
**AWARENESS AS A STRATEGY ADOPTED BY INDEPENDENT CORRUPT
PRACTICES AND OTHER RELATED OFFENCES IN FIGHTING BUREAUCRATIC
CORRUPTION IN FEDERAL MINISTRIES BORNO STATE NIGERIA**

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Abstract

The menace of corruption and the fight to combat it is a major challenge confronting the world and Nigeria in particular. More disturbing is when there is manifestly a deliberate failure to eradicate the spread and existence. Lack of positive result of the existing anti-corruption agency necessitates the establishment of Independent Corrupt Practices and Other Related Offences (ICPC) in the year 2000. The paper is a survey type that assessed awareness as a strategy adopted by ICPC in combating bureaucratic corruption in selected Federal ministries in Borno state. In the course of the study two specific objectives were formulated and research question were poses to guide the research. The study adopted attainment of objective as a theoretical frame work. The paper used primary sources as method of data collection both frequency distribution and percentages was used as the method of data analysis. The finding of the study revealed that lack of adequate awareness was a major constraint in fighting corruption in the federal ministries. The study recommend that ICPC should intensify its effort through the placement of placard, construction of bill board and organising workshop, lectures and symposia so as to achieve efficient and effective awareness in the ministries.

Keywords: Corruption, Bureaucratic Corruption, ICPC Education, Enlightenment program.

Introduction

All over the world, corruption has been regarded as a major constraint on development and the socio-economic wellbeing of the populace. In Nigeria, corruption in public service has been militating against the country's quest for accelerated socio-economic and political development, thus becoming a matter of public concern. Corruption is a hydra-headed monster and a cankerworm that undermines the fabric of the Nigeria society (Micheal, 2018). It constitutes a serious threat to good governance, rule of law, peace and security, as well as development programs aimed at tackling poverty and economic backwardness. In the light of these,

Cohen (2012) categorised corruption as follow: *Petty corruption*, *Grand corruption*, *Episodic corruption* and *Bureaucratic or Systemic corruption*. *Petty corruption* refers to practice of collecting small bribes by public servants who are grossly underpaid and had to depend on it to feed and educate their families; while *Grand corruption* involve high-level public officials and politicians make decisions involving large public contracts or projects financed by external donors. This corruption is motivated by personal greed. The money or assets from such corruption usually is transferred to individuals or political party coffers; but in the case of *Episodic corruption*, honest behaviour is the norm, corruption the exception, and the dishonest public servant is disciplined when detected; and *Bureaucratic or Systemic corruption* is the channels of malfeasance extend upwards from the bribe collection points, and systems depend on corruption for their survival. Furthermore, Mike (2015) categorised as political corruption; bureaucratic corruption; judicial corruption; corruption in the fourth estate; corruption in the police and corruption in the military.

Political corruption are corruption that take place within the Nigeria politics, this can be in form of embezzlement, bribery, rituals and election rigging, plus corruption in the senate and house of representation. Bureaucratic corruption this corruption arose from the use of office or official position illegally. While judicial corruption occur in the court of the lord where justice is been truncated as a result of bribery and corruption. Corruption in the fourth estate is simply referring to corruption in the media. Corruption in the police take place in the police stations, were one has to pay for bailing of one's relatives or friends when arrested and at the police check- points where the police are supposed to apprehend criminals before they commit crime. Corruption in the military came to play as a result of diversion of arms and allowances meant for their men at war front to their private pockets. This study will focus on bureaucratic corruption.

Bureaucratic corruption occurs in the public institution or the implementation end of policies and programs of government. This kind of corruption has been branded low level and street level. It is the kind of corruption the citizens encounter daily at places like the hospitals, schools, local licensing offices, police, taxing offices. Bureaucratic corruption, which is seen as similar to corruption needs, occurs in public service as favouritism, nepotism, tribalism, sectionalism, undue enrichment, amassing of wealth, abuse of office, power, position and derivation of undue gains and benefits, it also includes bribery, smuggling, fraud, illegal payments, money laundering, drug trafficking, false declaration, evasion, underdevelopment, deceit, forgery, concealment, aiding and abetting of any kind and to the detriment of another person, community, society or nation (Nweke, 2010).

