environmental problems, in particular if the less developed countries follow the pattern of development of western industrialized countries. (Gans & Jost, 2005).

Thus, the total population of citizens in Nigeria is estimated to be over 178.5 million people in 2016, but the United Nations projections have placed the population as high as over 186 million in 2017 (United Nations, 2017). The pace of growth in population is faster in Nigeria than any other country in West Africa and this has resulted in an unprecedented growth in fossil fuels emissions, greenhouse gas emissions, increased urbanization and even congestion in the various mega cities in Nigeria. The consequence of this is that Nigeria as a nation in the recent times is experiencing greater environmental challenges such as pollution, congestion, CO2 emission, water scarcity, basic sanitation problem, and growing vulnerability tonatural disasters and calamities due to the activities of over populated men in the country, thereby causing threats to environmental quality in the country. (Saka, 2014).

In the literature, the relationship between population growth, economic growth and environmental quality has been widely discussed and documented with different views (See Rahman, Saidi & Mbarek, 2017; Preston, 1996Cropper & Griffiths, 1994; Akintunde 2012; Saka, 2014; Fu, Wang & Zhang, 2015) but studies on population growth and environmental quality which constitutes the major thrust of this study were few especially in Nigeria. Also, previous studies neglected the fact that EKC regressions on population growth, economic growth and environmental quality involve basically non stationary variables. It is therefore worrisome to rely on such results if theyexhibit a co-integrating property. More recent empirical investigations have drawn attention to the stationarity properties of these variables in the EKC model (Population growth, GDP per capita, and CO2 per capita emission) and likewise on which co-integrating property that must be present to achieve better results in EKC regression if unit root exists(Pesaran, 2008; Pedroni, 2005; Stern, 1998, 2004). This study therefore builds on this method and departs from the previous studies by adopting an autoregressive distributed lag (ARDL) technique since it accommodates all variables whether they are purely I (0) stationary at levels, I (1) stationary at first difference, or I (0) and I (1) stationary at levels and at first difference.

At this juncture, it is pertinent to raise the following questions in order to put this study in the right perspective; what has been the trend of population growth and environmental quality over the years, what are the effects of increased population growth on environmental quality in Nigeria even in the midst of increase in oil and gas exploration, agricultural and manufacturing production and increased industrial participation and production that are pollutants which necessitates the increase in pollution over the years? In order to provide answers to the questions raised, this study assessed the trend of population growth and environmental quality in Nigeria from 1980 to 2016, and finally, the study examined the effects and relationshipbetween population growth and environmental quality in Nigeria. This study is presented as follows: Section 1 introduced the topic, Section 2 discussed the review of the relevant literature, Section 3 presented the methodology, and Section 4 discussed the empirical results of the model, while Section 5 presented the concluding part of the study.

2. Literature Review

In recent years in the economic theories, growing literature has emerged about population growth and their impacts on environmental quality. Among them is Saka (2014). He researched on the effects of rapidly growing urban population in China using the N-shaped Environmental Kuznets Curve and the results showed that linear, square and cubic relationships exist between urban population growth and the environment. The study however, further indicated that with and without the controlled variables, the coefficients of urban population growth are statistically significant and that causal relationship exists between them. Dietz & Rosa (1994) argued that the effect of population growth on the environmental resources and human welfare is as old as civilization, in fact as old as history itself. They further found that a causal link between population and resources grow and developed into a more concrete form in the eleventh century.

Nagdeve (2007) investigated the changes and trends of population growth in India over the last 50 years, and conducted the analysis of the impact of population growth on the environment. The study found that population growth is imposing a burden on the resource base and that "environmental effects like ground water and surface water contamination; air pollution and global warming are of growing concern owing to increasing consumption levels." The study concluded that overall development should take into account control of population growth and environmental degradation. He argued further that the pace of population growth and economic development both have an influence on the environment. The environment is degraded through "uncontrolled urbanization and industrialization, expansion and intensification of agriculture, and the destruction of natural habitat."

Shah (2002) and Ehrlich & Holdren (1971) in their studies provided valuable insight into the poor regions of the world as there are "high population and environmental degradation as the problem." Their studies found that as human population increases "food is becoming scarce" and many people cannot afford it. The study further argued that the main cause of scarcity is the "international trade, economic policies and the control of land that have led to immense poverty and hunger, and therefore less access to food, not food scarcity due to overpopulation." Engleman (2012) argued that the "trends in ratios of population to specific natural resources often have direct relevance to environmental sustainability." An important example is that as populations grow each individual struggle for freshwater and cropland as these resources becomes scarce. The indicators of population growth to natural resource nexus are important for determining scarcity, conflict and tension while population distribution also plays an important "connections to the discussion of environmental sustainability."

Rahman, Saidi & Mbarek (2013) conducted a study on the effects of population growth, environmental quality and trade openness on economic growth using panel unit root, granger causality test and cointegration test over the period 1960-2013. Their results showed that bi directional relationships exist between economic growth and trade openness, carbon dioxide emissions and population growth, while unidirectional relationships exist from trade

public affairs. An example of corruption at local government is using local government fund to finance political parties and campaign.

Corruption is also found in the award of contracts, promotion of staff, and dispensation of justice and misuse of public offices, position and privileges, embezzlement of public funds, publication, documents, valuable security, and account. An analysis of the anti-graft laws in Nigeria shows that corruption will continue in spite of the laws because the perpetrators do not fear any consequences. During the late 1970s, Nigeria was regarded as the fastest growing country in the sub-Saharan Africa (Adeyemi, 2012). Yet it remains predominantly underdeveloped due to the scourge of corruption that has corroded it.

Corruption denies the ordinary citizens the basic means of livelihood, it worsens unemployment and erodes our image as a Nation and as individual (Danjuma, 2010; qtd. in Adeyemi, 2012). Health services are woefully inadequate, graduate unemployment is rising and so is crime rate (Adeyemi, 2012). This culture of corruption which is rampant at National level constitutes a threatening force of development at the grassroots level. It has been a significant factor leading to the general failure of local government.

Arowolo (2008), cited in Adeyemi (2012) also opined that hard earned and limited resources accrued to and raised by local government are always mismanaged. Priorities are misplaced; projects are done not according to or as demanded by the people but regrettably in tune with the selfish end and aggrandizement of political leadership in collaboration with senior bureaucrats at the local government level of Administration. Generally, wide-scale embezzlement by officials of the grassroots has made the need for grassroots development a tall dream and has rendered them financially incapable to discharge their constitutionally assigned responsibility. (Egberi and Madubueze, 2014).

Several studies on corruption reveal that it is a serious problem that affects the overall operation and performance of the local government system in the following ways:

i. **Effects on service delivery:** Corruption has a serious implication for service delivery as it is often saying that the quality of projects and services are usually compromised when corruption element is involved in such contract (Chukwuemeka, el at., 2012). In effect, fewer services will be executed with the meager local government resources thereby preventing the people from enjoying the optimum benefits of public policy. Thus, it is common to find many development projects at local government levels being abandoned without necessary action, contract inflated, funds diverted, bribes and kick hack received, contract awarded to non-existence firm or dubious groups of which, at the end, the society is deprived of getting the real value for their resources.

ii. **Effects of corruption on local government democracy:** It goes without saying that a corrupt political process gives birth to corrupt political leaders. Indeed, political system in Nigeria particularly at the local government level has been corrupted, manipulated to weaken any form of opposition to the disadvantage of the common man (Tolu and Abegonde, 2010). In many instances the rule of law is subverted and replaced by the so-called power of the invisible 'god-father' muscling the system to suit their personal interests. They use then position to steal public funds and make sure what is stolen by them cannot he traced (Agagu, 2004). By extension, corruption tends to destroy all the democratic principles and values of responsiveness, accountability, participation and development at the local government level.

in bringing dividend of democracy to the people at the grassroots. At the grassroots level, corruption has been canonically accommodated, entertained, and celebrated within the system. In the local government setting, corruption is mis-nomerly labeled and euphemistically referred to as *"EGUNJE or IBOBE"* (a slogan which means "illegal offer" in Nigeria). Regrettably, they argue that democracy, which is assumed to be the antidote to corruption, is not well practiced at the grassroots level. Consequently, the level of apathy, cynicism, and poverty is high among the rural dwellers. Despite the establishment of all these anti-craft agencies in Nigeria, corruption still thrives in our society". In his analysis, Kolawole (2006) was of the view that the lack of funds was no more a constraint on local government performance, but a mismanagement and misappropriation of the funds accruable to it.

The following are the salient causes of corruption regardless of its nature. The analysis given by Osie-Hwedie and Osie-Hwedie (2000), cited by Oladoyin (2012), aptly captures in a comprehensive manner the causes of corruption. The analysis shows that corruption may be caused by any of the following:

a) Political factors, including patronage, patron-client relationships, unequal access to public resources, abuse and misuse of office and political position, and administrative quagmire;
b) Economic factors including the worsening situation of poverty and the desire to be wealthy, and the mismatch between expectations and available resources;
c) Social factors including the cultural basis of socioeconomic and political organizations, pressures from the extended family and friends, and the lack of distinction between personal and private property;
d) Another cause may have to do with "the uncertainties of politics and the absence of insurance schemes to provide for their future when they fall out of office" (Wamalwa 1993:44); and
e) The attitude of some politicians who see themselves as the ultimate source of solution to the crises of the country portends danger to a corruption free nation. As we all know that power corrupts and absolute power corrupts absolutely, those politicians who stay too long in office may abuse the power of that office.

Effects of corruption on Local Government Performance in Nigeria

Government exists primarily to provide services that will make life worth living for the citizenry. It is the general agreement of most scholars and professionals that local governments in Nigeria have not justified the reasons for their creation through the delivery of cutting edge services to the rural people. This is glaring in the assertion of ex-president Obasanjo in 2003 when he said inter alia:

> *What we have witnessed is the abysmal failure of the local government system. It is on record that at no time in the history of the country has there been the current level of funding accruing to the local governments from the Federal, yet the hope for rapid and sustained development has been a mirage as successive councils have grossly under-performed in their assigned responsibilities. (Agba et al. 2013).*

This observation, among others, shows that local governments have produced exactly opposite the original objectives for their creation. Corruption means absence of accountability, transparence and civic engagement. It means selfish service and attitude in

openness to carbon dioxide emissions, Population growth to economic growth and from trade openness to economic growth among the 3 selected developed countries. Ajaero (2011) further examined the relationship between variation in population, wealth and environmental quality using the IPAT models of Ehrlich & Holdren. The study found an existence of variation between population characteristics and level of affluence (measured by per capita income) within the West African sub region using panel regression analysis for some selected West African countries.

3. Methodology

Secondary data were used for this study. They were sourced fromthe statistical bulletin of the Central Bank of Nigeria (CBN) (2016) and the international financial statistics of the International Monetary Fund (IMF) (2016). The variables were Environmental Quality (proxied by Carbon dioxide emissions), Population growth, Foreign Direct Investment, State of Affluence (proxied by Per Capita Income), State of Technology (proxied by the Emissions per unit of Gross Domestic Product) and total trade balance

In order to establish the relationship and impacts amongCarbon dioxide emissions, Population growth, Foreign Direct Investment, Per Capita Income, Emissions per unit of GDP and total tradebalance in Nigeria, the ARDL equations were used toestablish if there are short run and long run relationships among the variables.In order to undertake the empirical analysis using the ARDL technique, variables used in the model must be stationary and not necessary integrated of the same order, that is , the variables in the analysis may be I(0), I(1) or combination of both but the integrated order must be at most 1. (Pesaran, Shin & Smith 2001; Acaravci & Ozturk 2012).

This study further employed, adapted and modified the model of Ehrlich and Holdren (1971) and Gao, et al.(2011) to estimate the impacts and relationship between Population growth and Environmental Quality in Nigeria. We further stated the Ehrlich and Holdren (1971) and Gao et al.(2011) models as follows in (1) and (2):

InENVT=P.A.T............................... (1).Where P= Population growth A =Affluence which measures the per capita impact and proxied by GDP per capita.T= stands for the State of the Technology applied which is measured by the Emissions per unit of GDP (E/Y).

EVNT = denotes the total impact of the environment which is measured by the emissions variables such as Carbon dioxide emissions, Sulphur dioxide emissions and others. Thus, according to Ehrlich and Holdren (1971) and Gao et al.(2011), the total negative impact of the destabilization of the ecological systems resulting from the practice of agriculture, environmental degradation, participation in the utilization of renewable and non-renewable resources in a society on the environment" can be re expressed symbolically as in equation 2 below.

$lnSO2 = Bo_0 + B_1 In\,(PGDP) + B_2 In\,(PGDP)^2 + B_3 In\,(PGDP)^3 + B_4 In\,(P) + B_5 In\,(T) + \mu$ …………… *(2).Where* SO_2 = Emissions of Sulphur dioxide, PGDP = per capita GDP (income level) and $(PGDP)^2$ and $(PGDP)^3$ are quadratic and cubic forms of PGDP. P = Population size and T = denotes the State of the Technology.

In linear form, we adopted and re-modified equations 1 and 2 as follows:

$ln\,Co2_t = \propto_0 + \propto_1 ln\,POPG_t + \propto_2 ln\,FDI_t + \propto_3 lnPCl_t + \propto_4 ln\,Tb_t + \propto_5 ln\,(CO2/GDP)_t + \mu_t$...... *(3)*

Where $\propto_0$ = Constant $\propto_{1-5}$ = Coefficients CO_{2t} = Emissions of Carbon Dioxide at time t $POPG_t$ = Population growth at time t FDI_t = Foreign Direct Investment Flows PCI_t = Per Capita Income at time t TB_t = Total trade balance at time t $(CO_2/GDP)_t$ = Emissions per unit of the Gross Domestic Product and μ_t = Error term.

Since we have hypothesized log-linear functional form between the research variables given in the equation (3), in order toperform ARDL bounds F (or Wald) test for examining evidence for long run and short run relationship, an ARDL equation called an u[illegible] is c[illegible]

[illegible]

Where μ_t =white noise error term and Δ is the difference operator.

$\propto$ = The drift component and γ_i denotes the long run multipliers.

$lnCO_{2t}$ = The log of Carbon dioxide emissions over time. = Coefficient of FDI. $lnPOPG_t$ = The log of Population growth over time. = Coefficient of Emissions from Co_2.

$lnFDI_t$ = The log of foreign direct investment over time. = Coefficient of Population growth. $lnPCL_t$ = The Log of per capita income over time. Coefficient of per capita income. $lnNTB_t$ = The log of net trade balance over time. Coefficient of trade balance. $ln(CO_2/GDP)_t$ = The log of emissions per unit of the GDP = Coefficient of exchange rate.

This model therefore, is estimated by using ordinary leastsquares (OLS) method.The ARDL method estimates $(p+1)^k$ number of regressions are estimatedto obtain the optimal lag length for each variable in the equation and the choice between different lag lengths is made by using information criteria such as Akaike(AIC) or Schwarz (SC). Schwarz information criterion (SC) preferred to AIC because it tends to define more parsimoniousspecifications (Pesaran & Shin, 1995; Acaravci & Ozturk, 2012). Thus, if there is evidence of co-integration among the variables, the long-run model in equation (4) is estimated.

In similar way, the ARDL specification of the short-run dynamics can be derived by co[illegible]

[illegible]

W[illegible]

[illegible]

A[illegible] of the model's convergence to equilibrium and *w* in equation (5) above represent the speed of adjustment.

Consequently, only very few offenders have been successfully prosecuted and tried for corruption as the technicalities of the laws were exploited by defense lawyers to their great advantage. In addition, most of the agencies charged with enforcing the laws were not faithful in keeping abreast of the dynamics and changes of a modern society, especially the intrigues of corrupt people and their accomplices. All these formed the background to the Obasanjo administration's determination to combat corruption head on from 29th May, 1999.

Nature of Corruption in the Local Government System

There is no gainsaying the fact that the existence of widespread corruption, especially in societies beset by mass poverty and very high levels of unemployment as is rampant in West Africa, has a deeply corrosive effect on trust in government and contributes to failure of governance. This seemingly explains why corruption appears to be a viable enterprise in the *Third World countries*. The causes of corruption are myriad; and they have *political*, economic, and *cultural* variables. As far as the political landscape is concerned, corruption has the tendency to undermine democracy and good governance by subverting formal processes. While there are economic issues associated with the emergence of corrupt practices, some evidences also point to a link between corruption and social diversity, *ethno-linguistic fractionalization*, and the proportions of countries population adhering to different religious traditions (Lipset and Lenz, 2000).

Corruption in legislative bodies reduces the prowess for coordinated oversight functions, accountability and distorts representation in policymaking. The judiciary is equally affected, as the rule of law can easily be compromised. In a nut shell, corruption wears down the institutional capacity of government as due processes are disregarded and subverted, resources meant for development are plundered, and public offices are obtained in pecuniary way. Thus, the political system and the culture of a society could make the citizens more prone to corrupt activities. Nevertheless, the focus of this book revolves around the fundamental factors that prompt corruption in less developed nations like Nigeria. Among others, some of the factors include:

a) Colonial mentality of public secrecy;
b) Macro-economic mismanagement;
c) Disparity in distribution of wealth;
d) Patrimonial politics;
e) Private acquisition of stupendous wealth due to misappropriation and embezzlement in public offices;
f) Weak social and governmental institutions of enforcement;
g) Dearth of national loyalty;
h) Poor remunerative and working conditions of law enforcement agencies;
i) Lack of transparency and accountability in public offices; and
j) Culture and acceptance of corruption by the populace.

Corruption is one of the key problems which affect the delivery of services to the people by the government at all levels. It has thrived, progressed, and flourished unabated in Nigeria. in other words, corruption has been institutionalized to the point of accepting it as part of government system. Albeit, corruption is ubiquitous; it is found all over the world, but the degree of its manifestation varies from one system to another (Tolu and Abegonde, 2010). They argued that corruption is the greatest bane of local government administration in Nigeria

a) Investigation of Assets (Public Officers and Other Persons) Decree of 1968
b) The Corrupt Practices Decree 1975
c) Public Offers (Special Provisions) Decree 1976
d) Recovery of Public Property Decree 1984
e) National Drug Law Enforcement Agency (NDLEA) Act. 1990. This was the first to made in Nigeria to make money laundering a criminal offence
f) The promulgation of the Mutual Assistance in Criminal Matters within the Commonwealth (Enactment and Enforcement) Act No 13 of 1988, designed to bring Nigeria's municipal law in line with the Harare Scheme. The scheme contains provisions on how to deal with the proceeds of crime and laundering of such money
g) The Public Complaint Commission Act Cap 377, Laws of the Federation 1990
h) Te Code of Connect Bureau and Tribunal Act Cap, Laws of the Federation 1990
i) The Criminal Code Act Cap 77 Laws of the Federation 1990
j) The Penal Code, Northern States Federal Provisions Act - Cap 345, Laws of the Federation I 900.
k) Banks and Other Financial Institutions Act 1990.
l) Recovery of Public Property (Special Military Tribunal) Act Cap 389, Laws of the Federation 1990.
m) The Failed Banks (Recovery of Debts) and Financial Malpractices Act No. 18 of 1994.
n) Failed Banks Act No. 16 of 1996.
o) Advance Fee Fraud and Other Related Offences Act No. 13 of 1995, intended to deal with the menace of the so-called "Nigerian fraud letters" or "419".
p) The Foreign Exchange (Miscellaneous Provisions Act No. I 7 of 1995.
q) The Money Laundering Act no. of 1995.

All these, together with the existing Criminal Anti-Penal Codes of Nigeria, were before the first term of President Obasanjo. Regardless of these plethora of anti-corruption legislations, corruption and corrupt practices grew increasingly. This was perhaps why the international community saw Nigerian laws as grossly inadequate in dealing with these crimes. There are significant gaps in terms of the coverage of the laws and the adequacy of penal and forfeiture provisions and enforcement procedures. Odozi (2002) concludes that the laws lacked diligence in implementation which is attributable to reasons including the following:

i. Inadequate resources for designing and implementing various anti-crime measures;
ii. Impediment imposed by the bank secrecy which shielded the criminals and/or allowed them to frustrate prosecution;
iii. Large and growing unregulated information sector with varying degrees of opacity and criminality;
iv. Fragmentation of legal provisions and arbitrage opportunities for criminals;
v. Poverty in the country which provides excuses, if not justification, for various forms of economic crimes;
vi. Cross-border porosity and protection for criminals; and
vii. Lack of political will to resolutely implement tough anti-crime measures.

