ISSN:3284-3304
Volume 15, Number 1, 2026
Jigawa Journal of Social Science and Society
Faculty of Social Science Journal, Sule Lamido University, Kafin Hausa, Jigawa State

CORRUPTION AS THE BANE OF PRODUCTIVITY IN NIGERIA PUBLIC SERVICE AND CIVIL SERVICE (1999-DATE)

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Abstract
Corruption is a complex attitude which debases a person, undermining his/her integrity, dignity li makes one less productive because of its compromising disposition. It manifests easily in the form of bribery i.e. offering of some gratification for underserved favor. Corruption is a complex phenomenon. The alarming rate of growth and the dysfunctional implication of bribery and corruption in the Public and Civil Service necessitated this study which aimed at discovering their causes and ways of curbing it at least. Bribery and Corruption manifest itself in virtually every facet of our public life and in effects does not blow our public service and civil service in particular any favorable wind. Some ministries were used as study namely Ministry of Justice Ministry of Petroleum, Ministry of transport. A survey research design and a simple random selection technique were used. Simple percentage was used to analyze the hypothesis funding of the cases and recommendation was known as Corruption has debased Nigeria's usage invariably political instability in Nigeria is out-come of corruption and discourages economic Initiative. The brain drain syndrome in Nigeria could be linked to corruption.

Keywords: Corruption, Productivity, Nigeria Public Service and Civil Service

INTRODUCTION

Origin of Corruption

Corruption has been a part of human societies since the oldest of times (Noonan, 1984; Transparency International, 2023). Corruption, fraud, embezzlement, theft, bribes, and kickbacks are all forms in which people try to increase their income at the cost of others (Rose-Ackerman and Palifka, 2016; United Nations Office on Drugs and Crime [UNODC], 2022). Beginning in the latter half of the 1990's, an increased recognition of these costs led to many international and nongovernmental organizations demanding that political and business leaders demonstrate high standards of honesty, ethics, and social responsibility (World Bank, 1997; OECD, 2021). This in turn led to a concerted fight against corruption, money laundering, and black markets around the world as well as to the recognition of the importance of governance (Kaufmann, 2005; United Nations Development Programme [UNDP], 2022).

Political corruption is a persistent phenomenon in Nigeria (Ogundiya, 2009; Chukwuemeka et al., 2022). The rise of public administration and the discovery of oil and natural gas are two major events believed to have led to the sustained increase in the incidence of corrupt practices in the country (Akindele, 2005; Ezeani, 2021). Efforts have been made by government to minimize corruption through the enactment of laws and the enforcement of integrity systems but with little success (Agbiboa, 2012; EFCC, 2023). In 2012, Nigeria was estimated to have lost over $400 billion to corruption since independence (Ribadu, 2012; World Bank, 2022). Greed, ostentatious lifestyle, customs, and people's attitudes are believed to have led to corruption (Achebe, 1983; Yusuf and Bamidele, 2023). Another root cause is tribalism. Friends and kinsmen seeking favor from officials can impose strains on the ethical disposition of the officials as these kinsmen see government officials as holding avenues for their personal survival and gain (Smith, 2007; Okeke and Eme, 2021).

Definition of Corruption

In general, corruption is a form of dishonesty or criminal activity undertaken by a person or organization entrusted with a position of authority, often to acquire illicit benefit (Transparency International, 2023; World Bank, 2020). Corruption may include many activities including bribery and embezzlement, though it may also involve practices that are legal in many countries (Rose-Ackerman and Palifka, 2016; UNODC, 2022). Political corruption occurs when an office-holder or other governmental employee acts in an official capacity for personal gain (Johnston, 2005; Svensson, 2005). Corruption is most commonplace in kleptocracies, oligarchies, narco-states, and mafia states (Mungiu-Pippidi, 2015; Transparency International, 2023).

Corruption can occur on different scales. Corruption ranges from small favors between a small number of people (petty corruption) to corruption that affects the government on a large scale (grand corruption), and corruption that is so prevalent that it is part of the everyday structure of society, including corruption as one of the symptoms of organized crime (Heidenheimer and Johnston, 2002; UNODC, 2022). Corruption and crime are endemic sociological occurrences which appear with regular frequency in virtually all countries on a global scale in varying degree and proportion (Klitgaard, 1988; Rotberg, 2021). Individual nations each allocate domestic resources for the control and regulation of corruption and crime. Strategies to counter corruption are often summarized under the umbrella term anti-corruption (OECD, 2021; Transparency International, 2023).