Over the years there has been a concerted effort to combat corrupt practices in Nigerian public service, through the enactment of legal instruments such as, the Criminal Code, Code of Conduct Bureau and the Recovery of Public Property Act of 1984. However, despite the establishment of these anti-corruption agencies, Nigeria remains mired in corruption, crime, poverty, and violence, a situation which necessitated the creation of other anti-corruption agencies such as the Independent Corrupt Practices and Other Related Offences Commission (ICPC). This agency was established by the Corrupt Practices and other Related Offences Act of 2000 and was mandated to receive and investigate complaints of the public on allegation of corrupt practices; to examine the practices, system and procedures of public bodies; to instruct, advise and assist any officer, agency on way to eliminate corruption; as well as educating public on and against bribery, corruption and related offences (ICPC ACT, 2006). There has been a paucity of knowledge and empirical research on ICPC's enlightenment and education programs, the need for this study becomes imperative and therefore the following question:

Does ICPC carry out enlightenment and education programmes in Federal ministries Borno State? What are the obstacles that undermined the performance of this function?

There is a need to answer those identified questions constitute the major reason behind this study with the aid of available literature and conceptual analysis.

Concept of Corruption

Corruption generally has been viewed as the non-violent criminal and illicit activity committed with the objective of earning wealth illegally either individually or in a group or organized manner thereby violating existing legislation governing economic activities of Government and its administration. This includes any form of fraud, narcotic drug trafficking, money laundering, embezzlement, bribery, looting, and any form of corrupt malpractices such as; illegal arms deal, smuggling, human trafficking and child labour, illegal oil bunkering and illegal mining, tax evasion, foreign exchange malpractice including counterfeiting currency, theft of intellectual property and piracy, open market abuse, dumping of toxic wastes and prohibited goods etc. (Section 2 of the ICPC Act 2000).

United Nations (2012) defined corruption as the “abuse of power for private gain”. The Transparency International has chosen a clear and focused definition of the term as “the abuse of entrusted power for private gain”. It can also be defined as a pervasion or change from the general accepted rules or laws for selfish gain (Farida, 2010). The World Bank however defines corruption as the abuse of office for private

gains. Public office is abused for private gain when an official accepts, solicits or extorts a bribe. It is also abused when private agents actively offer bribes to circumvent public offices and processes for competitive advantages or profit. Corruption, like all social phenomena, is intelligible only in its total social context, its peculiar form, dynamics and degree of social and cultural acceptability or tolerance being critically related to the dominant mode of capital accumulation; income, wealth and poverty distribution, power configuration; and the underpinning moral and ethical values operating in a given society (Osoba, and Fatile, 2013).

Corruption in Nigeria is a kind of social virus which is a hybrid of traits of fraudulent anti-social behaviour derived from British colonial rule and nurtured in the indigenous Nigerian context (Usman, 2013). From the foregoing, corruption can be said to be the violation of norms either through collection and or offer of bribe, use of public office or trust for private gains and or misappropriation of public assets. The private gains could be economic, political, administrative or social.

For the purpose of this study, the definition given by the Corrupt Practices and Other Related Offences Act (2000) will be adapted. It defines corruption to include bribery, fraud and other related offences like gratification. The Act gives a wide definition of gratification to mean among other things the offer of promise or receipt or demand of money, donation, gift, loan, fee, reward, valuable security, property or interest in property with the intent to influence such a person in the performance or non-performance of his/her duties (FGN, 2000).

Bureaucratic Corruption

According to **Transparency International (TI)** (2008) as contained in Jimo (2011) define bureaucratic corruption as the misuse of entrusted power for private gains. TI went further to differentiate between “according to the rules” Corruption and “against the rule” Corruption. Facilitation payments where a bribe is paid to receive preferential treatment for something that the bribe receiver is required to do by law, constitute the former. The latter on the other hand is a bribe paid to obtain services the bribe receiver is prohibited from providing. Some researchers have defined corruption to be related only to bribery and unlawful payments.

Akanbi (2004) defines bureaucratic corruption as “any systematic vice in civil servant which reflects favouritism, nepotism, tribalism, sectionalism, undue enrichment or amassing of wealth, abuse of office, power position and derivation of undue gains and benefits. Bureaucratic corruption also includes bribery, smuggling, and fraud, illegal payments, money laundering, drug trafficking, falsification of documents and records, window dressing, false declaration, tax evasion of any kind to the detriment

of another person, community society or nation.