4. Empirical Results and Discussion

4.1 Trends of Population Growth Rate in Nigeria from 1980-2016.

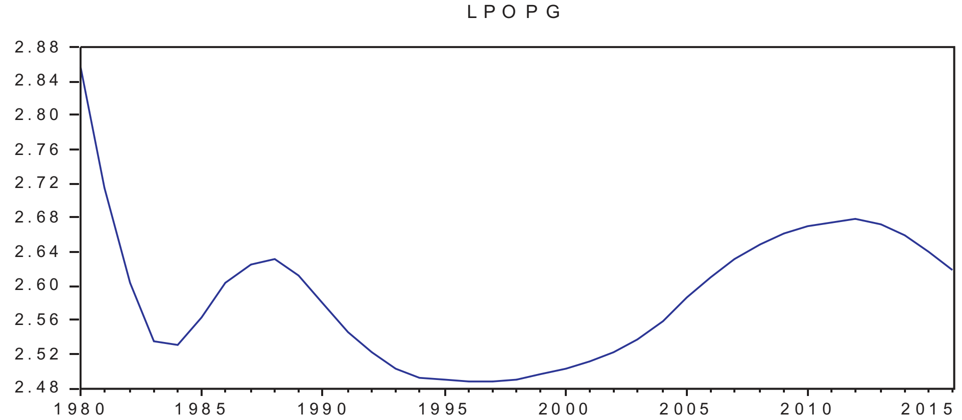

Fig 1.1 Trends of Population Growth Rate in Nigeria from 1980-2016.
Source: Authors' Computation.

The continuous increases in population have been a major concern for policy makers in Nigeria. Prior to the independence in 1960, the country recorded an estimate of 45.2 million people and this constitutes a change of over 75% between the year 1960 and the year 2017. The entire population of Nigeria accounts for about 2.52% of the global population. In 2000, the population growth rate was 2.67% which was the highest, 2.61% in year 2001, 2.54% in years 2003 & 2004, 2.38% in years 2005 & 2006, 2% in 2009, and 2.55% in the year 2012. Thus, the total population of citizens in Nigeria is estimated to be over 178.5 million people in 2016 with a growth rate of 2.62%, 2.64% in 2015 and 2.65% in 2014, but the United Nations projections have placed the population as high as over 186 million in 2017 with a growth rate of 4.2% between 2016 and 2017. (United Nations, 2017). This pace of growth in population is faster in Nigeria than any other country in West Africa.

4.2 Trends of Carbon dioxide Emissions in Nigeria from 1980-2016.

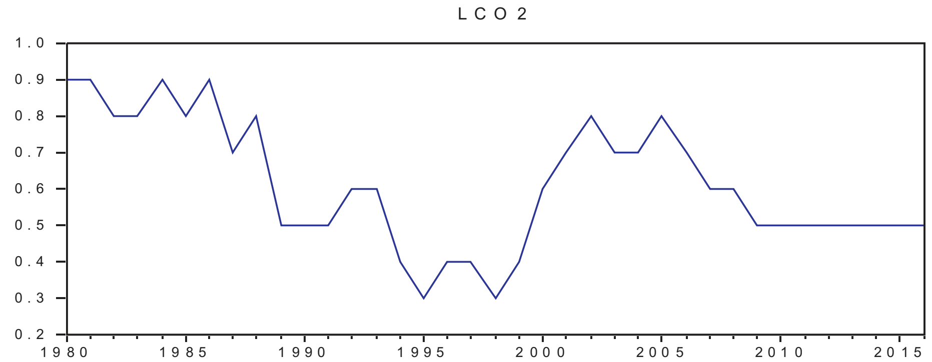

Fig 1.2 Trends of Carbon dioxide emissions in Nigeria from 1980-2016.

Source: Authors' Computation.

The trend of CO_2 emissions had been on the increase from time past. Consequently, in the recent years, there has been a tremendous surge in carbon dioxide (CO_2) levels and emissions in the atmosphere in Nigeria. This atmospheric carbon dioxide emissions rises are believed to be the results of the earth's population increase which have affected industrialization and deforestation in terms of environmental quality in Nigeria. Over the last decade, emissions from fossil fuels and industries account for about 91% of human caused CO2 emissions, with the remaining 9% coming from land use change. In 1980 and 1981, the emission per metric tons of CO_2 was 0.9, later it decreased to 0.9 in 1983 and 1984, it became fluctuating around 0.8 and 0.9 per metric tons between 1984 and 1988. There was a sharp decline from 0.8 to 0.5 per metric tons between 1989 and 1991. Also, there were fluctuations between 1992 and 2000 where 0.6 per metric tons constituted the highest between the periods 1992, 1993 and 2000. 0.3 per metric tons constituted the lowest value between the period of 1995 and 1998. There was an increase from 0.6 to 0.8 per metric tons between 2000 and 2005, fell to 0.7 in 2006 and continued to fall to 0.5 per metric tons between 2009 and 2016.

4.3 Unit Root Test for the Variables

Table 1: Unit Root Test Results (Augumented Dickey Fuller Test).

Augmented Dickey Fuller Test							
Without Intercept				With Intercept			
Variables	Levels	1^{st} Difference	Prob	Levels	1^{st} Difference	Prob	Series
LCO_2	-1.2836	-4.0505***	0.0082	-2.3177	-4.0357***	0.0008	I(1)
LCO_2/GDP	-10.8272	None	0.0000	-7.8724	None	0.0000	I(0)
LFDI	-0.7683	-5.4421***	0.0000	-0.6188	-5.3994***	0.0007	I(1)
LPCI	-0.3762	-6.0154***	0.0000	-1.2157	-5.9662***	0.0000	I(1)
LPOPG	0.3074	-3.4180	0.0000	-6.2383	None	0.0000	I(1)
LTB	-0.4981	-2.8113***	0.0000	0.5986	-2.8044***	0.0357	I(1)

Source: Eviews 9.0. Author's Computation ***Null hypothesis rejected at all levels (1%, 5% &10%)*** Null hypothesis rejected at all levels (5% & 10%).**

Table 2: Unit Root Test Results (Phillip Perron)

Phillip Perron Test							
Without Intercept				With Intercept			
Variables	Levels	1^{st} Difference	Prob	Levels	1^{st} Difference	Prob	Series
LCO_2	-1.2186	-6.6603***	0.0000	-2.1837	-6.6603***	0.0000	I(1)
LCO_2/GDP	-3.8028	None	0.0000	-7.3030	None	0.0000	I(0)
LFDI	-4.8072	-13.0983***	0.0000	-1.8068	-14.3581***	0.0009	I(1)
LPCI	-0.3216	-6.8440***	0.0000	-1.7329	-6.1154***	0.0000	I(1)
LPOPG	-0.8109	-4.4517***	0.0001	-5.5953	-4.3018***	0.0000	I(1)
LTB	-1.4154	-5.2364***	0.0000	-1.5928	-5.5311***	0.0004	I(1)

Source: Eviews 9.0. Author's Computation. ***Null hypothesis rejected at all levels (1%, 5% & 10%).**

In spite of the presumed benefits of mixed government pinpointed by Sklar (2003), reported in Adefulu (2007), the incidence of corruption in Africa is seen as an outcome of the behavior of public officials which deviates from the accepted norms, and which also signifies the absence of effective political institutionalization that makes it difficult for these officials to divorce their public roles from private ones, thus prompting them to subordinate their institutional roles to exogenous demands'. To Adefulu, Huntington's way of showcasing the orthodox theories of corruption simply pictures the origin of the menace by justifying corruption based on parochial reasons in terms of political under-development and in terms of the inclinations of traditional societies to engage in what Clapham (1985), cited by Adefulu (2007), has described as the private of gift giving which is believed to be almost universal in patrimonial societies. As robust as the argument of the orthodox theories of patrimonialism, e.g. Huntington, is, to explain and spiral the reason for corruption in African states; Nigeria as case study, that it breeds inequality, political instability as believed to have been caused by faulty process of economic and political development, the concept of patrimonialism failed to tell us meaningful reason about the actual causes and prevalence of corruption. This failure prompted Western liberal analysts to operationalize another related concept tagged neo-patrimonialism to explain the phenomenon.

The basic features of neo-patrimonialism as noted by Clapham (1985) and still reported by Adefulu (2007) were:

Officials hold positions in bureaucratic organization with formally defined powers which are exercised not as a form of public services but as a form of private property relationships of the official with other members of society fall into patrimonial pattern of vassal and lord-lord rather than relational legal one of subordinate superior official behavior is correspondingly devised to play a personal status rather than to perform official functions, the relationship between officials and their clients or underlings is one of personal subordination; state officials treat their posts as personal fiefdom, use them to extract bribes or to appoint relatives; subordinate cannot take official decisions without referring them upwards because to do otherwise would be taken to mean slighting the authority of the boss.

Some of the features mentioned above, if not all of them, are obviously noticeable in many developing countries and this precisely is why western liberal scholars are quick in concluding that neo-patrimonialism, as a defining characteristic of developing states, breeds corruption to those countries. But as it could be expected, such above conclusion is prone to contention as some or most of the features of neo-patrimonialism ascribed to developing nations are as well noticeable in the developed democratic nations like North America and Europe. The theorists of prebendalism, as another theory of corruption, see the phenomenon as the return for loyalty from patronage and groups within the society and for the benefit of personal gain and that of supporters. The benefit could either be political, economic or social in nature.

Measures to Fight Corruption and Financial Crimes in Nigeria

Especially during the military rule, Nigeria has made an impressive body of laws and taken other initiatives in the war against corruption and financial crimes. These are in addition to the criminal and penal codes that have existed since the colonial period, under which official corruption and other offences are tried. The laws and decrees include the following:

level established by law with specific powers within a defined area to exercise specific control and functions. Local Government is a baby and agent of the State Government. Based on the 1976 Local Government Reforms, the roles and functions of local government in Nigeria could broadly be classified into four: resource mobilization, service delivery, political participation and finally to serve as a two way channel of communication between the local people and the government, on the one hand, and between the local government and higher tiers of government, on the other.

To effectively perform these functions, the constitution and other reform guidelines have given local government a third tier of government with elected representatives and also some degree of autonomy to mobilized resources and provide a number of social services. To ensure effective control and accountability of local resources, the local government chairman is empowered to serve as chief executive and accounting officer who shall play a major role in budgetary issues, award of contract and disbursement of funds. The establishment of the Finance and General Purpose Committee (F & GPC) is another financial management organ to control local expenditure. The committee comprises of the local government Chairman, Director of Personnel, Secretary, Treasurer and Internal Auditor. (FRN, 1988)

However, the composition differs between states. The committee is to consider and approve all payments to be made by the local government. It is important to note that, at the local level, all financial transactions are to be guided by financial memorandum. This document spells out both the nature and type of financial transaction and the head and sub-head charges. It also defines the authorizing officer to sign, the mode of transaction and even the limit of authority is defined.

Theoretical Framework

One best way to look at corruption is when individuals act negates the moral principle that guides their official obligations. Corruption thus cannot be devoid of breaching of ethical rules that bind the conduct of official duties. Every official position either in private or public is guided by ethics and these ethics are there to regulate official conducts. Several factors would make having a consensus on the causes and successful way of combating corruption a bit problematic. Among these factors are, according Agubamah (2009), the uniqueness of each society and/or country, the dynamic or changing nature of the sociopolitical and economic interactions within the global community and the differences in the perception of corrupt practices by different academic disciplines.

One of the theories of corruption is the modernisation theory. In the words of Huntington 1968, one of the theorists of modernization cited by Adefulu (2007), he observed that: the process of economic and political development in modernizing societies tends to breed inequality, political instability and corruption which may be defined simply in terms of the use of public powers to achieve private goals. Earnestly worked after the 1955 Bandung Conference of the Non-Aligned movement, Modernization theorists explained that the causes, scale and incidence of corruption and corrupt practices in pre-colonial African states in terms of the logic of patrimonialism, neopatrimonialism, prebendalism, and patro-clientelism and the main proposition common to all these theories of corruption centers on the view that extractive corruption in Africa (and elsewhere in developing countries) is one of the unsalutary consequences of grafting, modern political structure and processes on indigenous socio political structures which function on the basis of old values and obligation.

Testing for the existence of unit roots is imperative and expedient in the study of time series models. The presence of a unit root implies that the time series under investigation is non-stationary, while the absence of unit roots shows that the stochastic process is stationary (Iyoha and Ekanem, 2002). This study adopted the Phillip-Peron (PP) and Augmented Dickey Fuller (ADF) tests (Phillips and Perron, 1988) with and without intercept. The decision rule adopted here is that if the absolute value of the PP and ADF statistics is lower than the 5% critical value, then we conclude that the tested variable is non-stationary. If on the other hand, the absolute value of the PP and ADF test is greater than the 5% critical value, then we can say that the tested variable is stationary.

The results from the ADF and Phillip Perron tests in tables 1 and 2 showed that all the variables became stationary at first difference (with intercept and without intercept) except for LCO_2/GDP that was stationary at levels and all the variables were significant at (1%, 5% & 10%) levels.

Table 3: ARDL Bounds Test for Co-integration Relationship

Model	Computed F-Statistic	
CO_2	7.3843	
Bounds Level	I(0)	I(1)
1% critical Value	3.93	5.23
5% critical Value	3.12	4.25
10% critical Value	2.75	3.79

Source: Author's Computation

Table 3 reports the results of the ADRL bounds cointegration tests. It shows the calculated F-statistic when the regression is normalized on CO_2 emissions the proxy for the environmental quality and impacts. From the estimated Bounds test, results depicted that the F-statistics of 7.3843 is greater at all level for both the upper and lower bound critical values. Hence the null hypothesis of no co-integration is rejected and long-run co-integration relationship is established among the variables in this model.Following the establishment of long-run co-integration relationship among the variables, the long-run and short-run dynamic parameters for the variables were obtained in tables 4 and 5.

Table 4: Estimated ARDL Long Run Estimates &Coefficients: Dependent Variable: LCO_2 ARDL (1, 0, 0, 0, 0, 0).

Long Run Coefficients& Estimates

Variable	Coefficient	Std. Error	t-Statistic	Prob.
LCO2/GDP	358.158557	301.088831	1.026211	0.1040
LFDI	-0.066306	-0.039749	-1.665258	0.0762
LPCI	-0.000298	0.000118	-2.521438	0.0177
LPCPS	0.014953	1.169416	0.012887	0.0016
LTS	0.000230	0.000204	1.055407	0.3086
D	0.001734	0.012007	0.317951	0.7628
@TREND	0.004172	0.001586	0.531413	0.6050

The empirical results of the long-run model were presented in Table 4.The estimated coefficients of the long-run relationship between Population growth and Environmental Quality produced mixed results in line with thediversity of evidence of existingliterature. Hence, the long-run ARDL estimates presented in table 4 indicated a positive and significant relationship at 10% between the emissions per unit of GDP (the Proxy for the State of Technology) and environmental quality (proxied by emissions from carbon dioxide) with a coefficient value of (268.15). This implies that a unit increase in the emissions per unit of GDP (in the state of technology advancement) will lead to positive increase of over 100% in the emissions of Carbon dioxide in the long run, thereby showing decline in environmental quality. This result negates the results of earlier study bySaka (2014).

The foreign direct investment had a negative and significant relationship with carbon dioxide emissions at 7% with a coefficient value (-0.0654). This implies that an increase of 1% in foreign direct investment flow leads to a decrease of about 7% in carbon dioxide emissions and pollutants in the long run, thereby showing improvement in environmental quality. This finding conforms to the previous study by Saka (2014) which found FDI to be negative and significant in relationship with CO_2 emissions and negates the previous study by Alege and Ogundipe (2013) which found a positive relationship among FDI, trade openness and carbon dioxide emissions in Nigeria.

Consequently, Population growth also contributed immensely to emissions from carbon dioxide. The population growth had a positive and significant relationship to the emissions from carbon dioxide at 1% with coefficient value of (0.0141) in the long run. This study conforms to the previous studies Saka (2014) and Fu, Wang and Zhang (2014) which found a positive and significant relationship between population growth and carbon dioxide emissions and opposed the previous study by Alege and Ogundipe (2013) which found that a larger population density enhances the promptness of environmental abatement measures and consciousness for cleanliness environment.

Furthermore, per capita income had a negative and significant relationship with carbon dioxide emissions at 2% and coefficient value of (-0.0002) in the long run. This finding conforms to the study by Saka (2014) which found a negative and significant relationship between GDP per capita and CO_2 emission butopposes the study of Alege and Ogundipe (2013) which found a positive linear relationship between per capita income and CO_2 emissions (i.e if per capita income is raised by 1%, CO_2 emissions will increase by 20%). The results from this study showed that population growth and per capita income (the proxy for affluence)remained highest contributors to emissions from carbon dioxide in Nigeria and this conforms to the earlier study by Alege and Ogundipe (2013) and Fu et al, (2014). This implies that a percentage increase in Population growth rate and size will lead to an increase of about 1% in carbon dioxide emission and this accentuate the level of environmental degradation which further decreases the quality in the environment, while a percentage increase in per capita income will lead to a decrease of about 2% in the emissions from carbon dioxide in Nigeria, thereby showing improvement in the environmental quality.

In addition, it can be deduced that trade balance does not improveenvironmental qualityin the long run. The total trade balance had a positive and insignificant relationship with environmental quality variable (carbon dioxide emissions) with a coefficient value of (0.0003) which implies that an increase of 1% in trade balance leads to an increase of about 1%

special favors, coercion, intimidation, and interference with freedom of election. Votes are bought, people killed or maimed in the name of election, losers end up as the winners in elections, and votes turned up in areas where votes were not cast. (The Encyclopedia Americana, 1999)

d) **Bribery:** The payment (in money or kind) that is taken or given in a corrupt relationship. These include "kickbacks", "gratuities", "pay off", "sweeteners", "greasing palms scratching back," etc. (Bayart et al. 1997)

e) **Fraud:** This involves some kind of trickery, swindle and deceit, counterfeiting, rackets, smuggling and forgery. (ibid.)

f) **Embezzlement:** This is seen as the theft of public resources by public officials. It is when an official of the state steals from the public institution in which he/she is employed. In Nigeria the embezzlement of public fund is one of the most common ways of wealth accumulation, perhaps, due to lack of strict regulatory systems.

g) **Extortion:** This is money and other resources extracted by the use of coercion, violence, threats or to use force.

h) **Favoritism:** This is a mechanism of power abuse implying a highly biased distribution of state resources. However, many see this as a natural human proclivity to favor friends, family, and anybody close and trusted.

i) **Nepotism:** This is a special sort of favoritism in which a public office holder prefers his/her kinfolk and family members. Nepotism occurs when one is exempted from the application of certain laws or regulations or given undue preference in the allocation of scarce resources. (NORAD, Ch.1, Ch.2 Jan. 2000; Amundsen 1997 & Girling 1997)

Local Government

It has been observed that there is no unanimous agreement in the scholarly definitions of local government. However, the United Nations Office for Public Administration, quoted in Ola and Tonwe (2009), defines local government thus:

> *"a political subdivision of a nation or (in a federal system) state, which is constituted by law and has substantial control of local affairs, including the powers to impose taxes or to exact labour for prescribed purposes. The governing body of such as entity is elected or otherwise locally selected".*

Along this dimension, the International Encyclopedia of Social Sciences, cited Adeyemo (2010), defines it as: a political subdivision of a Nation or Regional Government which performs functions which in nearly all cases receives its legal power from national or regional government but possesses some degree of discretion on the making of decisions and which normally has some taxing power.

Hence, the definition of local government was made more clear by Ola and Tonwe (2004) when they submitted that each unit of local government in any system is assumed to possess the following characteristics: a given territory and population, an institutional structure for legislative, executive and administrative purposes, a separate legal identity, a range of powers and functions authorized by delegation from the appropriate central or intermediate legislature and lastly, within the ambit of such delegation, autonomy, subject always, at least in tradition, to the limitation of common law such as the test of reasonableness.

Local government system in Nigeria could simply be described as government at the local elite opinion and public opinion. What is taken to be public opinion in many societies is oftentimes the opinion of the elites. Since public opinion determines what law becomes and what dictates the public interest, it has a claim to be the final test for corruption (Jackson el al., 1994). This idea is credible because corruption, like obscenity, is "more readily condemned than defined or explained". (Robert, 1987)

Another classic perception of corruption is that of Rogow and Lasswell (1963), as cited by Shiyanbade (2014), that corruption is taken to be a violation of the public interest. This definition is also laden with ambiguities because public interest like public opinion is difficult to determine. Critics maintained that "while agreeing that public interest can play an important part in the self-understanding of any polity, it is not the sharpest instrument for pinpointing misdeeds that constitute corruption". In a broader perspective, Brinkerhoff (2008) sees corruption as "subsuming a wide variety of illegal, illicit, irregular, and/or unprincipled activities and behaviours". From this perspective, then, corruption is importantly a moral, political and legal issue.

In this context, corruption is a multidimensional concept that has legal, social, political, economic and ethical connotations. It comes in various dimensions semantically and practically. It is simply conceived in this work as misuse or improper use of power and influence, deliberately and consciously for personal aggrandizement or group advantage. In this sense, corruption connotes the abuse of public roles or resources, or the use of illegitimate forms of political power and influence, by public or private parties. The struggle over resources otherwise known as the "national cake" in the Nigerian society has taken a debilitating dimension permitting all forms of corruption. Every political issue is tied to the syndrome of who gets what, when and how? The idea that the "national cake" is meant to be shared rather than baked by the various ethnic groups that constitute Nigerian federation provides a fertile ground for the elites who are obsessed with siphoning public funds. Also, the problems of identity and citizenship have made all attempts to stem the tide of corruption difficult, if not impossible. This position cannot be established without a proper understanding of the theoretical discourses and the linkage between the nature and character of the Nigerian state and political corruption.