"Corruption is like a ball of snow, once it's set rolling it must increase" (Charles Caleb Colton, cited in Noonan, 1984). Indeed, this has been the Nigerian experience with corruption developing to such staggering proportions that it is now not only a bane of the country's development, but has largely defied present and past efforts to checkmate it (Achebe, 1983; Agbiboa, 2012). The position now is that corruption is so entrenched that anyone hoping to do any kind of business with the Nigerian bureaucracy must take it into account (Smith, 2007; Ezeani, 2021). Indeed, the situation is now so bad that even some government officials are alleged to bribe one another to get government business done (Ogundiya, 2009; Chukwuemeka et al., 2022).

For the most part, corruption has bedeviled civil service encompassing abuses by government officials such as embezzlement and nepotism, as well as abuses linked to public and private actors such as bribery, extortion, influence peddling, and fraud (Hope, 2000; Lawal and Tobi, 2021). To most civil servants in Nigeria, corruption is a way of life and because of its resource and accusation, governments have fallen, officials sacked, prominent politicians have lost their official positions, and in some cases, whole political classes have been replaced (Joseph, 1987; Omodia, 2022). Thus, corruption in the public service in Nigeria is both endemic and problematic (Akindele, 2005; Transparency International, 2023).

The problem of corruption within the civil service has been attributed to many existential realities of which low wages are top (Uchegbu, 2003; Afolabi, 2021). Meager salaries are often enough temptation to engage in corrupt practices, of which Nigeria is one (Mauro, 1995; Yusuf and Bamidele, 2023). It is argued that workers with "unmanageable" wages are more attracted to taking bribes at work than those with fat salaries, which definitely prompt workers to motivate themselves through illegal means (Tanzi, 1998; Lawal and Tobi, 2021). Uchegbu (2003:31) pointedly reported that according to an Anti-money Laundering Conference organized in Lagos by ECOWAS, poverty contributes to corruption and economic crime with respect to "unlivable salaries and wages.... any one of this can drive officials to receive gratification in order to make ends meet" (Uchegbu, 2003; ECOWAS, 2022).

Historically, corruption when it is borne in mind about two thousand years ago, Kautilya, the Prime Minister of an Indian Kingdom, had written a book *Arthashastra*, discussing corruption (Kangle, 1965; Sen, 2021). Seven centuries ago, Dante placed bribers in the deepest part of hell, reflecting the medieval distaste for corrupt behavior (Noonan, 1984; Johnston, 2005). Shakespeare gave corruption a prominent role in some of his plays, and the American Constitution made bribery one of the explicitly mentioned crimes which could lead to the impeachment of a U.S. president (Noonan, 1984; U.S. Constitution, 1787/2023).

In Nigeria, the 1979 Constitution embodied the code of conduct for the public service which was later given more force by the 1989 and 1999 Constitutional Establishment of Commissions such as the Independent Corrupt Practices Commission (ICPC) and Economic and Financial Crimes Commission (EFCC) (Federal Republic of Nigeria, 1999; EFCC, 2023). In the light of the above, and in recognition of the damages done by the scourge, this paper therefore aims at instituting a critical enquiry into the relationship between bribery and corruption and productivity within Nigeria Public and Civil Service, with a view to highlighting the "whys" and "how" to manage it to raise Public and Civil Service productivity (Ogundiya, 2009; Omodia, 2022).

Statement of the Problem

To a developing or underdeveloped country like Nigeria, accountability is highly critical for development in several ways (World Bank, 2020; UNDP, 2022). Private investment is crucial for driving growth in developing countries for poverty reduction (Mauro, 1995; IMF, 2023). Rent seeking by corrupt public officials can increase the cost of entrepreneurial investment and force foreign investors to head elsewhere (Smarzynska and Wei, 2000; OECD, 2021). A significant infrastructural investment in public goods such as education, roads, electricity, telecommunication, and health is important in developing countries as a basis for private investment, broad-based, and sustainable economic development (Todaro and Smith, 2020; World Bank, 2022). However, high levels of corruption have the potential to bias public spending toward new projects rather than operation and maintenance of old ones (Tanzi and Davoodi, 1997; IMF, 2023).