Bureaucratic corruption is defined as "an arrangement that involves an exchange between two parties (the demander and the supplier) which has an influence on the allocation of resources either immediately or in the future; and involves the use or abuse of public or collective responsibility for private ends" (Salisu 2006). Omoleke (2003) sees bureaucratic corruption from his perspective as also at its height. Some forms of bureaucratic corruption are bribery, graft, patronage, nepotism and influence peddling. There is a lot misuse of inside knowledge, for example, through acceptance of business employment after retirement of resignation, favoring relatives and friends in awarding contracts or arranging loans and subsidies, and accepting gifts from improper sources which is tagged as "Ghost workers". Singh (2003) also opines that one more important reason why public officials are able to get away with bribes is that there is no law, rule or convention, compelling or encouragement public officials to lay open their income and assets to people.

In summary, bureaucratic corruption is the act in which public officials uses their discretion to subvert the existing rules and regulations of the Government or administration with the motive of acquiring illegal wealth either by individual, group or organisation. With the context of this study, Lateness & Absenteeism, Ghost workers, embezzlement, misappropriation of fund, tribalism, nepotism, favouritism, inflation of contract among others are the measures of bureaucratic corruption.

Types of Bureaucratic Corruption in the Public Sector

Although there are numerous types of corruption, this study is concerned with bureaucratic corruption which occurs in the public sector or in the course of executing public policies. This type of corruption is also referred to as street level corruption, where bureaucrats make use of their discretion in the course of implementing public policies as given to them by lawmakers. Dike (2008) opines that the occurrence of bureaucratic corruption is noticeable in the public administration or during the implementation end of politics and this kind of corruption is known as street level and low level corruption. The citizens encounter this kind of corruption daily at government places including taxing offices, local licensing offices, the hospitals, schools, and police, among others. Bureaucracy is characterized with discretion and the argument is that, bureaucratic discretion is most likely to breed corruption whereby public officials show unfair treatment towards certain individuals.

Bribery is one of the major forms of corruption and it is described as the payment that is exchanged in a transaction; and it is prevalent in the public sector, especially in the execution of government businesses (Dike, 2008). According to Moseley (1999),

bribes can influence the choice of government in contracting and in the allocation of government benefits. Accordingly, bribes can also vary in size, type, and how much the public official will benefit from such a transaction. Another type of bureaucratic corruption, according to Moseley (1999), is known as grand corruption which involves international business transactions, and bureaucrats and politicians are often accomplices to such a deal. This author also mentions petty corruption and this is described as when individuals seek a license or a service from the government.

Furthermore, fraud at the level of public sector is mentioned as another form of bureaucratic corruption where the advantage of government grants and services is sought and taken by individuals for their personal gain. This type of fraud involves stealing public funds, which affects all taxpayers; and public officials who partake in such schemes exploit public funds and hinder the delivery of appropriate goods and services to citizens (Moseley, 1999). Besides, bureaucratic embezzlement is discussed as when public officials steal resources from the public institutions where they are officially employed, as applicable in Nigeria for instance.

Enlightenment programs of ICPC's on Bureaucratic Corruption in the Public Sector

Several efforts have been put in place in enlightening public on the effect of corruption globally. For instance, the Independent Commission against Corruption (ICAC) in Hong Kong has a very wide range of public enlightening strategies, in order to enlist the support of the entire community on a partnership to fight corruption. It includes: working in collaboration with the media to ensure effective enforcement cases are well publicized, through press releases, press conferences and media interviews, as well as the making of TV drama series based on successful cases; Media education – use of mass media commercials to encourage public to report corruption; promote public awareness to the evil of corruption and the need for a fair and just society, and as deterrence to the corrupt; school ethic enlightenment programme, starting from kindergarten up to the universities; the establishment of the ICAC Club to encourage public to join members who wish to perform voluntary work for the ICAC in community enlightenment; the promotion of a code of ethics in government and business Corruption prevention talks and ethics development seminars to public servants and business sectors.