Types, Nature and Characteristics of Corruption

Some researchers have taken a holistic (broader) approach in the discussion of corruption by dividing it into many forms and sub-divisions. These, according to Taylor (2010), include:

a) **Political corruption:** This assumes the highest level of political authority. It occurs when the politicians and political decision-makers, who are entitled to formulate, establish, and implement the laws in the name of the people, are themselves corrupt. It also takes place when policy formulation and legislation is tailored to benefit politicians and legislators. (The Encyclopedia Americana, 1999)

b) **Bureaucratic corruption:** This occurs in the public administration or the implementation end of politics. It is the kind of corruption the citizens encounter daily at places like the hospitals, schools, local licensing office, police stations, the various ministries, etc. Bureaucratic corruption also occurs when one obtains a business from public sector through inappropriate procedure. (NORAD, 2000; in Victor 2008)

c) **Electoral corruption:** This includes buying of votes with money, promises of office,

in emissions from carbon dioxide, thereby showing decline in environmental quality in the long run due to weak institutions and unrestricted trade openness in Nigeria which increases environmental dumping and this conforms to the earlier findings of the studies like (Saka, 2014 & Alege and Ogundipe, 2013).

Table 5: The Short Run Estimates and Error Correction Representation of the Selected ARDL Model (1, 0, 0, 0, 0, 0)

Variable	Coefficient	Std. Error	t-Statistic	Prob.
D(LCO2GDP)	[illegible]	[illegible]	[illegible]	[illegible]
D(LFDI)	[illegible]	[illegible]	[illegible]	[illegible]
D(LPCI)	[illegible]	[illegible]	[illegible]	[illegible]
D(LPOPG)	[illegible]	[illegible]	[illegible]	[illegible]
D(LTB)	[illegible]	[illegible]	[illegible]	[illegible]
D(@TREND())	[illegible]	[illegible]	[illegible]	[illegible]
ECM(-1)	[illegible]	[illegible]	[illegible]	[illegible]

R-Square	0.8382
Adj. R-Square	0.7978
D-W	2.5411
F-Statistics	20.7269

Table 5 gives the results of the short-run dynamic coefficients associated with the long-run relationships obtained from the ECM equation. The error correction term in the model is highly significant and correctly signed. This indicates adjustment to long-term equilibrium in the dynamic model. Bannerjee, Dolado & Mestre (1998) posit this as an evidence of a stable long-term relationship. The coefficient of error correction term is (-0.3048). This implies that deviations from the long-term macroeconomic stability adjust quickly. Thus, as expected, per capita income and foreign direct investment in the short- run all have negative and significant effects at 1% on carbon dioxide emissions and these variablesdo not induce and improve emissions from CO_2in the short-run. The results showed that 1% increase in foreign direct investment and GDP per capita will reduce Carbon dioxide emissions (the proxy for environmental quality) by 2% and 1% in the short run thereby showing improvement in the quality of the environment. This supports the findings in the long run and thus implies that foreign direct investment and per capita income have a negative impact on CO_2 emissions in Nigeria both in the short and long run.

In addition, the emissions per unit of the GDP (which measured the technological state) and population growth were positive and significant at 5% while total trade balance had a positive relationship with carbon dioxide emissions but not significant in the short run. These results conformed and supported the results in the long run. Thus, this implies that the emissions per unit of GDP, the continuous increase in population growth and trade balance lead to continuous increase in carbon dioxide emissions which therefore reduce the environmental quality in Nigeria both in the short and long run.

5. Conclusion

The study examined whether population growth, per capita income, emissions per unit of GDP, total trade balance and foreign direct investment have contributed immensely to the environmental quality in Nigeria. The study covered the period of 37 years and Autoregressive Distributed Lag approach was employed.

The results showed that both per capita income and foreign direct investment have negative and significant effect on carbon dioxide emissions in both the short and long run periods in Nigeria, while emissions per unit of GDP and population growth were both positive and significant in the short and long run. Thus, the governmentneed toregulate the birth rate, restrict the importation of emission intensive products and check production activities of the multinational firms in order to maintain required population and reduce the emission of air pollutant that are dangerous to the environment and consequently to humans.

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The word corruption is derived from the Latin word "*Corruptus*" meaning to destroy or break. A typical public sector definition is one that attempts to provide an interface between the misconduct of bureaucrats and politicians and thus defined corruption as the utilization of official position or title for personal or private gains, either on an individual or collective basis, at the expense of public good, in violation of established rules and ethical considerations and through the direct or indirect participation of one or more public officials (Abdullahi, 2009). Socially, corruption is a form of behavior that deviates from what is considered ethically or morally right (Onwochei, 2008). It implies a dishonest or wicked behavior. Thus, corruption is not only about stealing or exhorting public money and properties by bureaucrats and politicians as commonly known, it also includes any form of behavour that deviates from ethics, morality, traditional, law and civic virtues by any individual or group.

Broadly, corruption could be perceived as a psychosocial phenomenon that resulted in a change in behavior from good to bad and essentially involve the violation of established rules for personal gains and profits or act that deviates from the normal societal norms and acceptable practices due to private motives such as wealth, power and status. Hence, from whichever angle one looks at corruption it is an aberration, a criminal act and a perpetration of vice against the public well-being.

The systematic study of corruption is hampered by the lack of an adequate definition of corruption. According to Johnston (1998), it is a tricky business as he comments that "definitions are controversial and solid evidence is often elusive. Descriptive accounts may be clouded by self-serving equivocations. Equally subtle is the question of the significance of a corrupt act, not only its consequences, but also its meaning as perceived by citizens and officials alike.

However, for clarity and simplicity, Peters (1978), cited in Ilufoye (2009), identified three (dimensional) approaches to the definition of political corruption. These definitions are based on legal criteria, public opinion and public interest. From the legal perspective, political corruption is connected to any behavior that violates some formal standard or rule of behavior set down by a political system for its public officials. For example, Nye (1967), as cited in Shiyanbade (2014), conceives political corruption to mean an act which "deviates from the formal duties of a public role because of private regarding (personal, close family, private clique) pecuniary or status gain or violates rules against the exercise of certain types of private role-regarding influence". This perspective has suffered serious criticisms. Jackson et al. (1994) note that an illegal act may not be corrupt. They further asserted that:

> *"Worse still, using law as the standard of corruption supports the assertion that everything that is not legal is permitted. The legal foundation of political corruption is simultaneously too narrow and too broad, excluding too much (the unethical hut legal) and including too much (the illegal but not unethical)".*

Critics argued that in many societies the law lacks legitimacy and semantic consistency, in which legalism depicts little about the social significance of behavior, and that public opinion or cultural standards are best for building realistic definition(s) of corruption (Peters and Welch 1978). Therefore, a political system is said to be corrupt, according to the second perspective, when the weight of public opinion perceives it so. This perspective is also fraught with certain limitations in that one must be able to demarcate the boundary between

Government financial management system to control financial transaction, and by extension, to prevent misappropriation of funds and corruption.

Unfortunately, despite all these control mechanisms, the local government institutions are not free from corruption. Tolu and Abegonde (2010) opined that the much needed rural development has continued to elude the rural communities across the nation and that, rather than rural development, what the rural communities experience is rural poverty and underdevelopment which according to them are as a result of high level of corruption and absence of application of true democratic principles in the local government system. Corruption has continued to consume huge resources meant for local development and yet people seem not to be bothered about it. Perhaps, that is why Odey (2002) described corruption in Nigeria as the air which every living person breaths in and out and that the people breathe in the air naturally without making any effort to do so. In essence, many people simply become corrupted without making any effort and even without knowing it. Hence, it has been observed that, in the local government setting, corruption is mis-normally illegal offer. This shows that the practice has been accepted as part of the system.

Methodology

This paper relied on the secondary data which was obtained through textbooks, journals, official documents and official websites of some international organizations, annual reports and proceedings of Anti-Corruption Institutions in Nigeria such as EFCC and ICPC as well as 1999 Constitution of Federal Republic of Nigeria (as amended) and the internet sources which were subjected to content analysis. It shall further consider the rate of effects of corruption as regards the activities of the local government administrative system in bringing public goods to the people at the grassroots in Nigeria.

Conceptual Framework

Corruption

Corruption is a complex social, political and economic phenomenon that affects all countries of the globe. It has no single, precise, commonly accepted definition (Shiyanbade, 2014). It includes bribery, extortion, peculation and nepotism on the part of public officials. It seduces high-level officials (that is, members of the political elite: high civil servants, officials of parastatals, and leading political figures), or low-level governmental employees. From the sociological point of view, corruption is a problem of deviance, or violations of internalized norms (Devidson and Seidman, 1974; quoted in Shiyanbade, 2014). These internalized norms are reflected in the positive laws of all societies; all of which outlaw corruption.

Corruption has been conceptualized differently by different scholars. Kalu (1991) contextualized corruption as the conscious and well planned act by a person or group of persons to appropriate, by unlawful means, the wealth of another person or group of persons. Abbas (2007) noted that corruption is easier to observe than clearly define; thus, he conceived corruption as a social problem that consumes the wealth of the nation thereby retarding and deterring national development. The World Bank (1997) put it simply as the abuse of public or any form of entrusted power for private gain or benefit. The Vision 2010 committee defines corruption as all those improper actions or transactions aimed at changing the normal cause of events, judgments and position of trust. It thus manifests in governmental activities through appropriation of public assets for private use or embezzlement of public funds by political actors and high-level bureaucrats. (Ribadu, 2006).

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A RE-EXAMINATION OF EFFECTS OF CORRUPTION IN THE LOCAL GOVERNMENT ADMINISTRATIVE SYSTEM IN NIGERIA

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Abstract
One vice that has become a recurring decimal in the Nigerian state is corruption. The most disturbing aspect of this social malaise is that it seems to grow and expand with each successive administration. Today, it has become a hydra-headed monster, threatening to destroy the social fabric of Nigeria and the collective existence of her citizens. This social problem, which has already attracted global attention, has become multi-dimensional, multi-faceted and complex. The scourge has been experienced in both military and civil rules in the country and thus has undermined the credibility and the integrity of the Nigerian public services system including local government. Meanwhile, the overall impact, especially on the third level of government, is relatively huge. It is on this account, therefore, that this paper has examined the effect of corruption in the Nigerian Local Government System. The study adopted Modernisation Theory which argues that the process of economic and political development in modernizing societies tends to breed inequality, Political instability and corruption which may be defined simply in terms of the use of public powers to achieve private goals. It employed descriptive research to bring into focus the prevalence of corruption in the local government system. The paper ultimately identified motivation, equity, management attitude as well as societal value system as indices that could be employed in dealing effectively with potential problem of corruption in the Nigerian local government system.
Keywords: Anti-Corruption Institutions; Corruption; Development; Growth; Governance; Local Government Administration and War against Corruption

Introduction

In Nigeria, Local Governments are established to bring the activities of the government closer to the people and also to bring people closer to the government. This is because ordinary citizen tends to look forward to the Local Government Administration when roads are bad, when there are no health centres, when there is no water, no drugs in local dispensaries, when teachers or health workers in primary schools and health clinics are inadequate, when refuse is littered all around the place and when there is absence of or need for any basic social amenity. Unfortunately, Local Governments have failed to serve as the best institutions that can facilitate effective and efficient service delivery at the grass-roots due to corruption. (Democracy Watch, 2009).

Although there is no country that is corruption-free, but in the case of Nigeria, the phenomenon has persistently and predominantly continued to spread like wild fire, manifesting in different forms and magnitudes. The Transparency International (TI) ranked Nigeria 90 out of 91 most corrupt nations in 2001. Nine years later, the Gross Parity Index

(GPI) by TI rated Nigeria as 130th out of the 180 countries surveyed in 2009. By 2010 the country ranked 134th out of 178 countries assessed (Abiodum, 2012), and in 2011, the TI report on corruption perception rated Nigeria as the 143 most corrupt nation out of the 183 countries surveyed and 136 out of 174 corrupt countries in the world (TI, 2014). Indeed, as Derin (2007) noted, Nigeria has been featuring prominently and predominantly amongst the most corrupt nations of the world for the past forty years. As Achebe (1983) also argued, 60% of the country's wealth is regularly being consumed by corruption through their corrupt leaders. While TI specifically reports that over 500 billion dollars has been removed from the treasury of the Nigerian government through corruption between 1960-2009, these corrupt practices have over the years, in particular, rendered the Local Government Administration inactive and devoid of concrete developmental activities. (Aghayere, 1997)

On the foregoing, several measures have been developed and adopted by government to curb the spread of corruption in Nigeria at one time or the other. Some of these measures include the establishment of Independent Corrupt Practices and Other Related Offences Commission (ICPC) in 2000, Economic and Financial Crimes Commission(EFCC) in 2004 and the anti-corruption policies like the Advance Free Fraud and other Related Offence Act of 2006, the Fiscal Responsibility Act of 2010 and the Money Laundering Prohibition Act of 2011, among others. Yet, with all the anti-corruption commissions and policies in place, the scourge appears to have been controllably defiant. Political actors and bureaucrats are openly and freely showing off with public funds. In fact, corruption in Nigeria has become legalized, systemic and institutionalized, as posited by Jumare (2010), because both public and political officeholders have seen corruption as a national anthem.

Other measures include Dishonoured Cheques (Offences) Acts in 1977; Recovery of public property (special provisions) act in 1983; Code of Conduct Bureau and Tribunal Act in 1991; Advanced Free Fraud and Other Fraud Related Offences Act (419) in 1995; Money Laundering Act in 2003; as well as the establishment of the office of the Auditor-General for Local Government at the state level, the creation of the Audit Alarm Committee at the local level and the extension of the code of conduct provision to elected and appointed Local Government officials are additional institutional control mechanisms set to ensure further check and balance at the local government level. Also the administration of the Local Government is further dichotomized into two separate arms; there is the legislative and the executive arms of government all in the bid to ensure accountability and check and balance in the activities and operations of each at the level of governance. (FRN, 1988).

Similarly, the local government system has developed and adopted certain internal control measures to guide the operation and financial transactions of the local government, such as the monthly bank reconciliation to be prepared by the treasurer, checking of monthly revenue cheques by Assistant Treasurer Revenue, checking of treasury cash books against payment voucher to avoid double entry of expenditure by cashier, monthly reconciliation of Departmental Account Book (DTA) against treasury records to control over expenditure at departmental level in case where approved figure has been reduced at the treasury level. Moreover, other internal control measures include monthly checking of personnel emolument register in order to control ghost workers, cash survey approved and appointed by the Local Government Chairman to check the transaction of cash at the treasury so as to avoid fraud (FRN, 1993). These are some of the internal control mechanisms in-built in the Local

	hospitals by the health workers	* Absenteeism * Health workers are attending to a private patient with government equipment * There is also the diversion of health budget allocation * When patients are giving fake receipts for services rendered	ices and unmet needs, and higher unit costs for health services delivered * Reduced utilisation of services by patients who cannot pay and Impoverishment as citizens use income and sell assets to pay for healthcare * Abridge quality of care from loss of revenue * Loss of citizens faith in government

Source: Vian, Taryn. Review of Corruption in the Health Sector: Theory, Methods and Intervention.

METHODOLOGY

An archival search method of literature on the global, and specifically Nigeria, is adopted for measuring corruption which ranges from corruption perception surveys, household and public expenditure surveys, triangulation in data collection, the use of qualitative data collection, investigative journalism and control of systems review. Merit, benefits, weakness and demerits in each of these methods were described as summarised in table 1 below. However, the researcher adopted explorative method along with participant observation. Randomly selected key informants were interviewed among healthcare providers, and health consumers were conducted.

Tactic	Explanation	Assistance	Weaknesses
Corruption Perception surveys	A study conducted by world bank on the perception of corruption among citizens in general, or particular classes of health workers, *Perception Index,* Transparency International's *Corruption* Freedom House's *Freedom in the World Survey*	Highlights areas of concern. Creates a starting point and allows monitoring of changes over time. Asking different health workers about the same problem can illuminate issues. For accountability and external reasons information are provided to the public	* Terms of engagement may not be well understood locally due to weak methodology and effect on results * Behaviour may differ in actual or as perceived
Surveys on Household and public expenditure	Results of identification of leakages inflows of public funds between levels of government are the outcome of public expenditure analysis. While informal payment and other expenditure results are got from the Household studies. Examples: Public Expenditure Tracking Surveys and World Bank Living Standards Measurement Surveys;	Data can be related with goals to provide measures of accountability, e.g. amounts paid for allegedly free services, the percentage of government spending reaching service delivery points. Provides detail on household health spending by income and region, formal or informal	Existing data sets may not explore questions that allow one to differentiate between informal and formal payments. Though it may be patchy, public records is the outcome of public expenditure survey

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Table 1; - Different Types of Governance domain, Corruption Types, challenges and Effective on Health Care Delivery Systems

Governance Domains	Area in the Hospital	Corruption Types and Challenges	Results
Administrative Section	Building and rehabilitation of hospitals	* Brides, kickbacks and political thoughts influencing the contracting process * Contractors fail to perform and not detained for wrong doing	* High cost, low-quality facilities and construction work, high technology * Location of facilities that do not match to the needs, leading to inequities in access to healthcare * Distribution of infrastructure in favour of urban and elite focused service
	Procurement of supplies, drugs, equipment and other materials	* Kickbacks, bribes and political deliberations, influence conditions and victors of bids * Collusion or bid rigging during gaining * Non-incentives for low choose cost and high-quality suppliers * Unethical drug promotion to health consumers and in some cases where providers did not account for non-delivery of goods	* Inappropriate high cost, duplicative drugs and equipment * Inappropriate equipment located without consideration of actual requirement * Expired drugs and poor equipment * Inability to provide all the needs due to inadequate funds
	Delivery of materials, supplies and drugs for health facilities usage	* At storage and distribution points of drugs and supplies when there are theft and diversion of the materials * Free medical materials that are paid	* None proper treatment for patients * Lower utilisation of drugs that are fro under the table * Resistance to drugs from pre-mature interruption of medication
Service Delivery	Professionals, products, facilities and services regulation	* Incentives to speed process of endorsement, consumables and the products used in services delivery * Incentives for good manufacturing practices certificate to speed up the process or gain approval for drug registration, drug quality inspection * Adjustment of findings for political reason * Biased request of sanitary regulations for restaurants, food production and cosmetics * Unfair in-process of licensing for certification	* Authorisation for sales of drugs that are fake * Rapid transmission of infections diseases and increase in food poisoning incidence * Poor quality facilities continue to function * Incompetent or fake professionals continue to practice
	Education of health professionals	* Bribes to gain place in Medical Schools Nursing or other pre-service training * Bribes to obtain passing grades & placement	* Weak students who cannot contribute to health care delivery
Research	Medical research	* Not going through all phases of drugs trails	* Products detrimental to the health of people * Personnel right and privilege of people denied * Research in-justices
Personnel	Performances of services in the	* Unnecessary referrals to private practice or privately owned ancillary services	* Staffs are not available to serve patients, leading to lower volume of serv-

ANALYSIS OF DIFFERENT TYPES OF GOVERNANCE IN HEALTH FACILITY AND TYPE OF CORRUPT PRACTICES: AN ORGANISATIONAL VIEW

In the hospitals and health sector set, we can look at the corruption issues by examining the responsibilities, roles and relationships between different players (health consumers and providers) in the hospitals to find potential abuses that are likely to occur (Vian and Taryn, 2008). Such an organisational view is shown in Figure 1. Corruption in the health sector may also be viewed by looking at the different types of functions in the health care delivery process and examining the potential abuses that can occur at each step. Corruption is a universal problem affecting the Nigerian health sector. At the level of individuals and households, there is mounting evidence of the adverse effects of corruption on health and welfare of citizens.