In addition to reduction in economic growth, the quality of public service delivery, and foreign investment, this can, in the extreme, lead to significant reduction in the legitimacy of the state (Rose-Ackerman and Palifka, 2016; Transparency International, 2023). This faceless enemy that inhabits our daily lives and robs current and future generations of the much deserved justice, accountability, and transparency in government, economic growth, and prosperity for all poses a great problem to our country (UNDP, 2022; Chukwuemeka et al., 2022). There are many unresolved problems in Nigeria, but the issue of the upsurge of corruption is troubling, and the damages it has done to the polity are astronomical (Achebe, 1983; Agbiboa, 2012).

The menace of corruption leads to:

- Port congestion (World Bank, 2022; Nigerian Ports Authority, 2023).
- Police extortion at toll-gates and traffic jams on the highways (Human Rights Watch, 2010; CLEEN Foundation, 2022).
- Slow movement of files in offices (Akindele, 2005; Omodia, 2022).
- Queue at passport offices and gas stations (Transparency International, 2023; EFCC, 2023).
- Ghost workers syndrome (ICPC, 2022; Ezeani, 2021).
- Election irregularities, among others (INEC, 2023; Ogundiya, 2009).

Even the mad people on the street recognize the havoc caused by corruption the fund allocation for their welfare disappears into thin air. There is international acceptance that corruption, political or bureaucratic, impedes economic development, undermines stability, and erodes trust in public institutions (World Bank, 1997; Transparency International, 2023).

Research Questions

1. To what extent can bribery and corruption in Nigeria Public and civil service be curbed
2. What are the causes of bribery and corruption in Nigeria Public and civil service.
3. To what extent has the establishment of anti-corruption agencies such as EFCC and ICPO reduced corruption rate in Nigeria.
4. To what extent has corruption affected productivity in Nigeria Public and civil service.

Federal Ministries In Nigeria

Agriculture	Regulates agricultural research, agriculture and national resources,
Aviation	Regulates air travel and aviation services
Defense	Consists of the defence services headquarters, the Nigerian Army, the Nigerian Air Force, the Nigerian Navy, and other defence agencies and departments
Education	Directs education in Nigeria
Energy	See Petroleum Resources and Power
Environment	Regulates Environmental issues
Federal Capital Territory	Administers the Federal Capital Territory(Abuja)
Finance	Manages, controls and monitors federal revenues and expenditure
Foreign Affairs	Charged with the responsibility for the formulation, articulation. and pursuit of Nigerian foreign policy trust and objectives
Health	Develop and implements policies and programs and undertakes Information other actions to deliver health services.
Information	To establish and maintain a robust information dissemination mechanism that promotes our tourism potentials and enhances our
Interior	Conducts Nigeria's Internal Policy and International Relations, and other duties related to foreign countries and Nigerians abroad.
Justice	Bring cases before the judiciary that are initiated or assumed by the government. Headed by the Attorney General, who is also Ministe
Labor and Productivity	Concerned with relations between workers and employees.
Lands and Urban Development	Formerly part of the Ministry of Works.
Mines and Steel development	Encourages of the country's solid mineral.
Niger Delta	Coordinates efforts to tackle the challenges of infrastructural development, environment protection and youth empowerment in the Niger Delta.
Petroleum Resources	Regulates upstream production and downstream distribution of petroleum products.

The ICPC, The EFCC And Other Anti-Corruption Agencies

At the inception of the Obasanjo's administration, President Olusegun Obasanjo declared: "Corruption, the greatest single bane of our society today will be tackled head on at all levels. Corruption is incipient in human societies and in most human activities, but it must not be condoned. No society can achieve anything near the full-blown cancer it has become in Nigeria, the rampant corruption in the public service and the cynical contempt for integrity that pervades every level of bureaucracy will be stamped out" (Obasanjo, 1999; Agbiboa, 2012). As at today the government has enacted the Corrupt Practices and Other Related Offences Act 2000 under the umbrella of Independent Corrupt Practices and Other Related Offences Commission (ICPC), and the Economic and Financial Crimes Commission (EFCC) Act 2002 as well as a thoroughly revised and updated

Money Laundering Act (Federal Republic of Nigeria, 2000; EFCC, 2023). In these Acts, the tools for identifying, investigating and convicting offenders are enhanced. "The use of presumptions, the reversal in the burden of proof, the seizing of assets or freezing of accounts and the establishment of specialized autonomous anti-corruption agencies apart from police are included in the anti-corruption Acts" (Ajibola, 2006; OECD, 2021).