In Nigeria, series of public enlightenment has been conducted by ICPC throughout the federation. For instance, the public enlightenment units of the commission had organised a town hall meeting held at Nkaliki, the headquarters of Abakaliki Local Government Area of Ebonyi State in 2018, to sensitise the public on the ugly effects of corruption and to solicit their support against the menace. In the same vein, the commission had also established anti-corruption initiatives, such as National Anti-

corruption Coalition, Anti-corruption Clubs in primary and secondary schools as well as Anti-corruption Vanguard in tertiary institutions among others.

More so, ICPC has embarked on a crusade against corruption and want everyone, especially rural dwellers to be part of the effort to rid Nigeria of the menace. The Commission had engagement with Community Development Association (CDAs), organised in partnership with a democracy action group, Dispute Resolution, Development Initiative and the involvement of the public into National Anti-Corruption Volunteer Corps (NAVCC) with branches in every State to ensure adequate grass root sensitisation. ICPC identified strategies in which CDAs could adopt in fighting corruption in the rural areas to include; Whistle blowing; Local transparency; Community Complaint Boxes and the Formation of Monitoring Teams (ICPC Report 2018). It is important to note that most of ICPC crusade are mostly concentrated in the South Eastern Zone, South Western Zone and North Central while little of these activities were done in North Eastern zone because of the insecurity in the Zone.

Education programs of ICPC's on Bureaucratic Corruption in the Public Sector

Independent Corrupt Practices and Other Related Offences (ICPC) were mandated to educate all officials of Ministries and parastatals to refrain from bribery, corruption and other related offences. This is achieved through organisation of seminars, lectures, conferences, print and broadcast media as well as sensitisation workshop, an outreach programme at NYSC orientation camps and the formation of anti-corruption clubs in schools, development of values and ethics based curriculum for schools and the use of internet (ICPC Act, 2006).

Furthermore, series of public enlightenment has been conducted by ICPC throughout the federation. For instance, the public enlightenment units of the commission had organised a town hall meeting held at Nkaliki, the headquarters of Abakaliki Local Government Area of Ebonyi State in 2018, to sensitise the public on the ugly effects of corruption and to solicit their support against the menace. In the same vein, the commission had also established anti-corruption initiatives, such as National Anti-corruption Coalition, Anti-corruption Clubs in primary and secondary schools as well as Anti-corruption Vanguard in tertiary institutions among others.

Other education programs include: -

- Workshops
- Seminars
- Television and Radio Jingles
- Handbills
- Exhibition
- Symposia

- Newsletters and Magazines.

Theoretical Framework

Several theories have been used to explain the performance of anti-corruption agency toward combating corruption in Nigeria Federal Ministries, this study tend to review three (3) major theories. These theories are: **Agency theory, Contingency theory and Attainment of Objective theory**. For the purpose of this study the Attainment of Objective theory was adopted.

Contingency theory

A more recent attempt to assess the performance of anti-corruption agency is from the contingency perspective. This theory was propounded by Fred Fiedler (1964) the theory explains that there are specific situational factors that can affect the direct relationship between independent and dependent variable in the study of performance of an anti-corruption agency. The premise of contingency perspectives on anti-corruption agency is that there is no universally prescribed performance evaluation. Rather, it is argued, the appropriateness of any performance evaluation is situational i.e. contingent upon contextual factors. The contingency approach has been heavily criticised for having a simplistic linear deductive model of causality and relationship (Sannudee, 2009), thus leaving out critical and dynamic issues such as dysfunctional behaviour, long run survival (Achua, 2009), authority and accountability organisational goals and effectiveness and methodological issues in research (Sannudee, 2009).

In retrospect, Sannudee, (2009) illuminated the difficulty of the contingency approach. However, the difficulty in employing a contingency framework should not lead to its being totally discarded; rather it can be used as an initial step leading into the deeper issues mentioned above prior to in-depth exploration and identification of the control procedures in action, plus the understanding on how they integrate with each other. The difficulty of the contingency approach is reflected by the inconclusive findings from empirical studies employing this approach (Sannudee, 2009) but due to its modest perception if combine with other theories it will provide a guide on performance of ICPC agency in finding best way of curbing bureaucratic corruption by improving its enlightenment programs, investigative mechanism as well prosecutions.