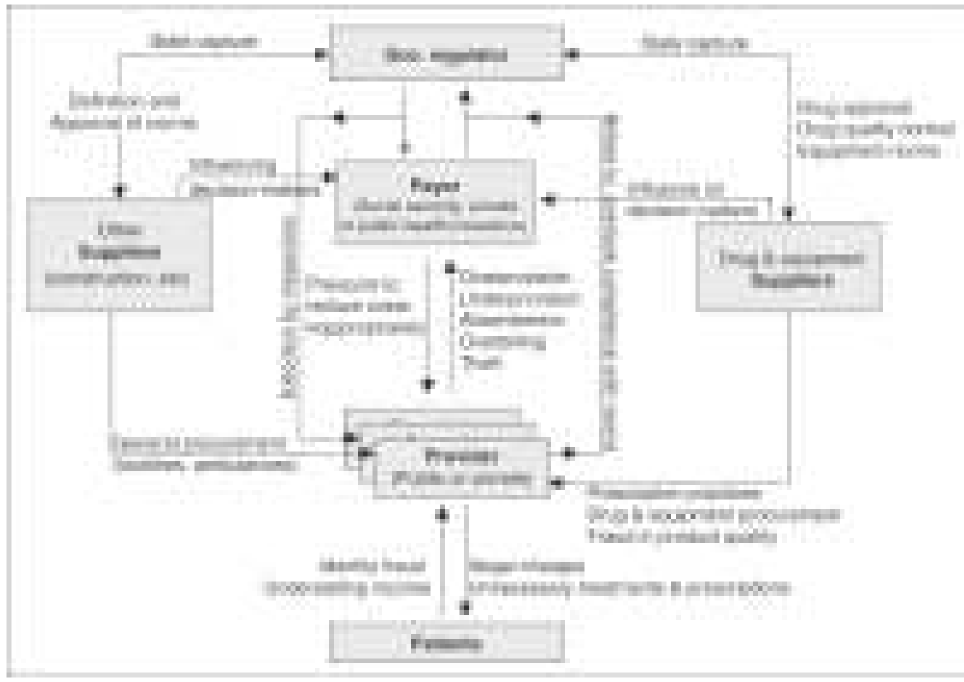

Figure 1; - Health Organization View

There is a growing interest among international donors and Nigerians on the effects of corruption and access to healthcare services. More so, what could be done to combat corruption in the health sector has assumed a point of concer (Hadi, Rabiatu, 2015). The table 2 below shows the types of corruption in the health sector and their resultant effects on health care delivery. In the face of the instant and immense need, improvements within the health-care sector are not yet inspiring enough. International and private funding is available, yet there is a pressing need for the government to move from rhetoric to substantial commitment if these benefits are to reach the local level.

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The Specific Objectives are:

1. to describe the effectiveness and efficiency of different levels of governance in health facilities and the effect of corrupt practices in the health sector; and
2. to describe the impact of corrupt practices on healthcare delivery system in Nigeria.

A CONCEPTUAL MODEL OF GOVERNANCE AND CORRUPTION IN THE HEALTH SECTOR

To consolidate some of the concepts and models that have been developed previously. Figure 1 below shows an outline of corruption in the health system.

At the government level, corruption can be determined by three key factors: those who feel pressured to abuse (financially or by clients) for private gain; those who do so because they feel their actions can be justified in terms of social norms, or their attitudes can support their decision; and those who have the opportunity to abuse power.

In health sector and development partners, officers evaluate the costs-benefits analysis of acting corruptly against the costs-benefits of acting with honesty and choose to act in the way that takes full advantage of their self-interest (Saka**,** 2008). Prospects for corruption are more in circumstances of *monopoly of power* over clients by the government agents or officials that have a great deal of *discretion*, or independent in making decisions where accountability is not practiced. (Vian, Taryn, 2008 and Klitgaard 2000)

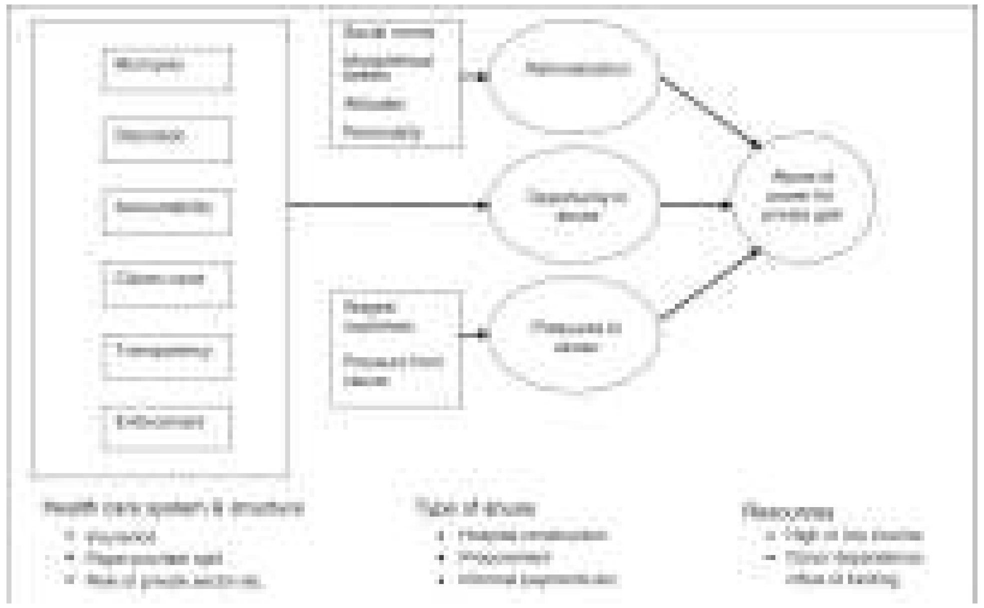

Figure 1: Framework of corruption in the health sector

good governance hinges on the incentives for and accountability of public servants. It varies from tracking the occurrence of bribes, nepotism, favouritism among public officers, the irregularities in public purchasing and oversight including the nature and extent by which the authority in the government manages corruption. (Partha, Pradip and Sarkar, 2008)

Health system in Nigeria is dysfunctional, despite huge investment. This is evident in that Health status indicators in the country are worse than the average for sub-Saharan Africa with infant mortality rate: 115/1,000; under-5 mortality rate: 205/1,000; and maternal mortality ratio: 545/100,000. (Federal Ministry of Health, 2016). Despite proven, cost-effective interventions, programs, and policies to improve maternal health, maternal mortality remains a public health challenge in Nigeria. The system in health has not been able to respond adequately to this and other public health challenges, such as child health, maternal healthcare, etc. The country's health status, according to the national health indicators, has remained fundamentally the same over the past 25 years. Several state governments in Nigeria have begun to offer free maternal health services as an initial response to inadequate maternal health care. In 2007, the Northern Governors' Forum Summit pledged to end preventable maternal deaths, most notably in the Northern Nigeria. As a consequence, about 17 states in the country launched free maternal health services. An assessment of the impact of free maternal health services in nine selected states was conducted but was unable to reach definitive conclusions. (Saka, Oloriegbe, Zubair, 2009)

In 2000, the United Nations set eight Millennium Development Goals (MDGs) designed to end poverty, hunger, and illiteracy, to be achieved by 2015, including improving maternal health (MDG 5) with a goal of reducing maternal deaths by three-quarters from the 1990 estimate. This goal has not been reached, but there has been significant progress in reducing maternal mortality at the global level. In Nigeria, not enough progress was made to achieve MDG 5 by the target date of 2015. (Federal Ministry of Health 2016)

Nigeria is one of the five countries in the world with the highest number of under-five deaths. A recent study identified the leading causes of death in Nigeria for children age one month to 5 years in 2013 as: malaria (31%), pneumonia (19%), and diarrhoea (14%). Among neonates, the leading causes of death are preterm birth complications (33%), intrapartum-related events (29%), and sepsis/meningitis/tetanus (20%). Collectively, malaria, pneumonia, and diarrhoea account for 45% of all under-five deaths in Nigeria. (Westoff, Clara, 2016)

In terms of the high levels of mortality for children under five and adult males aged 15 to 59, Nigeria reportedly had one of the worst health indices in the world and was classified among the high-mortality in the developing countries. (http://www.pharmanewsonline.com). Poor governance and corruption accounted for poor health and developmental indicators, and this would lead to the situation that the country would have less money to spend on essential healthcare services, despite the assertion that the global health programmes funding has more enormous impacts on the health system. To reverse the trend of worsening indicators and for better improvement on socio-economic development of the country, it is important to examine different types of corrupt practices affecting the delivery of quality of healthcare services in the health sector from the management to the implementation level.

The African Charter as an Enabling Framework for the Transformation of Public Service and Administration in Africa

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Abstract

The synergistic link between Public sector management and the changing nature of Public Administration can be associated with, and also contribute to addressing, the critical challenges in the public service. Can the quest for improved public service delivery and the transformation of Public Administration on the African continent be addressed by a National Integrity System such as the African Charter on Values and Principles of the Public Service and Administration? The paper makes a case for this enabling framework for the transformation of Public Administration in Africa. Using a review method, the paper outlines the relevant background information and the attendant contextual orientation within which the Charter has evolved as a transformational framework. The salient features of the Charter are then delved into and its relevance established. The expected transformational levers of the Charter are discussed with reference to implementation initiatives in selected countries. The value, utility and challenges posed by the Charter's implementation is assessed and outlined. Based on the exploration and landscaping discussion, the paper concludes that the Charter is indeed a ground-breaking innovative continental framework that will enhance Public Administration transformative processes currently at play across the continent.

Key words: Charter; Globalisation; Public Administration; Public Service; Service Delivery; Transformation.

Introduction

Sindeed Public Administration has undergone substantial changes in Africa over the decades. Can a National Integrity System enhance the transformation of Public Administration and service delivery in Africa, bearing in mind that the successful practice and implementation of a National Integrity System itself is predicated on strong leadership and the ability of leaders to set a vision based on the values of the society? Governments can create a National Integrity System infrastructure with legal systems and structures, but ultimately there needs to be, on the part of leadership, a voluntary submission to a higher code of probity, which goes beyond, strictly, legal prescriptions. This proposition, if valid, does make a strong case for a veritable framework to guide and catalyse the transformation processes taking root in the African Public Administration terrain.

In their measured wisdom, African Ministers of Public Service and Administration have adopted this wisdom and the African Union has subsequently validated it and ratified the African Charter on the Values and Principles of the Public Service and Administration (hereinafter referred to as "the Charter") as a veritable framework for the transformation of the African Public Administration. The main purpose of the African Charter is to define the principles and general rules governing African Public Services. The Charter also serves as a policy framework for Africa's Public Service Administrations and source of inspiration for developing, strengthening and updating national codes of conduct with respect to transparency, professionalism, and ethical standards. Although the main provisions of the Charter apply specifically to the public service and their employees, other stakeholders like the citizen, the government, and civil society have vested interest.

This paper examines how the Charter locates, as a central thrust, the need to adapt the different public services in Africa to the changes that African countries are experiencing. More importantly, the paper interrogates how the Charter can and should indeed play a catalytic role in the transformation of the African Public Administration. The paper investigates the Charter's mettle in nudging African governments towards embracing new technologies, quickly adapting to changing global governance patterns and more importantly in vesting countries with sustainable capacities to address the treble debilitating realities of poverty, inequality and unemployment.

The methodology is essentially an analysis of the Charter based on careful review of the relevance of its chapters to the emerging African Governance Perspective on building state capability. The paper's outline commences with making a case for an enabling framework for the transformation of Public Administration in Africa. The paper then outlines the relevant background information and the attendant contextual orientation within which the Charter has evolved as a transformational framework. The salient features of the Charter are then delved into and its relevance established. The expected transformational levers of the Charter are discussed in detail, punctuated with reference to implementation initiatives in selected countries. The value, utility and challenges posed by the Charter's implementation is assessed and outlined. Based on the exploration and landscaping discussion, conclusion is arrived at that the Charter is indeed a ground-breaking innovative continental framework that will enhance Public Administration transformative processes currently at play across the continent.

Background Overview of the African Charter on the Values and Principles of Public Service and Administration

There is no doubt that globalisation has changed the face of Africa (Keller, 2007). An informed, ethical, service-excellence driven public service is needed in order to navigate these changing times (NDP, 2011). Resources for infrastructure and Information Communication Technologies are needed but they are only part of the solution for enhanced service delivery and improved institutional structures for good governance. Complementing the 'new Africa' is a service-driven, well-educated public service that can use the new information technologies which will usher Africa into the 21st Century. (NEPAD, 2001).

The challenge of establishing supportive strategies and frameworks at the continental, regional and national levels is in ensuring that the strategies and frameworks succeed in enhancing governance and public administration at the country level (Latib, 2010). Of particular importance in this area is also the establishment of clarity on what strategies and interventions are possible at different levels and what would be the most appropriate supportive strategy at the continental level.

In search for good and responsible governance in the private and public sectors of societies, there are many on-going initiatives globally as well as at regional and sub-regional levels. Notable among these initiatives are the fallouts of the continuing convergence and integration

GOVERNANCE AND CORRUPT PRACTICES IN HEALTHCARE SYSTEMS IN NIGERIA

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Abstract

Governance in health systems is the stewardship activities of leaders in the provision of healthcare delivery. Due to information asymmetry, lack of transparency and accountability, health systems are susceptible to corrupt practices among the actors. This article examined different types of effect of governance on corrupt practices in the health sector, specifically to determine the type of governance domains, corrupt practices, the challenges and effects on health care delivery systems. The study adopted interviews, archival search, participant observation and explorative method for collection of data. The analysis was descriptive. Findings showed that medical and non-medical staff can charge unofficial fees to attend to patients. They may demand bribes for medication which should be free and sometimes assist patients whom they have collected bribe from to jump the queue and break the rules just to get attended to before others. Unfortunately, corruption was considered as a social norm associated with the mutual definition of situations in which bribes are deemed appropriate by both health workers and the general public despite the recognised negative impacts. Not only that the patients, their relatives, and the general population suffered from the corrupt system. Unfortunately, many promote corrupt practices for their gain.

Financial regulation and management in the health sector by the governments need to be made public by publishing detailed health budgets and financial information for proper tracking of funds to enhance transparency. This would, in turn, promote trust, motivate as well as bring about attitudinal change that would discourage corruption among health care providers. There is also the need for change in government policies regarding provisions of supplies, training of medical personnel, cooperation between health care sector and other agencies, such as the law enforcement agencies, to be able to curb the menace of corruption in the healthcare system.

Keywords: Governance; Corruption; Healthcare; Health Workers; Nigeria

INTRODUCTION

Good governance includes implementation of formulated policies, resources management, voice with accountability and transparency, management of resources and control of corruption. Effective and efficiency functions in healthcare systems imply good governance. According to Kaufman and Kraay (2003), good governance is defined as "the traditions and institutions by which authority in a country is exercised". However, when people use their position and power to benefit themselves and others close to them, corruption is said to have occurred. In other words, corruption is ascertained when public administrators who have been given the authority to carry out goals which would further the public good now use such authority for personal gains. Thus, corruption can be well-defined as "use of public office for private gains" (Bardhan, 1997). Similarly, according to the Transparency International, corruption is defined as the 'misuse of entrusted power for private gain'. With either definition,

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of societies and organisation into what we have come to appreciates as the global village where principles, rules and guidelines are being established to regulate, streamline and standardise the conduct of persons and organisations in larger societies.

Global changes and internal transformation in many countries have radically transformed the principles and foundations of public administration practice (UNDESA, 2005). Global changes have exerted pressures on the public sector to increase skills and capacities to deal with challenges of globalisation and the opportunities that emanate from the use of new information and communication technologies. Internal transformation has also established the momentum for democratic governance as a means to achieve participatory and sustainable development (APRM, 2011). In combination, global changes and internal transformation have produced a need to re-evaluate the standards and codes for public administration effectiveness (APRM Base Document, 2002). In particular, greater emphasis has been placed on the principles of transparency and accountability, participation and responsiveness, efficiency and effectiveness, and equity and access to services. (OGP, 2012)

The challenges of the globalisation of standards and principles include the development of universal or regional codes of practice for evaluative purposes and the encouragement of countries to change and conform to global or regional standards (Mills, 1999). Within this framework, a further espoused value in establishing and enforcing common principles and codes is that they may be effective in establishing common practices across a public administration system and often assist in establishing mobility within the system and level of predictability in the practices within a particular system (Balogun, 2003). At the continental level, this may, by implication, result in commonness in approach and practice across varied systems of public administration. Such a development is likely to have a positive impact on establishing closer coordination. (Latib, 2010).

African Member States have introduced the Charter as a veritable instrument for transforming the continent into capable developmental states (Levin, 2008). The Charter elaborates generic guiding values and principles of African Public Service and defines a code of conduct for public servants. Sustainable integrity was said to consist of three things: access to credible information, functioning institutions and engaged citizenry (Camerer, 2006). The Charter, as adopted in Windhoek at the 3rd Pan-African Conference of Ministers of Public Service, places as a central thrust on the need to adapt the different Public Services in Africa to the changes that African countries are experiencing (Windhoek Declaration: 2001). The changes are outlined as changes in communication and information technology, changing global trading patterns and the realities of poverty and income disparity. In so doing, the Charter establishes a benchmark for the African administration to respond to the challenges public services which must be confronted in a sustainable, quality-conscious and efficient manner to the needs of users, whilst ensuring transparency and the respect for human rights.

Whilst recognising the need for flexibility in application and contextualisation, the Charter's underlying message is that there is a direct correlation between the application of the codes and principles it embodies, and the effectiveness of the country's Public Administration.

At the 4th Pan-African Conference of Ministers of Public Service, there was a general acceptance that, in rehabilitating the role of the state, particular attention needed to be focused on the revival of professional values and the establishment of particular standards for the public service (The Stellenbosch Declaration, 2003). In establishing the process of drafting the charter, it was further noted that the process demonstrated a real desire on the part of African states to find additional means of coping with development problems by inculcating in the Public Service the behaviours required for dealing with current economic, social and technological challenges. (Latib, 2010)

Over the past few years, the momentum to sustain collective efforts and support national Public Administration reform efforts has culminated in the establishment of the Pan-African Conference of Ministers of Public Service (Pan-African Programme, 2003). Since its inception, the Ministerial Conference demonstrated a commitment to move beyond the passive exchange of information towards establishing practices, codes and standards for Public Administration in Africa (The Addis Ababa Declaration, 2005). Ministers at the preceding Pan-African conferences were driven by recognition that the establishment of basic frameworks for Public Administration would be central to enhance overall effectiveness of the state in sustainable development.

The need to assess and affirm the commitments made within the framework of the Charter process coincided with an increased momentum in the African Union Commission (AUC) to focus attention on establishing supportive strategies for governance and Public Administration capacity at the country level (AGPAP, 2008; African Programme, 2003). The result of the convergence was the need to develop the Charter which provides a broad analysis of 'standards and codes' as a strategy for building effectiveness and the overall value of the Charter to the current context.

The African Public Service Charter was formally adopted at the 3rd Pan-African Conference of Ministers of Public Service (Windhoek Declaration, 2001). The objective of introducing the African Charter as a normative framework was to provide countries the means to establish new approaches and adapt to the changes taking place at a phenomenon speed in the continent (Mbeki, 1998). In other words, the Ministerial perspective was that the African Charter would act as an "agent of change" to provide, as it were, African countries with a soft landing in the Public Service transformative process that was sweeping across the continent. (Addis Ababa Declaration, 2005).

The integration of the efforts of the Ministers of Public Service into the African Union (AU) received substantive additional momentum at the 4th Pan-African Conference of Ministers of Public Service (The Stellenbosch Declaration, 2003). In addition to serving as a platform for a brief evaluation on the implementation of the Charter, the 4th Conference served to ensure that the initiatives of the Ministers would be integrated into the AU. Significantly, the Stellenbosch Conference firmly located the Ministerial programme under the auspices of the AUC.

The African Ministers of Public/Civil Service adopted the Charter in October 2008 and recommended it for formal ratification by the African Union Summit, the highest AU decision making body (the Ekurhuleni Declaration, 2008). The 16th Ordinary Session of the African Union Summit ratified the African Charter on Values and Principles of Public Administration (AU Declaration, 2011).This particular event was the most fitting platform for the adoption of the Charter as the focus of the Summit was on Shared Values. The AU Summit reaffirmed the importance of the Charter in the on-going collective efforts "by Member States to improve public service delivery, combat corruption, protect the rights of citizens as users of

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Challenges of Implementation

The Charter is arguably the most comprehensive Service Charter of Public Service that has emerged at a multilateral level in Africa. Its specific value is deemed to be the fact that it establishes obligations for all parties involved in establishing public administration effectiveness. Whilst comprehensive, the key acknowledged weakness was that, although it recognises the need for a mechanism to monitor and support implementation, it relies on the good-will of countries for detailed implementation. The resultant reality is that very few countries have actually embodied, in a very direct manner, the codes into their public administration systems. The lethargic uptake on ratification betrays the low level of ownership and buy-in by member states.

Whilst asserting flexibility within the detail, universalization or regionalisation of standards and practices has the tendency of not acknowledging that the nature, behaviour and effectiveness of public administration are highly dependent on the circumstances in which it operates. Cultural differences and different stages of development act to shape the orientation and performance of public administration systems. Cross-national comparisons suggest that governments are at different points in embracing or moving away from standardised public administration models. Some Countries like Kenya have retained a centralised structure (Kenyan Constitution, 2007), whereas others like South Africa (Chapter 10 of the Constitution 1996) have chosen decentralised models, allowing each ministry to tailor its systems to their operational imperatives. Such a state of affairs, where governments have made different choices and taken different paths, also poses an application challenge for principle and code rigidly standardised across nations.

Conclusion

The domestication and implementation of the Charter among African member states will no doubt go a long way in addressing some of the continent's developmental deficits, especially in the area of ensuring state capability. Highlighting professionalism and ethics in the conduct of public affairs should incrementally improve real and steady rise in productivity, resulting in the elimination of developmental backlogs under which some African member states have operated for several decades.