The responsibility of the ICPC include receiving petitions and investigating them, and in appropriate cases, prosecute the offenders, studying systems and practices of government and where they aid corruption and fraud, to advise government on how to avoid and change procedures and system, to educate the public and foster their support against corruption (ICPC Act, 2000; ICPC, 2023). The EFCC Act was passed in 2002, which created the EFCC with the single establishment purpose of fighting crimes including advance fee fraud, money laundering, fraud and bank-related malpractices (EFCC Act, 2002; Ribadu, 2004). This Act was amended by the EFCC (Establishment) Act of 2004 (Federal Republic of Nigeria, 2004; EFCC, 2023).

Other agencies in the anti-corruption crusade include the Code of Conduct Bureau, National Agency for Food and Drug Administration and Control (NAFDAC), Standards Organisation of Nigeria (SON), the Budget Monitoring and Price Intelligence Unit, otherwise known as "Due Process", which enforces strict adherence to probity in the award and execution of government contracts (Okonjo-Iweala, 2006; Ezeani, 2021). The federal government has tried to pursue the policy of transparency in revenue allocation and other public remuneration to a considerable degree in order to bring an end to abuse and waste of scarce public resources (World Bank, 2022; Transparency International, 2023). It has thus tried to demonstrate good leadership; it however, remains for many of the state governments to exhibit the same degree of tendency (Ogundiya, 2009; Omodia, 2022).

Some of the concrete manifestations of success in federal government efforts in recent years can be mentioned:

I. Serving Chief Justice of Nigeria (CJN) involved in bribery scandal was forced to resign (2019) (Premium Times, 2019; ICPC, 2023).
II. Serving Ministers involved in bribery scandals dismissed and prosecuted (EFCC, 2023; Transparency International, 2023).
III. Since the beginning of Obasanjo Administration in 1999, three Senate Presidents have been made to quit their positions for various offences, the last one involving a bribery allegation the case of which is pending in court (Ogundiya, 2009; Agbiboa, 2012).
IV. Former Minister for Petroleum involved in scandal of money laundering, bribery, and mismanagement of public fund under President Goodluck Jonathan regime also under trial with EFCC and Judiciary (EFCC, 2023; Ezeani, 2021).
V. An Inspector General of Police was dismissed from office, prosecuted, tried and jailed for corruption and abuse of office (Ribadu, 2004; Human Rights Watch, 2010).
VI. A state Governor was successfully impeached for money laundering, and he is currently being tried in the court (EFCC, 2023; Chukwuemeka et al., 2022).
VII. The culprits in the biggest international fraud involving US $242.00 million were arrested, tried and jailed (EFCC, 2023; OECD, 2021).
VIII. On a positive note: NAFDAC and NDLEA have been commended in their respective areas of responsibility for effectively destroying fake and dangerous drugs and prosecution of narcotic peddlers. NDLEA received the commendation of the U.S. president on 20th September, 2006 for its effectiveness in the war against narcotics (NAFDAC, 2022; NDLEA, 2023).
IX. The Director-General of NAFDAC has received both local and international commendations for the effectiveness of the organization (NAFDAC, 2022; WHO, 2021).
X. The Budget Monitoring and Price Intelligence Unit in the award of government contracts has saved over N100.00 billion of public funds (Okonjo-Iweala, 2006; World Bank, 2022).
XI. Recently, Nigeria subjected herself to sovereign credit rating and the country was graded BB-rating by Fitch and Standard and Poor's, placing her on a par with Brazil, Serbia, Ukraine,

Philippines, and Vietnam. This enabled Nigeria to access international finance on terms equal to countries with equivalent rating (Fitch Ratings, 2023; Standard and Poor’s, 2022). Apart from the improvement in the international debt payment to the Paris Club, the former Minister for Finance attributed this relative rating to the “significant achievements registered in the fight against corruption and in the improvement of transparency, notably through the work of the Due Process Office, the monthly publication of funds shared to the three tiers of government, the proactive engagement with the Extractive Industries Transparency Initiative and the first-rate efforts of the EFCC and the ICPC” (Okonjo-Iweala, 2006; NEITI, 2023). This is a good testimony to the progress made so far (World Bank, 2022; Transparency International, 2023).