This theory is however did not suit the study due to the fact that the emphasis of the theory is on causality and relationship, thus leaving out critical and dynamic issues such as ICPC enlightenment programs, investigative mechanism, and prosecution of cases

as well as recoveries of money and properties which are the major mandate given to this agency.

Agency theory

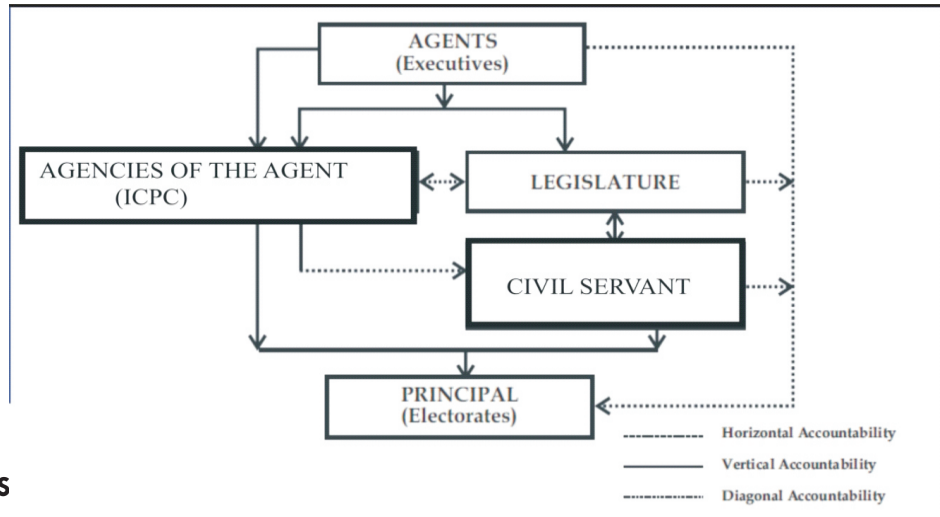
Agency theory is developed as a framework for analysing conflicting interests between key stakeholders, in addition to the development of mechanisms for resolving conflicts (Tipuric, 2008). Among the influences are property-rights theories, organization economics, contract law, and political philosophy, including the works of Locke and Hobbes. Some noteworthy scholars involved in agency theory's formative period in the 1970s include (Jensen & Meckling, 1976) and (Black, Newing, McLean, McMillan, & Monroe, 1958).

This research studies performance of ICPC in combating bureaucratic corruption in Nigeria Federal Ministries. In the public sector agency relation exists between the Executive and the Electorate. The senior civil servants and the legislatives serves as the tools through which relationship is strengthen. Despites it contribution, Donaldson (1990) and William (2010) criticized the (Sannudee, 2009) (Tipuric, 2008) (Jensen & Meckling, 1976) and (Black, Newing, McLean, McMillan, & Monroe, 1958). Agency theory dominance in terms of methodology, individualism, narrow defined, motivation model, regressive simplification, disregarding other research, ideological framework, organizational economics and corporate governance's Defensiveness.

Proponents of agency theory state that control mechanisms are obligatory for directing opportunistic managerial behaviour, although empirical researches confirm that control generates stronger individualistic behaviour, reduces proactive organizational behaviour and trustworthiness, and lastly results with distrust (Podrug 2010). In line with this theory despite the above criticism, the relationship between the public and the Executive on one hand and the Legislatives on the other hand demonstrate an agency relationship.

Similarly, the relationship between the Executive and senior civil servants provides a horizontal accountability. Therefore, the contingency theory and the Agency theory as the idea of performance is most often rendered in terms of principals and agent's relationships. To provide an explanation of a robust relationship among the variables the two theories are viewed appropriate as the Principal –Agent theory describing challenges that occur when agents and principals have conflicting interests because democratically elected government in Nigeria are direct democracies that operate by allowing citizens to choose their own Executives and Legislative and expect them to ensure financial accountability and transparency in the public sector.

This relationship is described in figure 1.1



The theory is vital for the smooth and harmonious relation between the executive and the electorate. Furthermore, the senior civil servants and the legislatives serves as the tools through which relationship is strengthen. The relationship between the public and the Executive on one hand and the Legislatives on the other hand demonstrate an agency relationship.