Even though the Charter has not been ratified by the requisite 15 countries to assume the formal stature of an AU instrument, other avenues exist at a continental level to enforce certain ideals, objectives and principles encapsulated in the Charter whilst simultaneously complementing and supporting the Charter's principles. The Charter provides a framework for an efficient, ethical public service and endeavours to protect all stakeholders. Many African countries have sought to deal with some or all of the issues elaborated in the Charter by using a variety of approaches and instruments (The Charter Workshop, 2007). A more comprehensive research and analysis will determine the extent to which African countries have calibrated the Charter's principles and values in the domestic reform agenda. In certain cases it is not unusual to find that all the relevant requirements have been met, but unethical practices still occur.

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public service as well as promote good governance and sustainable development on the Continent". The Summit then called on all member states to take the necessary measures, as soon as possible, to sign and ratify the Charter. (AU Declaration, 2011)

The Salient Features of the Charter

Overall, the key elements of the Charter that are in line with the vision of capable developmental states in Africa include commitment to citizen-centered public service that is efficient, provides quality service delivery, values the participation of citizens and has respect for human rights and legality. Access to quality public service; information and modernisation of public service is also entrenched. (Kobia, 2011). The general provisions of the Charter are divided into four parts: the first defines the purpose and scope of application of the text; the second recalls the 'fundamental and universal principles' of the Public Service, namely the principles of legality, neutrality, equality and continuity; the third part sets forth the rules governing relationships between the public service and users, which are based on the criteria of effectiveness, efficiency and transparency of the public service; and the fourth part, which deals with relations between the public service and public service employees, stresses the obligations of the administration vis-à-vis public service employees with respect to the different stages of their careers, their remuneration and their working conditions.

The code of conduct within the charter is divided into two parts titled 'Fundamental Values of Public Service Employees' and 'Rules of Conduct of Public Service Employees'. The last section deals with the modalities of implementation. The code defines the fundamental values of professionalism and integrity that should guide public service employees, establishes the rules affirming the primacy of general interest over private interest and recommends that countries should undertake sensitisation and training programmes in these areas and establish follow-up and monitoring bodies. The Charter, whose dispositions were adopted by consensus, includes the fundamental principles of the public service which the African administration should observe in its relations with both its users and employees. Included are the code of rules and conduct the public employee should respect.

The diplomacy-laden issue of mutual rights and obligations of government and public officials also received the attention of the Charter. With a clear thinking on industrial peace, the Charter's provisions are grounded on the basic tenet that relations among the public service and its employees are hinged on professional merit and respect for human rights. For that reason, the last part of Chapter one of the Charter highlights the merit and equal opportunity considerations in matters pertaining to staff recruitment and promotion, mobility and deployment, training and development, motivation, remuneration, physical safety, working conditions, and security of tenure.

More specifically, the Charter has 29 Articles addressing particular areas for evaluation and reform. Part II of Title I concerns the fundamental principles of the public service, namely, equality of treatment, neutrality, legality and continuity. These principles are necessary for an environment conducive to ensuring an effective public service. These principles tie into and find easy resonance with the African Charter on Democracy, Elections and Governance (2007), more so, given that these values will essentially have to be imbued in the society as a whole to ensure effective buy-in from the public service.

Part III of the Charter enumerates disciplines on rules "governing relations between the public service and the users." The rules cover, among others, proximity and accessibility of services;

participation, consultation and mediation. There is further emphasis on quality, effectiveness and efficiency. In addition, article 9 which deals with consultation and mediation obligates the administration to ensure that the mechanisms of participation and consultation involving civil society and other stakeholders are effectively put in place through consultative forums or advisory bodies. The importance of such consultative forums or advisory bodies cannot be underestimated. If not well managed, tensions emanating from these relations can and do inflame adversarial relationships which usually exist between civil society and the public service, whether in regard to, for example, inefficient policing or lack of service delivery.

The core relations between the public service and the public service employees" in relation to the crucial components of recruitment and promotion; mobility and redeployment; staff training and development; motivation; remuneration; and physical safety, working conditions and security of tenure are calibrated at Chapter IV of the Charter. This strand of provision forms part of the elements of the mosaic that makes up the Charter. Balogun (2003) in this regard speaks of the policeman who is ordered to open fire on peaceful demonstrators. He maintains that "(a) public service charter ought to provide guidance on how to proceed in resolving such professional-cum-moral dilemmas. He adds, however, if an ethos and code of ethics and principles as encapsulated in the African Charter on Democracy, Elections and Governance and the Charter pervades society, such dilemmas will be few or hopefully non-existent.

The Charter's Implementation Nuggets in Selected Case Studies

It is important to point out that most of what are outlined in the Charter are common practices for most African Union member states. Latib (2010) is of the view that even though member states claimed to have written the Charter's 'values and principles' in national Charters, there was no adequate information to confirm these claims. However, anecdotal evidence ventilated through the Ministerial Conference dialogue points to the fact of proliferation of "service charters" at country levels (The Experts Workshop on the Charter, 2007). Some countries have even travelled the extra mile to require of every ministry or department to develop service charters as a show of commitment to render the acceptable standard of services to the people within a given sector ("Batho Pele", 2000) and Service Compact (SERVICOM) in Nigeria.

Irrespective of the term used to describe the institutions created, the critical requirement is that those institutions should promote accountability, and be politically and structurally independent within their respective spheres of competence to act without fear of retribution (The Constitution: Chapter 9). In the White Paper on Transforming Public Service Delivery (Batho Pele) Government Gazette 18340, 1 October 1997) the South African government committed itself to honouring eight principles in service delivery similar to those outlined in the Charter including the following:

- Service standards: citizens are to be informed of the level and quality of public services they will receive to promote awareness.
- Information: making information available to citizens, including full information about the public services they are entitled to receive.
- Openness and transparency: citizens should be told how national and provincial departments are run.

leader – will abide by the Code. On the other hand, Employee's Bill of Rights instead of a Leadership Code, he argues, will highlight issues such as conditions of service and professionalism.

It is important to bear in mind that the legal and policy implications of implementing the Charter will depend on the historical and socio-political context of each country. In many cases, legislation, codes and training institutions already exist and therefore the Charter will only be necessary to fill in the gaps and strengthen current initiatives. In cases where no such legislation, codes or training exists, the Charter provides a benchmark for these cases. As a result, what must be remembered is that the Charter must gel with existing national initiatives and consequently the legal and political implications of implementation are dependent on national developments in the field of public service reform.

The general implications on human capacity development of implementing the Charter are best encapsulated by Balogun (2010: 16-17) when he writes that:

> *"The implementation of the Charter (read "African Charter") has wide ranging human capacity-building implications. Acquainting all stakeholders with their responsibilities under the Charter entail exposing them to new ideas and best practices—in governance - customer service orientation and total quality management, interpretation and application of legal texts, and revitalization and professional ethos and practices. ... For the human capacity-building programmes to have the intended impact, the training institutions (which are currently in a sorry state) need to be revitalized. Specifically, they need massive infusion of financial and material resources. Above all, the instructors at these institutions need to be highly motivated, and exposed to new training techniques".*

The training imperative can be a time consuming and, as noted, an immensely expensive process, but the benefits will inevitably outweigh and justify the cost. Once again, it is important to emphasize that human capacity initiatives may already exist in certain countries and that the Charter provides a guideline for countries to gauge their progress. Often times effect cannot be given to the core principles of charters, treaties, conventions, etc. because the necessary support structures are not in place or the programme lacks resources or the political environment does not foster democracy and the rule of law (Khan, 2007). For example, detailed progressive anti-corruption legislation exists, with all the protection and safeguards for whistle-blowers, but the judiciary is not independent, or inadequate resources exist for proper investigations to secure successful convictions of guilty officials. Similarly, if there is no media freedom, unethical practices may not be exposed.

The point is that a public service may have a customer pledge, a code of conduct, the necessary training and legislation, but may still not be fulfilling its duty. Reform of the public service cannot take place in isolation. There must be a commitment to develop a society imbued with ethics, morality, democratic values and legality for the public service to fulfil its duties. Only when morality, ethics, obedience to the rule of law is epitomised in our leaders and business people, will we be moving in the right direction that derives true value from the Charter.

The main purpose of the Charter is to define the principles and general rules governing African Public Services with the express objective of building state capability (Latib, 2010). The Charter also serves as a policy framework for the public service administrations of all-African countries and a source of inspiration for the development, strengthening or updating of national codes of conduct with respect to transparency, professionalism, and ethical standards. Although the main provisions of the Charter apply specifically to the public service and their employees; four parties are involved namely: the citizen, the customer, the government, and the employees.

Many charters adopted across the continent often fail to move to a stage of full acceptance as an effective instrument of the AU (Balogun, 2003). The reasons for this impasse are complex and varied, but do point to the need to focus substantial attention on the utility of a charter or a similar framework as an instrument to support public administration effectiveness across African countries. Yet moving a collectively established charter away from being an instrument of gentle persuasion to an instrument to enforce certain principles and codes is fraught with risks (Balogun, 2003). Not only will this require enhanced capacity for monitoring deviations from the code, but it would require that the enforcing institution be able to institute relevant disciplinary measures.

The practical applicability of the Charter is vividly choreographed by Balogun (2010) who opines that the Charter should be viewed as "holistically" serving the interests of 'civil society, "the customer", the government, and the officials.' This assertion is important since it informs the Charter's implementation and enforcement processes. Civil society is a key element given its propensity to exert pressure on governments to ensure effective service delivery. The "customer" or citizen, using Balogun's terms, has direct interface with the public official and as a result is directly dependent on the service provided by the public official. The government is dependent on the public service to provide quality service; whist public officials in turn depend on government to ensure that they are treated equitably, with respect and provided with, inter alia, condition conducive for work and adequate remuneration. Consequently, interdependent relations are established and, for the system to succeed, everyone has to do their part.

It is perhaps important to indicate that the Charter is intended to be a useful instrument for the modernisation and professionalisation of the systems of public management and individual public service employees in the countries of Africa. Not to be treated as a set of standards, but rather the Charter is a point of reference intended to contribute to a common language related to the public service in Africa that fully takes into account the characteristics, cultures, history and traditions of each country. There is a trite recognition that a professional public service is part of the institutional system that catalyses the progress and welfare of the society. The design of public service systems will have an impact not only on the efficient functioning of governments, but also on the elements that affect the quality of democracy in the African region.

Balogun (2010) poignantly posits that, even though a Leadership Code is necessary, it cannot, for example, guarantee the successful implementation of anti-corruption programmes. He argues that if a society is thoroughly corrupt, it will take more than a leadership code to redeem it. The enactment of such a code is no guarantee that every actor – or even the

- Consultation: citizens should be consulted on the level and quality of services they receive from service-delivery agents.

In Nigeria the objectives of SERVICOM are:

- Learn the principles, ideals and tenets of Service Delivery in Government Establishments.
- Develop mechanism for collating all complaints, both internal and external.
- Institute a framework for resolving and escalating all unresolved complaints, including obtaining feedbacks from the complainants.
- Assist the Staff to understand the need for Service Excellence
- Assist staff to take personal responsibility for customer satisfaction (NNDP, 2011).

These reform efforts compliment the objectives of, and are in synch with, the Charter and are, to that extent, an indicator that domestication of this AU instrument will present minor challenges. A further effort toward internalizing the Charter is seen in the formal launch of a Service Charter by the Minister of Public Service and Administration in September 2013. In many respects this Service Charter is a true replica of the continental Charter.

The Namibia law (Swarbooi, 2007) contemplates high levels of integrity, professionalism, and efficiency. Besides outlawing divided loyalty and conflict of interest, it spells out grounds for bringing cases of misconduct against a public servant. Among other things, the Namibian law prohibits public servants from performing of acts that are prejudicial to discipline and good administration, disobedience of lawful instructions, engagement in private business affairs without due authorisation and public criticism of government or any of its agencies. Other prohibitions relate to the use of official position to further personal interest or to advance the cause of a political party, misuse of public property, divulgence of official secrets for personal gains.

The South African Public Service Commission, in its State of the Public Service Report (2005), states as a principle for effective service delivery that services must be provided impartially, fairly, equitably and without bias. It is therefore imperative to indirectly incorporate the basic principle of just actions which should be open to public scrutiny. This aspect of public service delivery can only be sustained if society has access to information relating to the quality and the quantity of the services provided.

The implications of the principles concerning public administration in South Africa are obvious. It implies that administrative actions have to comply with the Constitution, 1996, which is, as determined in section 2 of the Act "the supreme law of the Republic; law or conduct inconsistent with it is invalid, and obligations imposed by it must be fulfilled". It could, therefore, be argued that government is obligated in terms of the Constitution, to determine and acknowledge the needs of society and ensure that those needs are satisfied.

Similarly, in Namibia, the law (Section 2: 1994) states inter alia:

> *"There shall be a Public Service for the Republic of Namibia which shall be impartial and professional in its effective and efficient service to the Government…and in the prompt execution of Government policy and directives so as to serve the people of the Republic of Namibia and promote their welfare and lawful interests."*

It would seem as if the Charter has adequately addressed issues bordering on customer relations in its normative provisions. The Charter appears to be ambiguous in establishing links between this issue and the other aspects of the code - such as the establishment of ethics and integrity infrastructure. A noticeable absence of any measure for enhancing professional ethical standards was identified in spite of the emphasis on "customer satisfaction." Fortunately, a number of African member states such as Botswana, Namibia, South Africa, Swaziland, Kenya and Uganda have identified improved customer service orientation as a nucleus of their civil service reform programmes (Charter Colloquium, 2007). It is advisable for African countries to benchmark their reform initiates using the Charter as the reference point to achieve synergy and unity in the tenet of shared values as espoused by the African Union.

A Localised Approach to Domestication

National circumstances often set constraints and determine the principles and foundations applicable to a particular national setting. Any intervention strategy must, as a consequence, address the varying conditions in countries throughout the continent (UNDESA, 2005). Establishing supportive interventions, within a context of governance and public administration diversity, requires recognition that frameworks must be driven from the country level and include the perspectives of different stakeholders. The process for establishing intervention strategies and the methodologies to be utilised is as crucial as the content of any proposed intervention. (Latib2010).

Changing global and national conditions make it difficult to define the generic principles or codes for Public Administration across different contexts. Public administration may not be universal in its effectiveness, responsiveness, quality or behaviour. At a continental and regional level, the drafting and adoption of a public service code or charter is often perceived to be an essential instrument in ensuring that countries would initiate public administration change processes that would allow them to achieve higher standards of public administration practice. In so doing, a code or charter seeks to construct a direct relationship between the application of particular values and standards, and the ability of the country's public administration system to respond to the socio-economic conditions and challenges confronted. (Iberia Charter, 2003).

In order to be effective, the Charter's management principles, procedures, policies and practices that form the basis of a public service structure must all be placed in an appropriate context within the institutional framework in which they must function. Requirements deriving from history, traditions, socio-economic and political context of each country are determining factors as regards the specific components of any generic model (Manuel, 2007). Moreover, the quality of the different national Public or Civil Service systems within Africa varies considerably.

As a consequence of diversity of experience and contexts, there is much to suggest that the principles and foundations of good public administration must be derived from the cumulative experiences and insights of public administration in different countries at various stages of development (UNDESA, 2005). By implication, evaluative research on the effectiveness of public administration must be focused at the national level before the resulting data and information can be collated at the continental level. A country level (bottom-up) approach to establishing the foundations and standards for public sector

effectiveness does not negate a continental commitment to some core principles, as reflected in the adoption of the Charter. The Charter and the codes it embodies provide a basis for evaluative national studies and a framework within which data may be collated. The need to establish the foundational principles and codes relevant to a particular country, however, suggests that a more focused country-level approach and methodology for implementation could serve to highlight national opinions and expectations on Public Administration.

A Set of Principles or a Rigid Legal Regime

During the Charter drafting process, the question of whether to bequeath the Charter with legal binding force or elaborate general set of principles came out sharply. The legality proponents won the day and the Charter was clothed with a legal character binding on member states with a follow-up mechanism (Latib, 2010). In international legal parlance, a treaty, charter or convention is a binding agreement between states who are party to the agreement (Shiman undated). The treaty, charter or convention becomes binding once it has been signed and ratified. The domestic and International law are separate regimes and latter will never apply domestically unless the law has been adopted. This is merely the starting point, since most writers feel that ratification is merely the beginning. (Hopkins, 2002).

Ratification is simply an agreement by states of a certain core set of principles and values. The next important step is to determine how the laws will be applied and this requires a certain degree of domestication. Hopkins (2002) therefore maintains that there are two incorporation issues. The first deals with the state's obligation to the rest of the community, in this case African Union community, whist the second deals with the state's obligation to its citizens and the extent to which the international law is incorporated into municipal law and applied by the judges.

Heyns andViljoen (2001) have noted, in the context of human rights treaties, that "…two aspects degrading the influence of the treaty system are particularly striking". The first is the fact that the international system has had its greatest impact where treaty norms have been made part of domestic law, more or less spontaneously (for example as part of constitutional and legislative reform), and not as a result of norm enforcement (through reporting, individual complaints or confidential enquiry procedures). Although in the context of human rights, their comment is still relevant. Domestication of the Charter "as part of constitutional and legislative reform" is more likely to give concrete effect to its substantive application at national level.

The Value Assessment and Utility of the African Charter

In understanding the benefits and limitation of charters, it is also crucial to understand the value and limits of standardised principles, codes and approaches to establishing public administration effectiveness. A standardised principles approach is to adopt a common set of codes believed to be fundamental to the development of effective public administration across national Governments and national contexts. One of the most straightforward reflections of this approach is the long-held tradition that good public administration is built on practices that ensure efficiency, effectiveness and responsiveness. Whilst all the principles appear relevant, they often negate the fact that, in practice, there are trade-offs which render objective assessment of the application of the principles impossible. (Caiden, 1981).

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Collection of data that are Qualitative	Using key informal Interview (KII) in-depth interviews (IDI) and focus group discussion (FGD) to collect qualitative data to determine areas of concern. Example Vian *et al.* (2006); Balabanova and McKee (2002a,b	Permits follow-up, provides details on norms, beliefs, attitudes and pressures. More importantly on how to clarify the corrupt act during corruption surveys	To get full cross-cultural meaning requires careful attention to translation and training of research staff. On social desirability, bias or reticence may influence results
Investigative Journalism	Using the freedom of information act, the journalist meeting and discussion with health providers and consumers		
Review of Systems and Control	To examine inherent risks, given mission mode of operation; control enviroment; and existing safeguards against corruption. E.g. US Office of Management and Budget Internal Control Guidelines Klitgaard 1988, p. 84-85, US hospital compliance programmes to combat fraud (OIG - 1998); pharmaceutical assement (WHO 2007)	* Offers profound analysis of particular government departments or units, comparing actual systems with best practices	* Assumes systems are stable, therefore not good for systems undergoing health reform * With proper documentation and administrative systems developed work better in countries

ANALYSIS OF THE EXPLORATIVE FINDINGS

Patients interviewed at the general hospitalS in the North Central Nigeria, including pregnant and newly delivered women, complained about ill treatments that occurred in the night from nurses and midwives. Some of the patients also complained about extortions regarding payment for soap, gloves, fuel to power hospital generator, disinfectants, etc.

Even the clerks are cashing in, making registration deliberately cumbersome, chatting and leaving their posts at will and for long periods, to exhort bribes. When confronted with these allegations, some of the officers in charge of free drugs did not deliver by drug revolving fund. The management of the hospital claimed that they were personally buying them to ensure their availability, and since it was their own money, they were forced to recover it from patients or their spouse/relatives. They argued that it was their only way of reducing the incidence of deaths during child birth. In addition, the head of a hospital said that while the government did provide the hospital with caesarean packs, routine drugs for antenatal and drugs for normal delivery were not provided. The caesarean packs supplied by the government were insufficient in that they did not contain enough post-delivery drugs; mostly antibiotics, to accommodate the influx of women assessing the free maternal healthcare. (Nwaebuni and Rosemary, 2013)

Magnitude of Massive Corrupt Practices in the Nigerian Health Sector

In Geneva, the Global Vaccine Alliance for Vaccine Initiative (GAVI) that provides funding to increase access to immunisation for children in the world's poorest countries, released its Nigerian audit report that covered the expenditures incurred and procurement activities conducted by the Federal Ministry of Health, the National Primary Health Care Development Agency (NPHCDA), and States in the fiscal years 2011-2013. GAVI as an organisation has a zero-tolerance approach to misuse of funds. (Jaiyesimi and Rotimi, 2015). The Cash Programme Audit (CPA) of GAVI's programme in Nigeria determined that US$ 2.2 million have been misused. GAVI requested reimbursement of the identified US$ 2.2 million, and this has since been fully reimbursed. Shameful as this is, more worrying is the lack of conscience from the officials who have misappropriated funds meant to save lives. In Delta State, Nigeria some medical doctors collude with pharmacists to divert high-priced drugs from the government hospitals to their private clinics, with patients forced to follow. This corruption and apathy among professionals, as well as inadequate supplies, in the public health sector of Nigeria's Delta State, have led to inane service delivery leaving many victims in their wake.