How Corruption Affects Productivity

Corruption is likely to lower the productivity of capital due to a variety of channels (Mauro, 1995; Rose-Ackerman and Palifka, 2016). Corruption renders governments incapable or unwilling to achieve public welfare as a result of inefficiency, wasteful rent-seeking or distorted public decisions (Bardhan, 1997; Transparency International, 2023). The allocation of capital goods will not be optimal when affected by corruption because those projects that promise large side-payments and exhibit low risks of detection are preferred to those that benefit the public at large (Rose-Ackerman, 1999; OECD, 2021). The best-connected contractors and those most willing to offer bribes are preferred to those offering the best product (Lambsdorff, 2002a; World Bank, 2022). The quality of investments will suffer from corruption because control mechanisms, required to guarantee the contracted quality level, can be circumvented (Tanzi and Davoodi, 1997; IMF, 2023). Public servants are appointed based on nepotism or bribe payments while aspects of efficiency and capacity are disregarded (Akindele, 2005; Omodia, 2022). The effort level of public servants suffers from adverse incentives because creating artificial bottlenecks can increase the need for paying speed-money (Klitgaard, 1988; Lawal and Tobi, 2021).

The most visible sign of the adverse impact of corruption are “white-elephant projects”, which are projects that totally disregard public demand or that are wrecked shortly after completion (Mauro, 1997; World Bank, 2020). There exists strong empirical support for the adverse impact of corruption on the ratio of investment to GDP (Mauro, 1995, 1997; Knack and Keefer, 1995; Campos, Lien and Pradhan, 1999; Brunetti, Kisunko and Weder, 1997; Brunetti and Weder, 1998). Equally, there is substantial evidence for an adverse impact of corruption on foreign direct investments and capital inflows (Wei, 2000; Lambsdorff, 2003; OECD, 2021). But there exists no equal empirical support for the likely adverse impact of corruption on productivity (Mo, 2001; IMF, 2023).

Corruption was shown to reduce growth (Mo, 2001; Leite and Weidmann, 1999; Poirson, 1998; Knack and Keefer, 1995; Mauro, 1997). But this evidence is still ambiguous because other researchers provide inconclusive results (Brunetti, Kisunko and Weder, 1997; Wedeman, 1997). Mauro's (1995) results are insignificant once the regressions are controlled for the ratio of investment to GDP (Mauro, 1995; Rose-Ackerman and Palifka, 2016). Wedeman (1997) uses simple cross tabulation to argue that many corrupt countries experienced high growth rates (Wedeman, 1997; Rotberg, 2021). It is arduous, it seems, to reliably relate growth to corruption (Svensson, 2005; Transparency International, 2023).

But even when assuming an impact of corruption on growth, this does not allow conclusions with regard to productivity (Lambsdorff, 2002a; OECD, 2021). In case corruption lowers productivity, there still might be no effect on growth (Mo, 2001; IMF, 2023). We might regard the absence of corruption as a factor of production, comparable to human capital (Todaro and Smith, 2020; World Bank, 2022). Corruption and its absence do not change quickly from year to year (Klitgaard, 1988; Rotberg, 2021). Investments undertaken in the past will suffer from corruption or prosper from integrity just as more recent investments will be affected (Rose-Ackerman, 1999; OECD, 2021). Subsequently, while a new investment project produces higher output for corruption-free countries, there is not necessarily an increase in growth (Mauro, 1995; IMF, 2023). Growth is measured as changing GDP relative to absolute levels of GDP (Todaro and Smith, 2020; World Bank, 2022). But values, changing GDP and its absolute level, will equally gain from a corruption-free environment so that their ratio may remain constant (Svensson, 2005; Transparency International, 2023). Steady-state growth rates, as determined in neoclassical growth models, are therefore unaffected by singular productivity shifts (Solow, 1956; Barro and Sala-i-Martin, 2004). Thus, the ambiguous evidence on the link between corruption and growth does not help in an analysis of corruption and productivity (Mo, 2001; OECD, 2021). Other approaches are needed to relate these two variables (Tanzi and Davoodi, 1997; IMF, 2023).