However, this theory falls short of the aim of this study due to the fact that the theory describes challenges that occur when agents and principals have conflicting interests and the judiciary through which the conflict are resolved has no role to play in the application of the theory. More so, the main trust of this study is to assess the performance of ICPC in combating bureaucratic corruption in Federal Ministry through it activities which includes; education and enlightenment programs; investigative mechanism; prosecution of cases and money/ properties recoveries which the theory fails to explain.

Attainment of Objective Theory

Attainment of Objective theory assesses a programme in relations to its goals and objectives. According to Deshler (2006), the attainment of objective theory assumes that the success of a programme can be determined by measuring a programme's outcomes against its own goals and objectives. This type of evaluation begins with clarifying measurable objectives and then gathering data that validate the extent to which these objectives have been met. He goes further to say that for this theory to be credible on given the circumstances and needs of the target beneficiaries.

The theory has been criticized by Provus (1971) when he posited that: If an attainment of objectives evaluation is anticipated, programmes are often tempted to set the

goals quite low so that the outcome will be met easily, thus appearing to be successful while ignoring major challenge, the theory has 'black box' limitation in that it tends to ignore the extension process, thereby failing to provide explanations for outcomes.

Despite this criticism, the theory is still appropriate for the analysis of the present study. This is because the goals of the ICPC as well as its objectives will be focused upon in order to find out the extent these goals and objectives have been met. Deshler suggested that the evaluation of the appropriateness of goals and objectives will make the theory to be more credible; nonetheless, the theory still stands out for this study. Since the theory looks for the success of the programme by measuring it against its goals and objectives, it becomes relevant because one of the research questions of the study is to assess the effect of enlightenment programs of the ICPC as an agency on bureaucratic corruption in the Ministries.

Accordingly, this brings interaction with the sample population while assessing the ICPC in its anti-corruption czar. From the above discussion, the theory adopted for the study – AOT brings out the relevance of key concepts such as performance, enlightenment programs, investigative mechanism, and prosecution of cases, scorecard, and recovery of properties.

Hence, preposition of this theory blends quite well with the intentions of this study in the sense that, Independent Corrupt Practices and Other Related Offences Commission (ICPC) is mandated to perform a function such as education and enlightenment programs, investigation of complaints, prosecution of cases and recoveries of properties. The extent at which this goal and objective is been achieve is the main concern of this theory. On this note, the attainment of objective theory (AOT) is thus adopted as the theoretical framework.

Methodology

The study was carried out in Federal Ministries in Maiduguri which serve as the capital of Borno State and the location of the Federal Ministries. The population of the study comprised seventy-six (76) civil servants in selected federal ministries in Borno State. The study employed the use of both primary and secondary sources of data. A multistage sampling technique was adopted utilizing purposive and simple random sampling techniques. The purpose sampling method was used to select three ministries and one agency for the study. The sample size was obtained from the list of the staff from each ministries using simple random sampling technique. The study used descriptive and inferential statistics for data analysis. The data gathered was statistically analysed using percentages and Kendall's W Coefficient Correlation to answer the research question and test the hypothesis formulated respectively.

Results and Discussion

This section sought to rate the quality of ICPC's enlightenment programs on

bureaucratic corruption in selected Federal Ministries, Borno State. This is with a view to rate the level of awareness and sensitizations embark upon by ICPC in the Ministry.

Table 2.1: ICPC's Enlightenment Programs on Bureaucratic Corruption

Statement	Strongly Agreed	Agreed	Undecided	Disagreed	Strongly Disagreed	Total %
Bill board and placard were mounted by ICPC in your ministry	4 (5.3%)	12 (15.8%)	1 (1.3%)	29 (38.2%)	30 (39.5%)	76 (100%)
Town hall meeting were organized by ICPC in your ministry	3 (3.9%)	7 (9.2%)	2 (2.6%)	35 (46.1%)	29 (38.2%)	76 (100%)
Anti-corruption club were organized to educate staff in your ministry	3 (3.9%)	9 (11.8%)	3 (3.9%)	34 (44.7%)	27 (35.5%)	76 (100%)
Social- media and radio were used to enlighten staff in your ministry	2 (2.6%)	5 (6.6%)	2 (2.6%)	40 (52.6%)	27 (35.5%)	76 (100%)
Poster and anti-corruption were place in conspicuous place in your ministry	6 (7.9%)	12 (15.8%)	3 (3.9%)	29 (38.2%)	26 (34.2%)	76 (100%)