Programme SURE-P funds were also diverted from the Federal Ministry of health to NPHCDA, and the funds may have been used to acquire its new well-furnished office in Area 11, the contract for which was awarded to top politicians and their cronies instead of the money being used to address challenges in the health sector. 'Richards, Chris (2016)

Donor agencies like Rotary International, Bill and Melinda Gates foundation, the World Bank, United Nations Children Education Fund UNICEF, Global Alliance on Vaccines GAVI and a host of others have sunk over $1billion into the fight against the polio disease however cases of the disease are still being reported in the country, with Nigeria being one of the few countries in the world still harboring the virus notwithstanding billions of naira sunk into National Immunization plus Days NIPDS, procurement of vaccines and other logistics meant for the eradication of polio.

IMPACT OF THE PROBLEMS

The impact of corruption in the health sector, in general, is relatively well documented. There is a growing body of evidence that demonstrates that corruption undermines the cost, volume and quality of public service delivery, undermining the access and quality of patient care. Diverted resources reduce the level of resources and investments available for the public health system on which most vulnerable populations are more reliant on. Resources drained from health budget through embezzlement, fraud and corruption reduce the funding available for salaries, health services and maintenance, contributing to lower staff motivation, quality of

The situation is worsened by the increasing number of unemployed Nigerians some of whom are ready recruits for criminal activities (Nigerian Tribune, 2002). The above statement from an editorial comment by a national daily in Nigeria indeed, epitomises the central focus of this paper; the aim of which is to analyse the nexus between democratic nurturing and to sustain the current debate on sustainable democratic dispensation and Pension Administration in the 21st century, which is a topical issues in Africa in general and Nigeria in particular.

What has been demonstrated in this paper is that the administration of pension benefits to retirees of the Nigerian Public Service, especially in Edo State has been ineffective. This is reflected in the insensitivity, cruel and poor treatment the retirees are being subjected to. The process of administering pensioner's benefits to pension is believed to be generally dilatory and laborious with attendant harsh consequences on the retirees. Apart from the retirees, the ineffectiveness of the pension administration is also believed to sprout negative effect on the job performance of the serving public servants.

Though the present Governor of Edo State recently alleviated the plight of children of the dead pension by offering scholarship to the last child and bearing the funeral financial burden. This singular assistance is not enough at of the whole lots. The above stated challenges and solutions may not be novel in themselves nor would they address the whole problem of pension administration at stroke. However we are optimistic that if they were implemented, there would be difference between the present suffocating condition of pension administration in the Nigerian public service and what is most cherished.

In a nutshell, there is no much evidence to show that the pension scheme is leading Nigeria in the desired direction. Numerous scandals have trailed the pension scheme, and a lot still needs to be done with regard to the effective management of the pension scheme. The importance of pension provision will continue to grow as individuals begin to place less reliance on family to look after them in old age and begin to face the reality that they need to look after themselves. The success of the pension reforms largely depends on the sincerity, collaboration and commitment of all stake holders..

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- To make adequate arrangements for the efficient collection of allocations and are contributions to the pension fund.
- To maintain adequate and proper records.
- To authorize the payment of benefits to qualified retirees.
- To issue directive on investment of funds.
- To ensure that the liability of the fund is limited to the payment of withdrawal, retirement and death benefits to qualified retirees.
- To approve expenditure that is necessary for efficient administration of funds.
- To arrange for the proper auditing of benefits by the State Auditor-General.
- To ensure that fund is well arranged so as to yield maximum benefits to the retirees.
- To do all such things incidental to the above functions, which in its view are calculated to facilitate the duties of the Board under the edit establishing it. (Odia and Okoye, 2012).

Displayed below is the map of Nigeria.

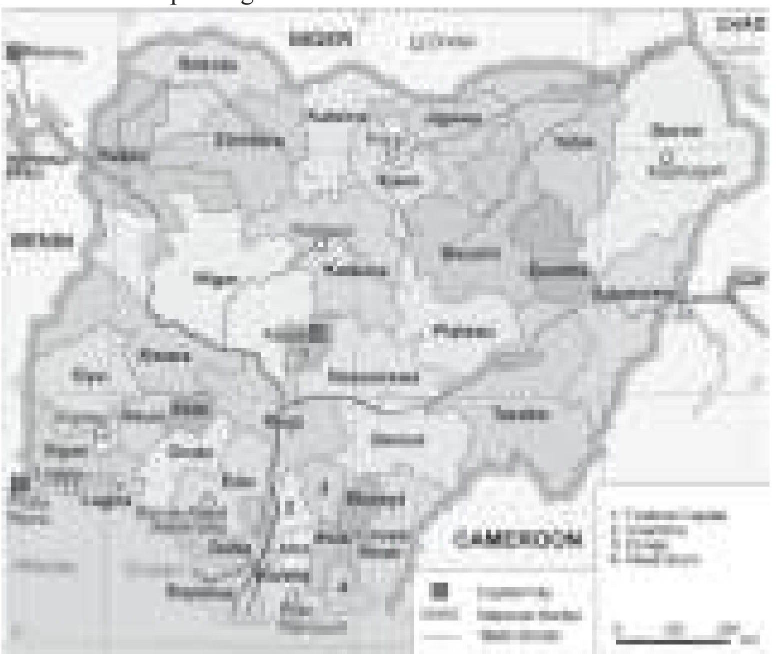

Figure 1: Political map of Nigeria

Source: Wilkipedia catched 20 March 2014.

Conclusion

In conclusion, the Nigeria sovereign nation, more than anything else, the greatest obstacle to the nascent democracy and effective pension administration is the pervasive insecurity of lives and property, as evidenced by the spate of armed robbery attacks, political assassinations, religious conflicts and pension institution coupled with the seeming helplessness of security agencies to handle criminal acts (Uhunmwuangho and Epelle, 2011).

care and declining service availability and use. Corruption delays and reduces the vaccination of new-borns discourages the use of public health clinics, reduces satisfaction of households with public health services and increases waiting times at health clinics. A ten percent increase in corruption reduces immunisation rates by 10 to 20 %. Reducing corruption can result in significant social gains as measured by decreases in child and infant mortality rates, as well as the percent of low-birth-weight babies. Corruption in the health sector not onlysuffers developing countries, bu also wealthy countries via the loss of millions of dollars each year to insurance fraud and corruption. (Transparency international, 2016)

CONCLUSION

Corruption in the health sector can mean the difference between life and death. Poor people are worst affected. Medical staff can charge unofficial fees to attend to patients. They may demand bribes for medication which should be free. Alternatively, they may let patients who bribe them queue-jump. Corruption also costs lives when fake or adulterated medications are sold to health services. Without proper checks from regulators, public health funds can easily disappear. Ministers and hospital administrators can syphon millions of dollars from health budgets. Alternatively, they can accept bribes. This distorts policy and denies people hospitals, medicines and qualified staff. Stolen funds also hamper efforts to beat major health challenges, such as immunization, malaria, TB and HIV/AIDS. On a final note, as noted earlier on, it is not only the developing countries which suffer, wealthy countries also lose millions of dollars each year to insurance fraud and corruptions.

RECOMMENDATIONS

Governance at the top level of health institutions such as chief executives, head of administration or unit heads should be single term tenureship which should not be more than three years. Governments need to publish detailed health budgets and financial information that is easy to understand and accessible to all stakeholders. At the institutional level, everybody has an important role to play. Demand for accountability from health professionals and administrators is important for funds tracking. Health workers need adequate pay and guaranteed regular salary to reduce vulnerability and pressure to corruption. Continue training on the need for attitudinal changes among all health workers. Officers in charge of the hospital should be more disciplined and conscious of daily activities to avoid unnecessary demand of money from patients. It is also important to demand public consultations over health services to allow full active participation in planning and implementation. There is also the need for change in government policies regarding provisions of supplies, training of medical personnel, cooperation between the healthcare sector and other agencies such as the law enforcement agencies to be able to curb the menace of corruption in the healthcare system.

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retirees on a specified function of earnings and service of both.

Characteristics of A Good Pension Scheme

Schultz (1976) identified some of the striking characteristics of a good pension scheme as follows:

1. A good Pension Scheme must have adequate benefits. Its plan must clearly recognize the variety of means available to achieve a particular level of income in old age.
2. The cost – burden of the benefit received must be evenly distributed amongst benefit recipients so as to ensure fairness and equity.
3. The plan benefit should not seriously be affected by economic or political adversity, inflation and loss of job.
4. The calculation of benefits accrued should be easy to understand and calculate.
5. The retirement benefit is been paid to the beneficiary or other authorized person in the cape of death.
6. Beneficiaries get notification or certificates, yearly, quarterly or monthly for their contributions so far, as this will make computation easier.
7. The public is regularly enlightened and adequately kept abreast of development in the pension industry by the commission and the administrations.

Challenges of the Old Pension Scheme

All pension schemes run in the public service up to June 30th, 2004 were not contributory in the sense that employees do not contribute from their salaries towards the pension or gratuity.

Problems identified with the administration of the old pension scheme in Nigeria are:

i) Non-payment/Delay in the payment of pension gratuity by the federal and state governments. As at December, 2005, the pension backlog was placed at about N2.56trillion. This resulted in retired Nigerian workers living in abject poverty as they were often neglected and not properly taken care of.

ii) Poor Administration: These were a generally poor system of delivery payments and lack of a proper database of pensioners. Pensioners were sometimes; due to identification problems not paid for months and asked to participate in identification parade at their cost. This has lead to the lost of lives by some pensioners.

iii) Bureaucratic Problem: Decision is not taken on time because of the bottleneck problem by the authority of the pension scheme.
This also leads to slow administrative process.

iv) Corruption: This is a great epidemic that is affecting the administration of pension in Nigeria because most of the people at the helm of affairs are corrupt and also they mismanaged the pension funds and poor investment which led to the collapse of some pension finds by some organization.

v) Economic Downtown: The economy of the country have reassured in erratic and non-payment of resulted in aphetic and non-payment of terminal benefits as at when due (Odia and Okoye, 2012).

The Role of Pension Board in Pension Administration in Edo State

The Pension Board in Edo State is charged with the following responsibilities in the administration of pension:

standard of living consistent with that which they enjoyed while at service.

Consequently, the pension scheme in the Nigeria Public Service began during the colonial administration, following the enactment of the Pension Ordinance of 1951. During the colonial era, those who's opportune to work with the colonial masters had the privilege of benefiting from a pension scheme. Immediately after the attainment of independence in 1960, the Federal Government took the initiative of pension matters across the country. The government provided the fund to operate the pension scheme, the public servants did not contribute towards their pension benefits and the retirement benefit was charged into the consolidation revenue fund. Also, the federal government offered some protection to non-pensionable civil servants and those in the private sector. The first National Provident Act was enacted in 1961 which made it obligatory for all employers of labour having not less than ten employees to subscribe to the National Pension Fund (NPF).

However, Pension has been described as a periodic income or an annuity payment made at or after retirement to an employee who has become eligible for benefits through age, earnings, and length of service (Ozor, 1999:142). Payments are usually in monthly installments. In most firms of any size, there is a properly structured pension scheme, and all employees (or all members of given classes of them) are required to join it. In return, each employee is guaranteed a pension (and, often, other benefits also) if he/she works for the organization until retirement.

In the public sector of Nigeria, the pensions are non-contributory, and Pension Act 1979 as amended, consolidated all enactments dealing with pen-scions, war pension and disability benefits and gratuities for civilian employees in the public service of the Federation. A pension plan for workers is usually written and communicated to all interested employees. Also, death, disability and termination benefits must be indicated so that those who are employed in any organizations would be knowledgeable of what their entitlements should be when they are disengaging from service. There are various gradations for granting and calculating pensions in Nigeria, but in most cases, they depend on the length of service or age or both. Retirement benefits are usually in two parts: Gratuity and Pension. Gratuity is a lump sum of money paid to an employee on retirement, upon death, or retrenchment or on total incapacitation while at work. In some cases, workers are only entitled to gratuity upon withdrawal from service. In other words, they may be entitled to both gratuity and pension. But in all cases, a worker who is qualified to receive pension is usually also entitled to the payment of gratuity. Even if he is indebted to the organization at the time of retirement, he is still qualified unless he was specifically dismissed without benefits based on gross misconduct. Pension is a retirement benefit paid to a worker after disengaging from an organization or as a result of death, total disability and/or invalidism or termination of job or retrenchment. A worker is only qualified for pension if he has worked for at least five years in an establishment as stipulated by the Pension Scheme of such an organization. Ozor (1999:) further observes that:

> *In order to encourage retirement of aged employees, a retirement benefit plan provides for income that were adequate to maintain the retired worker and his dependents on a standard of living reasonably consistent with that which he enjoyed during the years immediately prior to retirement. Retirement benefits may be at amount for all*

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An Appraisal of National Housing Policy and Its Effect on Public and Private Housing Services Delivery in the Federal Capital Territory, Abuja, Nigeria

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Abstract
The provision of adequate housing is one of the major problems confronting development planners in Nigeria today. The available housing units and facilities in the country are grossly insufficient. Consequently, the National Housing Policy was formulated by the Federal Government to address this problem. Several studies have focused on the evaluation of National Housing Policy and activities of government agencies, but adequate attention has not been given to the effect of the policy thrust on the Federal Housing Authority and organised private sectors. Hence, this paper attempts to fill the gap by examining the effect on both the public and private housing services delivery in the Federal Capital Territory, Abuja. An empirical study of Federal Housing Authority, ten registered members of Real Estate Developers Association of Nigeria (REDAN) and nine hundred and eighty three beneficiaries of these housing units was undertaken. The finding show that there has been development of national housing market and inadequacy in the housing finance, though there is still vast number of housing deficit in the country. The paper recommends that government should revisit the gray areas of the policy such as provision of sustainable financial base for housing delivery services.

Keywords: Housing, Housing Delivery Service, National Housing Policy, Private Sector Federal Housing Authority

Introduction

Service delivery is an essential part of governance all over the world especially when it comes to the issue of housing either in the developed or developing countries. The housing sector is a major economic asset everywhere particularly in the developed countries where housing is used by government to grow their Gross Domestic Product (GDP). According to Maslow (1954), housing is a primary motivator for humans in the society that enables them to strive to achieve self actualisation in life. In view of this assertion, housing can therefore be regarded as a necessity for human survival and success in life. What then is housing? To many, housing is considered as having a roof over ones head. Bala and Bastani (2012) defined housing as buildings or other shelters in which people live, a place to live, a dwelling. It can also be described as a critical component of social and economic model for the sustenance of human existence. Hence, housing can be described as a social problem which constitutes a major concern to all human beings arising as a result of man's desire to meet his physiological needs. However, despite the move of governments in several developed and developing countries to curb the high demand for housing in the world of which Nigeria is not an exception, the efforts are yet to meet up with the required quality and quantity needed to suffice the situation due to

the individual or the society as the basic unit of analysis in the study of politics. The first explicit and systematic development of the group theory as it relates to analytic study of political systems was provided by Ballard in his book 'The Process of Government' which was published in 1908.

However, the work of Ballard was given boost nearly half a century later when David Truman advanced it further in his book Governmental Process, the Analytical Impact of Group Theory in 1951. Other scholars of this theory are Robert Dahl, John Starte Mill among others. Ballard was interested in de-emphasizing the institutions and re-emphasizing processes. He conceived the group as a mass of activity and not a collection of individuals. Accordingly, he defined a group as a certain portion of men of society taken not as a physical mass out-off from other masses of men, but as a mass of who participates in its form like in many other group activities (Ojo, 1989). In a nutshell, this framework is associated with this work because of the characteristic nature of the groups that make up the polity under study, for example, the nature of perpetual struggle for survival and admonition over each other by pension institutions.

Applying the group theory approach to this study, the Pensioners has been confronted with the various crises of untold hardships like delay in payment of entitlements, untimely death while queuing for screening, ill-health arising from no funds to purchase drugs and several other reasons. This is due to the complementary roles the pensioners play in the peaceful relationship to democratic dispensation and public administration. Firstly, the pensioners in Nigeria as senior citizens though command some respectability from their neighbours and communities, yet the questions as to their complete integration as a full fledge and recognized senior citizens. Equally, the legitimacy of the pension institution is not in doubt but their roles is complimenting that of security agencies as they act as spy/informants to security agents.. However, we can only appropriately appraise the dwindling role of the pension institution vis-à-vis democratic dispensation and public administration in line with the crises associated with the political system progressing from the pensioners to the modern in the light of the political development in Nigeria.

Literature Review

The review of existing literature becomes important in an empirical research such as this to enable the researcher assesses the degree of contributions of scholars to the subject matter under discussion. Similarly, Fortes and Pritchard say that those who study societies where there is centralized authority would be concerned with giving 'an account of the status of citizens and classes, the roles of administrative officials of one kind and classes, or another, the privileges of rank, the differences in wealth and power, the regulation of tax and tribute … the rights of subject and the obligations of rulers and the check on their authority' (Fortes and Pritchard, 1940). According to Adeola (2004) Pension is the payment of a stipend to a person who has retired form active employment or business engagement. Odia and Okoye (2012) opined that pension is the amount paid by government or company to an employee after working for some specific period of time, considered too old or ill to work or have reached the statutory age of retirement.

Yesufu (2002) view pension as a financial obligation of financial commitment the employees (public servants) on retirement. In effect, pension are to ensure the employees' future are guaranteed, their fears ameliorated and properly taken care of by a reasonable pensioners was dashed. In order to bring this problem to the barest minimum, the Federal government in 2004, passed a bill to reform the entire system of pension administration in Nigeria, but still, the method, mode and system of pension administration have not been improved. It is against this background that the following hypothetical questions needs to be answered.

1. What is the concept of pension administration in Nigeria?
2. What are the causes of inadequate funding that hinders effective pension administration in Nigeria?
3. Are there regulations guiding the administration of pension and gratuity in Nigeria?
4. What are the impact of the delay on the retired workers, especially in Edo State?

Objectives

The specific objectives are:

1. To ascertain if inadequate funding hinders effective pension administration to the public servants in Edo State.
2. To examine the major institutional structures that made the old pension system not very effective in Edo State.
3. To investigate the impact of the delays in the payment of pensions and gratuities of retired workers in Edo State.
4. To ascertain the problems associated with the previous pension administrators in Nigeria.
5. To evaluate the benefits of the contributory pension scheme to pension administration in Nigeria.

Hypotheses

In order to achieve these objectives, the following research hypotheses were formulated:

1. There is no significant relationship between inadequate funding and pension administration to public servants in Edo State.
2. There is no significant relationship between institutional structures an systematic effectiveness in Edo State.
3. There is no significant relationship between the impact of the delay in payment and retired workers in Edo State.
4. There is no significant relationship between the problems associated with the previous administrators and the administrative mechanism now
5. There is no significant relationship between the benefits of contributory pensions scheme and the current administration in Nigeria.

Theoretical Exposition

The particular theory that can sufficiently act as a guide for the analysis of issues in this paper is group theory. The group theory framework is perhaps the most ambitious methodology in the study of social sciences. The most distinctive characteristic of the group theory to the conduct of political analysis is the theoretical assumption which sees society, the political process and the entire political process as nothing but a gigantic network of interacting groups. The exponents and principal promoters of the group theory are of the view that every society includes within it a large number of groups which remain engaged in perpetual struggle for power and domination over each other. For instance, to them politics could be understood only in terms of interactions between various groups. They tried to establish the group rather than

paucity of funds. In a bid to resolve this, the United Nations have campaigned that nations should engage in privatization in order to meet up with the challenging situation of housing provision. Developed countries like the United States of America, United Kingdom and Malaysia are examples of countries that have turned to private sector involvement in housing delivery. Privatization has proved successful in the areas of telecoms and waste management services in these countries where telecom has been made easily available to low income earners as well as the high income earners. In line with the trend of privatization, the Federal Government of Nigeria (FGN) during the Obasanjo civil administration (1999-2007) formulated recent housing policies to involve new initiatives in housing delivery to cushion the effect of inadequate housing in the nation especially in the administrative capital and other commercial nerve centres of the nation. Therefore, the main policy drive of the new initiatives by the government was to foster greater private sector participation through government-facilitated development of large number of private sector real estate developers. Agbola (2005) affirmed the use of private real estate developers as the key for private-sector housing development in Nigeria.

However, in the Federal Capital Territory, there is an appreciable level of private sector involvement in housing provision. Private developers have trooped in to Abuja to invest in the housing sector as quite a number of estates have been constructed in major centres of the city. However, these have made little improvement to the housing challenge. The Federal Capital Territory, Abuja, was planned to inhabit three million people when fully developed (Jubril & Garbal, 2012). It is argued that at present the estimated population has been attained. The Government recognises the fact that housing provision is a major challenge in Nigeria most especially in the Federal Capital Territory (FCT) due to the influx of citizens and foreigners in search of greener pastures, therefore, resulting to housing shortages, emergence of slums, increase in social ills, high density housing and soaring rents. The cost of accommodation has continued to sky rockets in the FCT, thus making some workers in the Federal capital to reside in neighbouring towns like Suleija, Karu, Lafia, Lokoja and other neighbouring states. In spite of the Federal Government's efforts in making housing affordable to residents, housing demand has continued to be far above that supplied in the FCT. (Jibril & Garba, 2012)

This study therefore is concerned with an assessment of the critical components of the government and organized private housing delivery service in FCT in line with the new initiative of the housing policy and how this has impacted on the housing provision for the inhabitants of Abuja.