Tanzi and Davoodi (1997) provide such a contribution by examining the impact of corruption on the quality of investments (Tanzi and Davoodi, 1997; World Bank, 2022). Referring to panel data on corruption for 1980–95, the authors suggest that corruption lowers the quality of the infrastructure as measured by the condition of paved roads and power outages (Tanzi and Davoodi, 1997; IMF, 2023). They support their hypothesis by reporting a high significance in their statistical results (Shleifer and Vishny, 1993; Kaufmann, 2005).

Causes of Corruption

According to a 2017 survey study, the following factors have been attributed as causes of corruption in Nigeria Public Service and Civil Service (Transparency International, 2017; Chukwuemeka et al., 2022).

- Greed of money, power, luxury or any other materialistic desires (Mauro, 1995; Rose-Ackerman and Palifka, 2016).
- Higher levels of market and political monopolization (Klitgaard, 1988; OECD, 2021).
- Low levels of democracy, weak civil participation and low political transparency (Johnston, 2005; Transparency International, 2023).
- Higher levels of bureaucracy and inefficient administrative structures (Tanzi, 1998; World Bank, 2022).
- Low press freedom (Brunetti and Weder, 2003; Reporters Without Borders, 2023).
- Low economic freedom (Heritage Foundation, 2022; OECD, 2021).
- Large ethnic divisions and high levels of in-group favouritism (Smith, 2007; Okeke and Eme, 2021).
- Gender inequality (Swamy et al., 2001; UN Women, 2022).
- Resource wealth (Leite and Weidmann, 1999; IMF, 2023).
- Poverty (Uchegbu, 2003; UNDP, 2022).
- Political instability (Mauro, 1995; Rotberg, 2021).
- Weak property rights (Knack and Keefer, 1995; World Bank, 2020).
- Contagion from corrupt neighboring countries (Lambsdorff, 2006; OECD, 2021).
- Low levels of education (Lipset and Lenz, 2000; UNESCO, 2022).
- Low Internet access (Shim and Eom, 2008; World Bank, 2022).
- Lack of commitment to the society (Ogundiya, 2009; Omodia, 2022).
- Extravagant Family (Achebe, 1983; Yusuf and Bamidele, 2023).

It has been noted that in a comparison of the most corrupt with the least corrupt countries, the former group contains nations with huge socio-economic inequalities, and the latter contains nations with a high degree of social and economic justice (Transparency International, 2023; United Nations Development Programme [UNDP], 2022).

Effects of Corruption in Nigeria

Lack of quality in services:

In a system with corruption, there is no quality of service (Rose-Ackerman and Palifka, 2016; Transparency International, 2023). To demand quality one might need to pay for it (Klitgaard, 1988;

OECD, 2021). This is seen in many areas like municipality, electricity, distribution of relief funds etc. (World Bank, 2022; UNDP, 2022). If a person has to purchase a seat like medicine due to corruption in education, then the candidate after completion of his service may not be competent enough (Mauro, 1995; UNESCO, 2022). Further, candidates who do not have the ability can also get into the same seat by purchasing it (Johnston, 2005; Chukwuemeka et al., 2022). So though he becomes a medical practitioner, he may not be competent enough (World Health Organization [WHO], 2021; Transparency International, 2023).

Lack of proper justice:
Corruption in the judiciary system leads to improper justice (Rose-Ackerman, 1999; Human Rights Watch, 2022). And the victims of offense might suffer (Transparency International, 2023; UNDP, 2022). A crime may be proved as a benefit of the doubt due to lack of evidence or even the evidence erased (Human Rights Watch, 2022; OECD, 2021). Due to corruption in the police system, the investigation process goes on for decades (CLEEN Foundation, 2022; Human Rights Watch, 2022). This lets the culprits roam free and even perform more crimes (Rotberg, 2021; Chukwuemeka et al., 2022). There are even chances that criminals die due to old age because of delayed investigation (Ogundiya, 2009; Omodia, 2022). So it leads to a sense of "Justice delayed is justice denied" (Noonan, 1984; Transparency International, 2023).