Source: field survey, 2019

Table 2.1 shows the effort of ICPC in educating and enlighten the public on bureaucratic corruption in selected Federal Ministries. The response to whether bill board and placard are mounted by ICPC in the ministry to create awareness against corruption reveals that only few bill board were seen in the ministry premises with 77.7% opposed the statement, while 1.3% undecided, whereas 21.1% concurred. This implies that little effort was made by ICPC in creating awareness to the ministry through the mounting of bill board and placement of placard.

The table also shows that 84.3% of the respondents opposed the statement that town hall meeting was organised in the ministries by ICPC, compared to 13.1%, while only 2.6 % were undecided. This indicates that town hall meeting were not adequately organised.

SECTION B: This section sought to rate the quality of ICPC's education programs on bureaucratic corruption in selected Federal Ministries, Borno State. This is with a view to at some of the conferences, workshop and symposia organised by this agency in the ministries.

Table 2.2: ICPC's Education Programs on Bureaucratic Corruption

Statement	Strongly Agreed	Agreed	Undecided	Disagreed	Strongly Disagreed	Total %
Conferences were frequently organised by ICPC in your ministry	12 (15.8%)	4 (5.3%)	1 (1.3%)	29 (38.2%)	30 (39.5%)	76 (100%)
Symposia and workshop were organized by ICPC in your ministry	3 (3.9%)	7 (9.2%)	2 (2.6%)	35 (46.1%)	29 (38.2%)	76 (100%)
Lecture were organized to educate staff in your ministry	3 (3.9%)	9 (11.8%)	3 (3.9%)	34 (44.7%)	27 (35.5%)	76 (100%)
Handbills were given to staff for corruption update by ICPC in your ministry	2 (2.6%)	5 (6.6%)	2 (2.6%)	40 (52.6%)	27 (35.5%)	76 (100%)
Newsletters and Magazines were distributed by ICPC to educate staff in your ministries	6 (7.9%)	12 (15.8%)	3 (3.9%)	29 (38.2%)	26 (34.2%)	76 (100%)

Source: field survey, 2019

Table 2.2 shows the effort of ICPC in educating the public on bureaucratic corruption in selected Federal Ministries. The response to whether ICPC organised conferences in the ministry, reveals that conferences were rare organised with 77.7% opposed the statement, while 1.3% undecided, whereas 21.1% concurred. This implies that little effort was made by ICPC in creating awareness to the ministry through the organisation of conferences.

The table also shows that 84.3% of the respondents opposed the statement that symposia and workshop were organised in the ministries by ICPC, compared to 13.1%, while only 2.6 % were undecided. This indicates that synposia and workshop were not adequately organised.

Conclusion

The purpose of the study was to assess the effect of ICPC's enlightenment and education programs on bureaucratic corruption. This study concludes that ICPC's education and enlightenment program has not made any significant effect on bureaucratic corruption in Federal Ministries in Borno State. This was as a result of the inability of the agency to put in place all the necessary enlightenment education strategies to combat bureaucratic corruption in the ministries among which include mounting of bill board, placement of placard in various offices, organizing timely lectures and workshop to the staff of public service, making partnership with mass media for proper orientation and disseminating information, which would help in improving the crusade on the fight against corruption.

Recommendations

Base on the conclusions of this study the following recommendations were made.

- i. ICPC agency should extend it effort in the enlightenment campaign as it were being done in other Geo-political zone to North Eastern zone particularly in

Borno State, through elaborate mounting of bill board and placard in every area of the Ministry and the use of social media like radio, television and internet as a means of efficient and effective way of enlighten the public servant on the adverse effect of corruption.

- ii. ICPC should also organise periodic lectures, symposia, workshop and town hall meeting for public servant in Borno State and the use of social media like radio, television and internet as a means of efficient and effective way of educating member of the public on the adverse effect of corruption in the public service.

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