The Concepts of Housing, Housing Policy, Public Housing and Private Housing

To a lay man, housing is considered to mean shelter. It is a basic need of human shelter (Akeju, 2007; UNCED, 1992). The National Housing Policy (2012) also defined housing as "the process of providing safe, comfortable, attractive, functional, affordable and identifiable shelter in a proper setting within a neighbourhood, supported by continuous maintenance of the built environment for the daily activities of individuals/families within the community, while reflecting their socio-economic, cultural aspirations and preference". Borne (2007) gave a more comprehensive definition of housing. According to him, housing is a physical facility, unit of structure, which provides shelter to occupants; an economic good or commodity which is traded, engaged in a market as an investment; a package or bundle of services. This shows that housing is beyond shelter or just having a covering over ones head; it entails several components ranging from physical, social and infrastructural. The strength of housing is encompassing because it covers several other areas of the economy such finance, works, environment and health. Hence, housing can also be described as a critical component in social and economic development. Agbola (1998) added that it is an array of economic, sociological and psychological phenomena.

The concept of Policy can be regarded as a wise plan, conduct, or an art of government. Therefore, housing policy can be defined as a plan of action for housing, a statement of aims and ideas for housing, especially made by a government be it federal or state governments of Nigeria. Ezeguna (2000) averred housing policy as a written document which usually comprises specific objectives, strategies and programmes aimed at solving the housing problems or meeting with the ever-increasing housing needs and demands of a country. A housing policy is expected to contain government's views, policy thrusts, objectives, strategies and programmes with an aim of solving the housing problems within a particular country and specified period. In view of this, housing policy can be regarded as the skeleton of a successful housing delivery process. It can also be defined as a written document, which gives direction and substance to a set of procedures and activities meant to solve a nation's housing problem.

Public housing is a form of housing in which the property is owned by a government authority, which may be central or local. The common goal of public housing is to provide affordable housing to all persons, especially the low income earners (NHP, 2012). The deliveries of constructed housing units are meant to be provided below the prevailing market rate. In other words, such accommodation is related to the role of government with regard to the wider economy and social outcomes (Babayemi, 2012). Unfortunately, these housing units are sold at prices that are the same with the prevailing economy which negates the policy thrust of government to provide houses for the low income earners. (Talba, 2004)

The advent of private housing delivery services came when the government realised her inability to provide and sustain housing delivery in the country. Hence, the government created an enabling environment for the organised private sectors. This implies that the physical construction and provision of houses and their sales shall be done by the private sectors with government providing the enabling environment. Funds shall be provided by the Federal Government and other sources to meet up with housing provision in all the States of the Federation and the F.C.T., Abuja for special low-income and rural housing (NHP, 2012). Since the 'official' involvement of the organised private sector in housing delivery, there has been appreciable housing delivery in various parts of the country such as Port Harcourt, Abuja, Lagos, etc. This has been complementing the efforts of the government that was able to provide 10% of housing to the citizens. (UN HABITAT, 2006)

Theoretical Framework

Maslow's Hierarchy of Needs

Motivational theory by Abraham Maslow (1954) on the hierarchy of human needs can be seen as a major clarification on the importance of housing and the need to be adequately provided for. This has received an appreciable consideration over the years. The theory can be seen as a drive in aiding the need, desire and intent of the populace towards being satisfied. It is the desire of man in general to be housed that Maslow identified as a physiological need.

paper appraises the challenges of pensioners in public service in Nigeria, especially Edo State. It gives an overview of the scheme and identifies key problems facing pension scheme in Nigeria and proffers solution.

As if the pains and anguish of pensioners were not enough just on Tuesday, 18th July, 2017 pensioners in Edo were on the streets, clad in red, and protested for the non-payment of their entitlements to both Government House and the House of Assembly in Edo State (Vanguard, 2017). The indebtedness of federal government to pensioners of the Nigeria public service are better imagined as the arrears of retirees have accumulated for several months and remains unpaid for several years. This has lead to street protests in general and Edo State in particular. For example, in May, 2001 the pensioners under the platform of Nigeria Union of Pensioners Edo state chapter trooped out in large numbers with the sick amongst them on the protest of non-payment of backlog of pension arrears owned them (Adekunle 2001). The same happened in Ogun State in December 2003 over the same non-payment of gratuity and arrears. Also another, on Nipost Pensioners Edo State Chapter, went on a protest over 100 of its members, died due to Non-payment of their Gratuities, blaming the situation on the Post Master General of the Federation, Alhaji Mori-Baba, who they alleged, withheld their entitlements in the last seven years, and called for his sack. The State Chairman of the Nigeria Union of Pensioners, Comrade Clement Ojo spoke on their behalf appealing to the Authorities to come to their aid (Odia and Okoye, 2012).

However, its worth noting state that the Federal structure of Nigeria is believed to be 'a bad marriage that all dislike but dare not leave, and that there are possibilities that could disrupt the precarious equilibrium in Abuja' (Ogbe et al., 2011). The dominant conceptual and legal foundation for Nigerian internal political geography is pension institution and administration. A federal arrangement was expected to be instrumental for forging national unity out of the plural society and at the same time in preserving the separate social identities cherished by its component parts.

It has therefore become a recurring phenomenon in the contemporary Nigerian State among Nigerian citizenry to question the relevance of the senior citizens to nation building and national development. Thus, some scholars have argued vehemently for abolition of pension administrators while others have supported its continued existence within the political system of Nigeria. Ademolekun have argued that Pensioner Institutions has never worked for the progress of Nigeria. He further stated that right from the colonial era to the 19th century, the pensioners have continued to be self-centred individuals, parochial and clannish (Ademolekun, 1983). In many states of Nigeria, majority of people opposed the politicization of the pension institution through meddlesomeness in politics. The old Pension Scheme has been unfunded and grossly mismanaged, and this consequently brought a lot of untold hardships and sufferings to pensioners. Hence, retirement benefits in form of pensions and gratuities were not paid to retired workers as and when due. This scenario resulted in accumulation of huge retirement benefits which were owed to retirees. Subsequently, many of the beneficiaries had to wait for several months and in some cases many years as in the case of Edo State for the payment of their gratuity and annuity. The overall consequence is that many retired workers died out of frustrations, and lack of funds to maintain their lives, especially in old age when they could no longer engage in any meaningful ventures (Ojiugo, 2009). Several existing pension administrators could no longer live up to expectation as the hope of many

According to Dalang (2006), some important highlights of the previous Pension Act 1990, repealed by the present Act include:

1. It lacked contributory provision from the employees in the public service.
2. Where an employee puts in 5 years of service, he/she becomes qualified for gratuity payable in lump sum of money at once on retirement, to enable him rehabilitate himself and family.
3. After 10 years of service in the Public Sector, an employee becomes qualified for both gratuity and pension where such employee retires voluntarily, he is paid his gratuity emblock and then starts to receive his monthly pension upon attaining 45 years old.

However, where the employee is compulsorily retired before attaining 45 years of age, he starts receiving his pension immediately in addition to the paid gratuity in lump sum. The service in Public Sector is limited to 35 years of service or 60 years of age whichever comes earlier. This is what is known as contract of service or employment covered with statutory avour in the public sector. In other words, this is what provides for job security in the public sector. The next of kin of an employee who dies in the service is paid gratuity and a 5 year pension (at once due to the employee as at the date he died (i.e deceased benefit). Nigeria for the past two decades has grappled with the problem of how retirement benefits of workers in the civil and public services could be paid (Ojiugo, 2009). The past Pension Schemes were fraught with so much irregularities and graft that left contributors questioning the rationale for the scheme, where many could not easily access their entitlements upon retirement. There were reported cases where many retired workers died from heart attacks and long term sicknesses, on discovering that all their life savings were gone and their benefits were not forthcoming.

The previous Pension Scheme had a lot of shortcomings, which brought hardship and sufferings to beneficiaries. A good number of them had to wait for several years to get their pensions.

Indeed, the last pension arrangement suffered from lack of adequate funding and this culminated in huge outstanding liabilities of retirement benefits. The pension reform Act signed into law in June 2004, introduced reforms in the structure of pension administration in Nigeria. The law makes it mandatory for all employees of the federal government and workers in the private sector, where the total number of employees is five (5) or more, to join the contributory pension scheme. The Act required that only licensed Pension Fund Administrators (PFA) manage Pension Funds, while the Pension Fund assets can only be held by licensed Pension Fund Custodians (PFC). The Act also establishes the National Pension Commission popularly known as (PENCOM) to regulate, supervise and ensure executive administration of pension affairs in Nigeria.

The Problems

Over the years, the management of pension scheme in Nigeria has been inundated by multiple and diverse problems arising from which retirement became dreaded by workers especially in the public service in Edo State. The failures of pension schemes in the country have been attributed to poor pension fund administration, outright corruption; embezzlement of pension fund; inadequate build-up of funds and poor supervision. There have been several reviews of pension schemes by the federal government which have also caused implementation problems. In 2004, Nigeria established a funded system based upon personal accounts. This

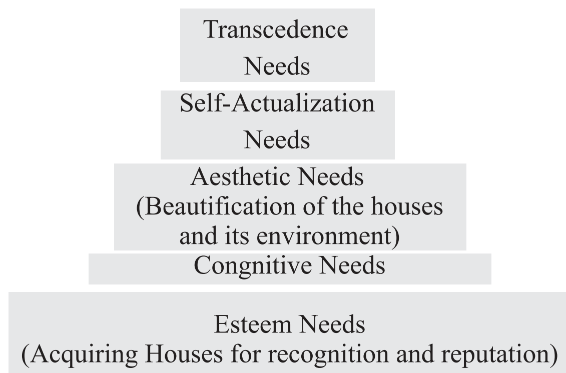
Therefore, due to several unsatisfied desires and needs that exist, it is vital to know the needs that are more important to people, or in economic sense, there should be a set scale of preference in the goals of government if policies formulated are to achieve the aims.

Maslow's hierarchy of needs theory identified house/shelter as a basic need, but it does not sufficiently classify 'housing' as what it truly is. Housing, according to Agbola (1998), is a process. Hence, it is beyond shelter as considered in this theory. However, it is a collection of characteristics to produce a unique house within any neighbourhood and it is thus an array of economic, sociological and psychological phenomena. This implies that it cuts across other needs in the hierarchy of needs theory. Ademiluyi and Raji (2008) affirmed that housing cannot be separated from the economic, political and social development of man. Hence, in the light of these other needs, this theory shall be viewed to portray housing as shown in fig.1 and not house/shelter as stated in the physiological need of the hierarchy of needs theory.

Once a person has met the lower level physiological and safety needs, higher level needs become important. These include the social needs. Social needs are those related to interaction with other people, that is: need for friends, need for belonging, and need to give and receive love. In Abuja, social need can be related to housing. A person on getting to FCT may desire to have an accommodation irrespective of its location. However, after his basic need of shelter has been met, he thinks of not just being accommodated but living close to where his colleagues are staying which may result to relocation to another settlement.

Once a person feels a sense of "belonging", the need to feel important arises (Esteem needs). This need is not a far cry from housing delivery especially in mega cities like Lagos, Pretoria, Abuja, etc. In this case, housing can be considered in economics as articles of ostentation; where housing is not just owned for shelter rather it is owned to show case the class the occupier belongs. In other words, houses are owned for recognition and reputation. Maslow later refined his model to include aesthetics need. This involves the desire to be appreciated and search for beauty, balance, form and comfort. The provision of aesthetics brings out beauty to the environment. Good examples of aesthetic features are observed in the FCT Abuja, where the roads are lined with trees, flower plants, gardens and monuments. In actual sense, aesthetic beauty is an integral part of modern housing delivery services. This idea is being adapted by State governors most especially in South West Nigeria.

Fig. 1



Social Needs
(Desire to be housed close to colleagues and friends)

Safety Needs
(Houses must be secured and provide for the wellbeing occupant)

Physiological Needs
(Housing is a primary/basic need)

Maslow's Hierarchy of Needs

Source: Abraham Maslow original Hierarchy of Needs concept; Alan Chapman's review and design (2007) and adapted for Housing Need by Researcher 2016.

If Maslow's theory is anything to go by, there is therefore the need for proper implementation of Government Housing Policy because shelter is categorised as one of the physiological needs of motivation. This precedes any other form of need in this hierarchy. In other words, it implies that people need to be properly sheltered and then move up to the provision of necessary infrastructure and facilities. Though human beings may have different needs, however, Maslow's hierarchy of needs theory could be considered appropriate in validating proper housing delivery. The theory was quick to inform us on the needs but was unable to provide how it can be catered for. Nonetheless, it helps to solicit for better formulation of viable policies even on housing matters by identifying that shelter is a basic need that is vital.

Methodology

This research work utilised both primary and secondary sources of data. Data relating to broader issues of housing policy, the government, private sector and the interaction between organized private sector housing developers and their beneficiaries were collected. The research covered the Federal Capital Territory, Abuja and it involved the Federal Housing Authority, ten members of Real Estate Development Association of Nigeria (REDAN) and nine hundred and eighty three beneficiaries of constructed housing estates by government and organised private sectors. The researcher utilised two stage sampling method as procedure for the collection of primary data. Copies of questionnaire were distributed randomly among nine hundred and eighty three beneficiaries of the public and private owned estates; ten private developers and Director in charge of Federal Housing Authority (FHA) were also purposively selected. The sources of data collected were both secondary and primary.

Discussion of Findings

This section presented data analysis and interpretation of the respondents' views on the national housing policy and its impact on housing services delivery in Abuja. The Table 1 revealed the frequency and percentage distribution of respondents on each of the assertions

of measure that can ameliorate the ugly trend.

Keywords: Political, Pensioners, Corruption, Society, Administrators, Nigeria,

Introduction

Nigeria sovereign nation, more than anything else, the greatest obstacle to the nascent democracy is the neglect of pensioners and their roles as senior citizens in nation building, as evidenced by the spate of armed robbery attacks, political assassinations, religious conflicts and federalism coupled with the seeming helplessness of security agencies to handle criminal acts (Uhunmwuangho and Epelle, 2011). The situation is worsened by the increasing number of unemployed Nigerians some of whom are ready recruits for criminal activities (Nigerian Tribune, 2002). The above statement from an editorial comment by a national daily in Nigeria indeed epitomises the central focus of this paper, the aim of which is to analyse the importance of pensioners to democratic sustainability in Nigeria in particular and Africa in general.

The History of the Nigeria Pension Administration dates back to the 1950s, which was introduced by the colonial Administration. It consists of Civil Servants, Public Servants, and Private sectors. Pension is the amount paid by Government or company to an employee after working for some specific period of time, considered too old or ill to work or have reached the statutory age of retirement. It is a sum paid monthly to a retired officer till death by an organization (Adam, 2005). Pension is also the method in which an officer or a person pays into Pension Scheme a proportion of his/her earnings during their working life. However, pension administration in Nigeria has been saddled with a lot of challenges, both in the public service and private sector. The public service operates an unfunded Defined Benefit Scheme and the payment of retirement benefits are budgeted annually. The annual budgetary allocation for pension has been one of the most vulnerable items in budget implementation in view of resource constraints. Indeed, even where budgetary provisions are made, inadequate and untimely release of funds culminate in delays and accumulation of arrears (Ojiugo, 2009). However, current huge arrears of pension payments are only the symptom of a much deeper crisis. As the scheme is not funded, opportunity for the accumulation of investible funds is lacking. Even where funds were accumulated under some Parastatals schemes, restrictive investment policies and practices sometimes limited the capacity of such funds to grow.

Furthermore, political instability and unstable labour policies in the past had endangered massive premature retirements thus creating an unstable pensioner to active worker ratio. In addition, inadequate delivery structures for payment and lack of a data base of pensioners have resulted in delayed payments of benefits and consequent near destitution of pensioners; adverse publicity in the media and projection of society and government as uncaring to the plight of its senior citizens. Such pecuniary problems of the former Pension Scheme in the country have resulted in insecurity and contributed to high level corruption in the active work force (Ojiugo, 2009). It is important to mention that an estimated outstanding pension liabilities across the country of approximately N2 trillion cannot be sustained within the Defined Benefits Pension Scheme. Hence the need for a reformation of the Pension Scheme which culminated in the 2004 Pension Reform Act in Nigeria. However, the Act has been enacted without much sensitization of the worker who the law directly affects, before the passage of the Bill by the National Assembly, whose members were supposed to represent the interest of the whole Nigerian people.

The Challenges Of Pensioners In Nigeria Public Service: Edo State As A Case Study

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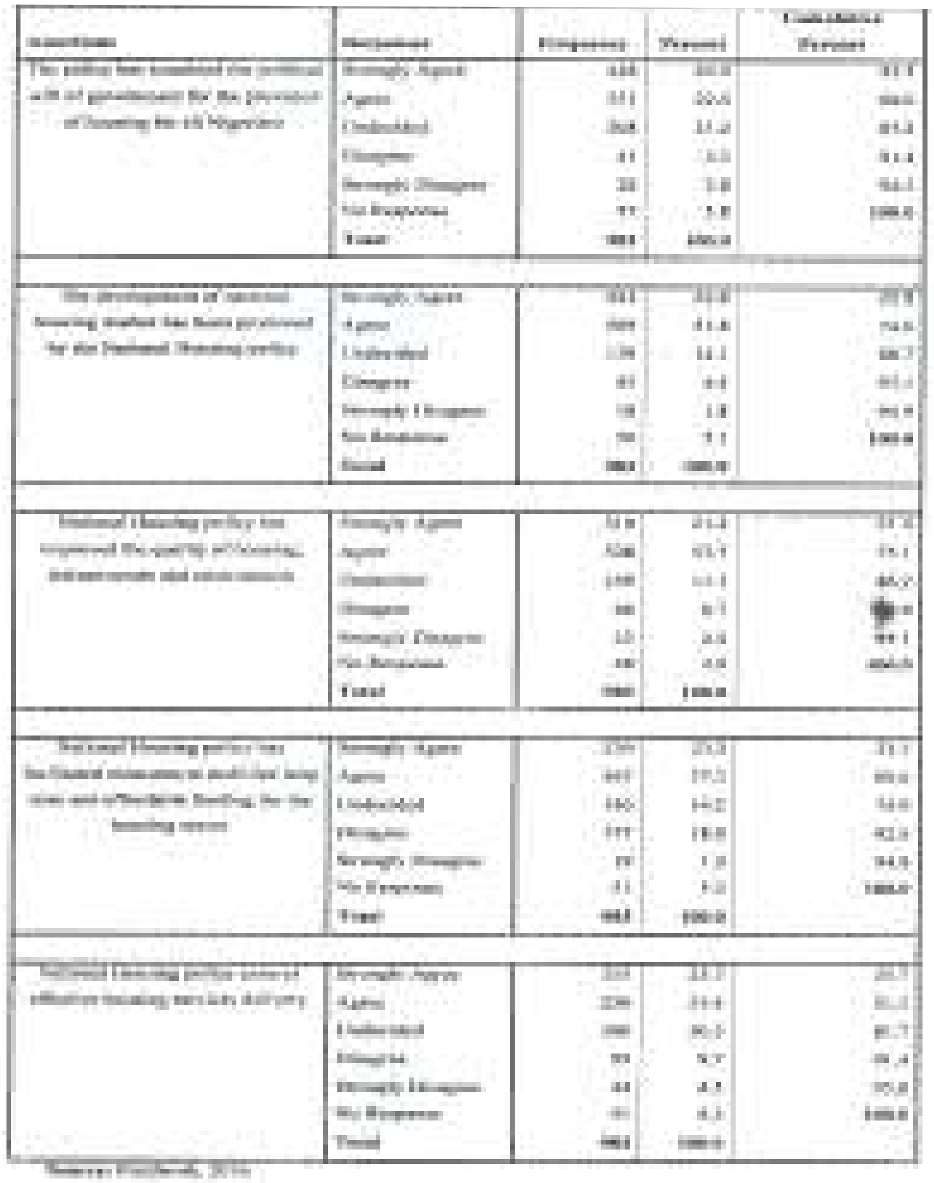
Abstract

This paper presents an appraisal of the challenges of pensioners in Nigeria Public Service. Nigeria nation, more than anything else, the greatest obstacle to the nascent democracy and survival of public administration is the pervasive insecurity of lives and property, as evidenced by the spate of armed robbery attacks, political assassinations, power distribution coupled with the seeming helplessness of security agencies to handle criminal acts. The situation is worsened by the increasing number of unemployed Nigerians and plight of retired pensioners, some of whom are ready recruits for criminal activities. The above statement from an editorial comment by a national daily in Nigeria indeed, epitomises the central focus of this paper; the aim of which is to appraise the nexus between new public administration in Nigeria and nascent democratic nurturing, sustenance and eventually consolidation vis-a-vis the battles with one of the major ills of Nigeria nation. Fifty-six year after Independence, and 103 year of its existence, Nigeria still battles with one of the major fall-outs of practical public administration and nascent democratic dispensation, administrative inefficiency, corruption in all facet of economy, the politics of trying to appease all sectors of the polity. This paper highlights and assesses the nature, quality and plight of pensioners to practical public Administration in Nigeria that have dominated the Nigerian federal polity which have created untold unpleasant experiences and pains at one point or the other since independence. The management of pension scheme in Nigeria is inundated by multiple and diverse problems. The subventions and grants received from government are sometime inadequate to meet recurrent expenditure and overhead costs; not to talk of having some reserve for pension liabilities. In Nigeria, one thought that the challenges of Pensioners would be alleviated with the reformation put in place by help of the former administration of ex-President GoodLuck Jonathan which was tagged "Pension Transition Administration". But the reverse is the case with the recurring deaths of numerous pensioners in all the states in Nigeria, with special reference to Edo State which is the focal point of this paper. This paper painstakingly appraises several of these issues and concludes that all stakeholders in the federal polity should thread softly, be objective, rational, altruistic and magnanimous in order not to make the existence of true federalism (social, political and economic cohesive existence of the people, peace and tranquility) a fleeting illusion and a mirage. It also focused on critical analysis of the problem of power distribution, the kind of crisis it has generated and the kind

set out to achieve this objective and its values/responses were organized using likert scale of measurements, such as: Strongly Agree, Agree, Undecided, Disagree and Strongly Disagree.