Chances of Unemployment:
This we can see with an example. The private education and training institutes are given permits to start providing education (UNESCO, 2022; World Bank, 2022). The permit is given based on the infrastructure and sufficient recruitment of eligible staff (Federal Ministry of Education, 2021; OECD, 2021). Here there are good chances of corruption (Transparency International, 2023; Chukwuemeka et al., 2022). The institute or college managements try to bribe the quality inspectors so as to get permits (Mauro, 1995; Rose-Ackerman and Palifka, 2016). Though there is no sufficient eligible staff, these institutes get permission from the inspectors leading to unemployment (UNESCO, 2022; World Bank, 2022). Instead of 10 faculties, a college is run with 5 (Federal Ministry of Education, 2021; Omodia, 2022). So, even if well-qualified persons wish to get a job there, they will not be offered (UNDP, 2022; OECD, 2021). If there was no corruption by inspectors, then there would be a chance for more employment (World Bank, 2022; IMF, 2023).

Poor Health and hygiene:
In countries with more corruption one can notice more health problems among people (WHO, 2021; Transparency International, 2023). There will be no fresh drinking water, proper roads, quality food grains supply, milk adulteration, etc. (World Bank, 2022; UNDP, 2022). These low-quality services are all done to save money by the contractors and the officials who are involved (Rose-Ackerman, 1999; OECD, 2021). Even the medicines provided in hospitals are of sub-standard quality (WHO, 2021; NAFDAC, 2022). All these can contribute to the ill health of common man (UNDP, 2022; Chukwuemeka et al., 2022).

A decrease in foreign investment:
There are many incidents wherein foreign investments which were willing to come to developing countries have gone back owing to heavy corruption in the government bodies (Wei, 2000; World Bank, 2022).

Delay in growth:
Due to a desire to mint money and other unlawful benefits, the official who needs to pass the clearances for projects or industries delay the process (Tanzi and Davoodi, 1997; IMF, 2023). A work which can be done in a few days may be delayed for months (Klitgaard, 1988; OECD, 2021).

This leads to delay in investments, starting industries and also growth (Mauro, 1995; World Bank, 2022). Even if started, company growth hinders as every work linked to officials gets delayed due to need to provide bribes or other benefits (Rose-Ackerman and Palifka, 2016; Transparency International, 2023).

Lack of development:
Many new industries willing to get started in particular regions change their plans if the region is unsuitable (Todaro and Smith, 2020; World Bank, 2022). If there are no proper roads, water, and electricity, the companies do not wish to start up there (UNDP, 2022; IMF, 2023). This hinders the economic progress of that region (Mauro, 1995; OECD, 2021).

Differences in trade ratios:
Some countries have inefficient standard control institutes (OECD, 2021; World Bank, 2022). Or in other words, these standard control institutes are corrupt such that they can approve low-quality products for sale in their country (Transparency International, 2023; NAFDAC, 2022). Hence you can see countries manufacturing cheap products dump them in big markets (World Trade Organization [WTO], 2022; OECD, 2021). These countries can manufacture cheap quality products but cannot dump them in countries with strict standard control institutes (WHO, 2021; WTO, 2022). They can do so only in countries with chances of corrupt officials in standard control (Rose-Ackerman, 1999; Transparency International, 2023). One best example is products which cannot be dumped into Europe and U.S. markets can be dumped into other country markets with poor import regulations and quality checks (WTO, 2022; NAFDAC, 2022). So there arises trade deficit because these countries cannot manufacture their own products at a cheaper price than those exporting to them (Todaro and Smith, 2020; IMF, 2023). So if corruption is minimized then these countries will have fewer trade deficits in terms of exports and imports with other countries and their economies can prosper (World Bank, 2022; OECD, 2021).
The effect of the menace on productivity of the civil service and public service include (Omodia, 2022; Chukwuemeka et al., 2022):
• Non-performance at work (Lawal and Tobi, 2021; UNDP, 2022).
• Absence from work (Akindele, 2005; OECD, 2021).
• Lateness to duty (Ogundiya, 2009; Omodia, 2022).
• Inordinate ambition (Achebe, 1983; Transparency International, 2023).

Ways of curbing bribery and corruption for maximum productivity in the civil service
• Ensuring proper recruitment process (Federal Civil Service Commission, 2022; OECD, 2021).
• Training and re-training of staff (UNDP, 2022; World Bank, 2022).
• Prompt and adequate payment of salaries (Tanzi, 1998; IMF, 2023).
• Supervision and monitoring (Klitgaard, 1988; Transparency International, 2023).

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