Table 1 Appraisal of National Housing Policy and its Impact on Housing Services Delivery in Abuja



[illegible]	[illegible]	[illegible]	[illegible]	[illegible]
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As presented in the Table 1, 649 (66.0%) of the respondents agreed to the assertion that the National Housing policy has sustained the political will of government for the provision of housing for all Nigerians. This implies that the scheme of this policy has been the domain for the provision of the housing units, especially in the study area (Abuja). However, 208 (21.2%) of the respondents reserved their comments to this assertion, while 57 (5.8%) of the respondents did not react, and 69 (7%) of the respondents disagreed with this assertion.

It was also asserted for the respondents to agree or disagree whether the development of a national housing market has been promoted by the policy. In their reactions, 733 (74.6%) of the respondents acknowledged the policy actions geared towards the realization of the national housing market. This interprets that development of national housing market could be said to be one of the goals of the policy. On the other hand, 61 (6.2%) of the respondents disagreed to the assertion: which seems not to overwhelm the position of the majority that fell in the agreement category with the assertion. However, 139 (14.1%) of the respondents remain indecisive, and 50 (5.1%) of the respondents skipped the assertion.

Similarly, 738 (75.1%) of the respondents agreed with the statement that National Housing policy has improved the quality of housing, infrastructure and environment. This outcome could be probable on the supposition that provision of housing units by both public and private developers enjoyed tenancy and official support from the mandate of the policy, thus indicating the rationale behind approximately 75% agreement level with the statement. Nevertheless, 109 (11.1%) of the respondents remain indifferent, and 88 (8.9%) of the respondents fell in disagreement category with the statement.

In addition, respondents were asked to either agree or disagree with the assertion that National Housing policy has facilitated measures to mobilise long term and affordable funding for the housing sector. Reacting to this assertion, 596 representing 60.6% of the respondents fell in the agreement category and 196 representing 19.9% of the respondents are in disagreement category. However, 140 (14.2%) undecided and 51 (5.2%) did not respond to the statement. The interpretation of this distribution depicts that long term and affordable funding for housing sector appears to have been reasonably facilitated by the National Housing policy owing to the approximately 61% respondents' agreement to the statement.

It was also stated for respondents to either agree or disagree to the statement that National Housing policy ensures effective housing service delivery. In their responses, an average of 51.2% representing 503 respondents agreed to this assertion and 139 (14.2%) of the respondents disagreed to this assertion. Surprisingly, 300 (30.5%) of the respondents remain sceptical to this assertion and 44 (4.2%) of the respondents skipped this statement. It could be inferred from this finding that just an average of 51% of the respondents passed a good remark on the policy and 30% of the respondents made no position on the effectiveness of the policy in ensuring housing services delivery. A possible conclusion from this is that National Housing Policy has a positive Impact on Housing Services Delivery in Abuja, consequent upon 51.4% agreement level.

Recommendations

Government of the day should ensure that the Housing Policy is fully implemented in all parts of the country especially in the Federal Capital Territory, Abuja. This will give room for equity and uniform developmental progress across the nation. There should be constant evaluation and re-evaluation of the Policy in order for the grey areas of the policy to be reviewed and consolidated upon.

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Conclusion

The introduction of private developers and activities of the government have not really achieved much in terms of meeting the demand of affordable housing in the Federal Capital Territory, Abuja. However, the formulated policy is widely commended by stakeholders in the industry though a few grey areas have been noted for review. This calls for government's attention to evaluate the policy and proffer solutions to the noted areas. Nevertheless, despite the grey areas, the Housing Policy has provided a sustainable platform for both government and private developers to engage in housing units' construction. This platform can be more viable if lapses in the housing policy are accentuated.

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The Implication of Boko Haram Insurgency on Healthcare Service Delivery in Borno State, Nigeria

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Abstract
The insurgency of Boko Haram in the northeastern Nigeria has overwhelming implication on the various developmental sectors. The incessant attacks launched by the insurgent group is reported to have damaged infrastructures and leads to deaths, destructions and displacement of lives, properties and people. Against this background therefore, this paper examines the specific implications that insurgency has on healthcare service delivery in Borno State. The paper utilises secondary data, with bias on healthcare service reports of Borno State Government, Human Rights Watch, Integrated Regional Information Network and Medicins Sans Frontiers. The paper reveals that governmental efforts in healthcare service delivery in the state has been greatly affected, as well as that of profit making establishments. However, the humanitarian based International Non-Governmental Organisations (INGOs) remain fully functional. The paper therefore concluded that efforts must be made to retain the INGOs as well as improve the governmental and private sector provisions of the healthcare services in order to avoid the total collapse of the sector. As such, the paper recommends strong partnerships by governments with donor agencies and individuals sponsoring healthcare programmes in the state. More funds should also be allocated to healthcare in Borno state subsequent budgets so as to revive the sector.

Keywords: Boko Haram, Insurgency, Healthcare, Service Delivery

1.0 Introduction

The insurgency of Boko Haram began their attacks in 2009 with a strange and devastating clash between the members of the sect and government forces as a result of their strict resistance to the then Bike-helmet law imposed in the country by the administration of Late President Umaru Musa Yar'adua. The sect believed it is unislamic to make them substitute their traditional turban with westernized helmet whenever they are using motorcycle. This sees the loss of lives and properties of hundreds of people in Borno State. The sect is believed to be in existence since 2002 as an Islamic group that teaches unique ideology and have many followers mostly within the state. However, since their attack in 2009, the sect continues to be violent until date.

and pharmacists flee for their lives from the brutal attacks by the insurgents. The sick persons are forced to trek to vast distances before receiving medical attention. Vaccination programmes for children are compromised (Ojora-Saraki, 2016).

Whenever the crises intensifies, even governments loss control over healthcare territory. The finances meant for developmental projects in the state, including those related to healthcare, are diverted to security provision as well as in providing relief materials to the affected populace. In the same vein, Ojora-Saraki (2016) observes that governments' attention and resources are redirected to tackling terrorism rather than prioritising maternal and child healthcare.

Despite the insecurity in the state, non-governmental organisations are doing well towards delivering healthcare services to the needy populace. For instance, more than 14,000 volunteers were deployed to vaccinate 1.9 million children under 5-years old against wild poliovirus. The exercise, which is the first nationwide campaign against polio this year, took place from 25 to 29 March 2017. WHO and partners have trained 1,817 house-to-house, 410 fixed posts and 362 transit teams in addition to 150 health camps across 206 wards in all local government areas (LGAs) except Abadam and Marte due to insecurity (WHO, 2017). Furthermore, 84 mobile teams are operational with the support of Federal Ministry of Health, WHO and Health Sector Partners in Borno state. The teams are regularly working in communities and health facilities delivering essential health care including treatment of minor ailments, safe deliveries, nutrition screening, and health promotion across 23 accessible LGAs (BOSG, 2017).

4.0 Conclusion

From the foregoing, it is obvious that the insurgent activities in Borno State has negative implication on healthcare service delivery. However, such implications were more pronounced in governmental aspect of the services as well as those of profit making non-governmental establishments. In the case of humanitarian based International Non-Governmental Organisations (INGOs), the insurgency is what led to their arrival in the state and have been rendering healthcare services despite the continuous attacks in the entire state. In fact, they have been expanding on daily basis, and continuously renewing their healthcare projects due to the poor state of well-being of the majority of people in the state. Therefore, efforts must be made to retain the INGOs as well as improve the governmental and private sector provisions of such services in order to avoid the total collapse of the sector.

5.0 Recommendations

The paper recommends Nigerian government should strengthen its partnerships with donor agencies and individuals sponsoring healthcare programmes executed by the International Non-Governmental Organisations in Borno State. In their budgets, Borno State government should allocate more funds to health sector so as to revive it. All stakeholders in the state and country at large should embark upon peace and development promotion campaigns. Efforts must also be made to either replace the fleeing professional healthcare personnel or convince them to return.

system in the state has forced people to flee their villages and travel as far Cameroun to access healthcare. Health workers has on various occasions reported to be kidnapped and kept for ransom or to treat wounded soldier of Boko Haram terrorist group. At a point in time, there was a complete downfall of healthcare in northern Borno, as professionals of healthcare have ran away in search of safety. Medicins san Frontiers (MSF) estimated that there were only two doctors in the whole northern Borno as at January 2015 (MSF, 2015).

According to Internal Displacement Monitoring Centre (IDMC), at least 37% of primary healthcare facilities in emergency areas including Maiduguri have been shut down as a result of the menaces of Boko Haram insurgents, and more than 50% of such are yet to be opened.

Borno State Government (BOSG) (2017, p.3) in its March 2017 Health Sector Bulletin #22 compiles the following conditions:

I. 6.9 million people are in need of humanitarian health services including more than 1.7 million internally displaced people living in more than 100 IDP camps across Adamawa, Borno and Yobe states.
ii. Cholera and meningitis, Viral Haemorrhagic Fever (VHF) such as Lassa fever, outbreaks are an increasing threat; full preparedness and response plans are ongoing.
iii. A total of 181,753 suspected cases and 108,293 confirmed cases (18% of morbidity) of malaria were reported
iv. Over 2,717 suspected cases of measles were reported in 13 LGAs. 1,240 suspected cases were reported with 90% of the cases occurring in children below 5 years
v. 1108 cases of Acute Watery Diarrhoea were reported
vi. Active surveillance for Polio and Acute Flaccid Paralysis remain extremely active.
vii. Measles outbreaks continues to be a challenging to be contained.
viii. The need for food assistance is likely to increase even further in the coming weeks.
ix. Qualified health human resources, essential medicines and the destruction of medical facilities continues to hamper the delivery of lifesavings health interventions

BOSG (2016) compiles further that various INGOs are significantly assisting the healthcare service provision in the state. For instance, FHI360, through the PEPFAR/USAID funded Strengthening Integrated Delivery of HIV and AIDS Services (SIDHAS), supported the Borno State Government with laboratory equipment, reagents, medical consumables and national monitoring and evaluation tools to strengthen provision of comprehensive HIV/AIDS services in 10 hospitals in seven LGAs and 15 IDP camps in Maiduguri City Municipality (MCM). UNICEF also procured and distributed 20 Passive Vaccine Storage Devices (ARKTEK) to newly liberated LGAs of Monguno, Bama, Gwoza, Dikwa, Kukawa, Ngala and Kalabalge. UNFPA has established mobile outreach teams to deliver sexual and reproductive health (SRH) services for communities in newly liberated areas in Borno State that have limited or no available primary health care services. The World Health Organization (WHO) through the State Ministry of Health delivered essential medicines and medical supplies to Mafa and Dikwa IDP camps, two of the 15 areas liberated this year. The supplies are sufficient to treat 15,000 people for three months.

In Maiduguri, the state's capital, the likelihood of a woman dying is 1 in 23 compared with 1 in 4,700 in the United Kingdom due to inadequate midwives. The internal displacement further had a huge detrimental effect on maternal healthcare provision in the state. Doctors, nurses

The activities of the sect has overwhelming implication on all aspects of human live in the state including the economic, political, sociocultural, educational, religious and health, among others. The menace of insurgency in the northeast, specifically, Borno State has resulted in the widespread displacement, deaths and destructions of property. Those displaced are now taking shelter in relatively safe refugee camps in the state's urban centre, Maiduguri and few other strategic locations in the state (Abdullahi, 2017). As at 2016, there were over 2,000,000 Internally Displaced Persons (IDPs) in Borno State (IDMC, 2016). The activities of the insurgents has caused destruction of over $5.9Billion in Borno State. Over 20,000 were killed. Such destructions affects infrastructure in the areas of education, environment, sanitation, healthcare, energy, businesses, housing, municipal buildings, etc. across the 27 Local Government Areas of the State.

It is therefore against this backdrop that this paper examines the extent of the implication of the activities of Boko Haram insurgency on healthcare services in Borno State, Nigeria.

2.0 Conceptual Issues

2.1 Boko Haram

Boko Haram is the mixture of two words. A Hausa Language word Boko and another Arabic Language word Haram. Boko refers to 'book' or, the noun, ilimin that means 'education', while Haram means forbidden. The word Boko was principally used derogatively in reference to the colonial-style education, as opposed to ilimin Islamiyya (Islamic Education). Basically, Boko Haram is widely used to translate as 'Western Education' is forbidden, a sin or sacrilege (Waldek and Jayasekara, 2011). However, the leader of the sect as of August 2009, Mallam Sani Umaru discard such designation. According to him, Boko Haram does not actually meant that as people widely regard the sect and as the infidel media continue to portray. He advanced that Boko Haram doesn't mean 'Western Education is a sin', rather 'Western Civilisation is forbidden' (Onuoha, 2012).

The sect is an Islamic group that is in operation in northern Nigeria and came to prominence in 2009. Mohammed Yusuf, a fiery leader and resident of Maiduguri, founded it. Initially, the group was not violent until the introduction of bike-helmet law in 2009 by the then President Umaru Musa Yar'adua which saw the stiff resistance by the members of the sect. Later, several clashes between the armed forces and members of the sect were recorded on several occasions. Mustapha (2015) noted that Boko Haram later went underground and reorganised themselves, change their tactics of operation after the demise of Mohammed Yusuf and today under the leadership of Abubakar Shekau. Since 2010, they have used Improvised Explosive Devices, kidnappings, drive-by shootings, targeted assassination and suicide bombings (Abdullahi, 2017).

2.2 Insurgency

Insurgency according to the United States Department of Defence (2007) as the organised movement aimed at the overthrow of a constituted government through the use of subversion and armed conflict. In the same vein, Abolurin (2015) sees it as the organised rebellion aimed at overthrowing a constituted government with subversion and armed conflicts. Drew (2001, p. 8) asserts, "An insurgency is nothing more than an armed revolution against the established political order. Pure insurgencies are internal affairs and the insurgents are self-sustaining. In essence, insurgencies are civil wars".

Abolurin (2015) viewing insurgency as a movement from the work of Metz and Millen (2004) posits that insurgency can be seen as a political effort with specific objectives that separated it from terrorism and guerrilla warfare, as they are both available methods of pursuing the goals of a political movement. Metz and Millen further aptly puts:

"Insurgency has existed as long as the powerful have frustrated the weak to the point of violence. It is simply a strategy of desperation in which those with no other options turn to protracted, asymmetric violence, psychological warfare and political mobilization. In some modes, insurgents seek to attain their objectives directly by wearing down the dominant power. In other forms… asymmetric methods are used to rectify an adverse conventional military balance, with ultimate victory coming through conventional means once parity or something like it is attained. Ultimately, the result is the same. The weak avoid defeat and, overtime, the power balance changes and they become stronger" (Metz and Millen 2004, p. 1).

Many countries across the world are experiencing the menace of insurgency including Nigeria, Philippines, Yemen, India, Chechnya, Afghanistan, Sri Lanka and Sri Lanka among others. Insurgencies in Nigeria could be seen in the operations of Boko Haram violent group and Niger Delta militants' activities. Over the years, such groups have been fighting governments over its policies that is not favouring them, as well as other reasons they consider not favourable for their group.

2.3 Healthcare

Healthcare is the act of taking necessary or preventive medical procedure to improve a person's wellbeing. This may be done with surgery, administration of medicine or other alterations in a person's lifestyle. Such services are typically offered through a healthcare system made up of hospitals and physicians (Business Dictionary, 2017) In other words, it is about organised provision of medical care to individuals, groups and communities. According to WHO (2013), healthcare is the improvement or maintenance of health through the diagnosis, treatment or prevention of injury, illness or disease, as well as other mental and physical impairments in human beings. Health professionals in allied health professions, dentistry, physicians, nursing, midwifery, psychology, audiology, medicine, pharmacy and other health professions, deliver it. It includes the work done in providing primary, secondary and tertiary care, as well as in public health.

Healthcare systems vary across countries, communities, groups as well as individuals. It largely influenced by socioeconomic and political factors in place like preferences, traditions and policies, etc. In Nigeria, government and private sector provide healthcare services. Organisations are established to attend to the healthcare needs of the people. On the part of government, it is structured - tertiary, secondary and primary levels as responsibilities of federal, state and local governments respectively. Private sector on the other hand is discretional in operation. However, they are being regulated by public law.

3.0 Boko Haram Insurgency and Healthcare Services in Borno State

Generally, Nigerian healthcare system even before the insurgency is attributed to certain negativities compared to other developed nations. Across the country, different healthcare establishments have their different problems. We see healthcare organisations and institutions

utilising foreigners in their operations with very impressive welfare packages, while failing to take care of the locals at the same level; fake drugs and supplements beingmarketed, while escaping all the regulations in place; pharmaceutical centres and shops being operated without adherence to legal procedures; inadequate state-of-the-art equipment; bad attitude of nurses towards patients; wrong prescriptions of drugs and diseases; regular strike actions; nurses versus doctors crises; dearth of skilled personnel at almost all levels; and other corrupt related practices of all sorts in relation to healthcare.

Planning and execution of health related policies becomes very difficult for governments and non-governmental establishments in the state. Most healthcare services provided in the state especially to the displaced persons or communities are being done by humanitarian based international non-governmental organisations (INGOs) including Medicines Sans Frontiers (MSF), International Medical Corps (IMC), International Committee on Red Cross (ICRC) among many others. These are at the same time overstretched due to inadequacy, overpopulation and prevalence of all sorts of diseases.

Poor hygiene and overcrowding in the state, especially among the IDPs in their both formal and informal camps, as well as in host communities is seeing the outbreak of numerous diseases including cholera. There are also various cases of malnutrition, ulcer, typhoid, malaria, kwashiorkor, diarrhoea, polio, among many others. In 2016, cases of polio were recorded in the state despite the country's celebration of last case of polio in 2014.

Borno State has one of the worst healthcare service delivery because of its weak health system symbolised by inadequate health facilities and inadequate skilled health workers, as well as little support by civil society organisations. In addition, the low level of education in the state, especially among the rural populace makes the inhabitants patronise local medical hubs rather than modernised systems. The insurgent activities that worries the state has multiplied these problems by degrading the existing healthcare systems in one way, and also forced the victims of such attacks to receive modern healthcare service delivery in another way.

Over 788 health facilities have been lost to insurgent activities in the northeast. Borno state alone lost over 40% of its facilities and only a third of those left in the state remain functional. The state is reported to have lost 35% of its doctors to other states (Obi and Eboreime, 2017). According to World Bank report of March 2016, the insurgent attacks in the state has damaged over 201 health centres; 956,453 (about 30%) of private houses; 5,335 school buildings; 35 electricity offices; 76 police stations; 1,630 water sources; 14 prison buildings; and 726 power substations and distribution lines. Parks, grazing reserves, river basins, forests, orchards and lakes have been poisoned in 16 of the 27 local government areas and over 470,000 livestock are killed or stolen across the state (Bakare, 2016).

Since 2014, Boko Haram intensifies their brutal attacks against health workers. They have killed over 25 health workers, primarily polio vaccinators in the beginning of 2014 according to a report by Global Polio Eradication Initiative (GPEI) (Caulderwood, 2014). Such attacks led to a warning by GPEI that it will put enormous strain on efforts to halt transmission rates (Human Rights Watch, 2015). Integrated Regional Information Network (IRIN) has compiled that hundreds of skilled health worker have fled Borno state in fear of Boko Haram insurgents (IRIN, 2014). The insurgent group have frequently attacked and loot drugs from pharmacies leading to subsequently closure of many of such establishments (Human Rights Watch, 2015). Human Rights Watch (2015) compiles that a report by IRIN reveals the collapse of healthcare