

Imbroglia of Malfeasance on Governance: Kaledoscoping Sustainable Development in Anambra State - Nigeria (2015 - 2019)

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Abstract: *The study examines the imbroglia of malfeasance on governance: kaledoscoping sustainable development in Anambra state ministries, Nigeria. The main objective of the study is to examine the imbroglia of malfeasance on governance as it affects public sector in Anambra state. Descriptive survey method and Elite theory was adopted for the study respectively. Both primary and secondary sources data were used. The major finding drawn from this study is that, malfeasance has negative impact on organizational productivity, attitude to work and implementation of the budget, self environment than patriotism, national unity and development. The researchers recommended that a frantic effort should be made to change the value orientation of public officers who place more importance on self environment than patriotism, national unity and development, public officers entitled salaries should be paid as at when due to reduce the temptation of falling back on dishonest practices and proper implementation of the budget.*

Keywords: Elite, Employee Commitment, Implementation, Malfeasance, Ministries, Public Sector, Service Delivery, Sustainability

1. Introduction

There is no generally agreed definition as to what constitutes malfeasance behaviours. It is a complex and multifaceted phenomenon that erodes the socio-economic and political value of any nation. It is also a global phenomenon, intelligible only in its social context. There is a growing worldwide concern over its spread due to so many factors; poverty, crime, low rate of saving, unemployment and to mention a few. Therefore, reforming public sector and government policies is essential but poverty a product of malfeasance department limits the available options malfeasance or dishonesty in developing nations are more pronounced than developed nations hence it remain impediments to good governance and sustainable development. Developed and developing nations have initiated and established various anti malfeasance department war and advocacy to eradicate the menace of malfeasance department in their system. Such advocacy are the African Union (AU), the United Nation (UN), the United Nation Development Programme (UNDP), the International Monetary Fund (IMF), and the World Bank (WB) to mention a few (Ogbeidi, 2012).

The phenomena's usually encompasses abuses by government officials such as embezzlement and cronyism, as well as abuses linking public and private actors such as bribery, extortion, influence peddling, and fraud, to mention but a few. Malfeasance department is no doubt a global phenomenon that has threatened and still continues to threaten the developmental efforts in many nations. In Nigeria, doing away with malfeasance department has been a major concern of successive government in the country because of its negative impact on good governance and effective service delivery.

According to Adamu, (2007) malfeasance department exists in one form or the order in all societies. The major difference

in the case of Nigeria is the extent of its pervasiveness and its implication for good governance, its value system and political culture in particular. To him (Adamu, 2007), an average Nigerians has accepted malfeasance as inevitable and uncontrollable, believing that the society as a whole is full of wrong doing and beyond remedy. Additionally, Nigerians believed that nothing meaningful will ever get done to correct or punish those perpetuating these crimes. At the inception of the Fourth democratic era in 1999, malfeasance had reached such an alarming rate and had eaten deep into every facet of Nigerian society. It has indeed become an integral part of the administrative, political, socio-economic and cultural system as well as a way of life of the citizenry. The situation in the Nigeria Public Service was succinctly described thus: Government officials had become progressively indifferent to propriety of conduct and showed little commitment to promoting the general welfare of the people and the public goods. Government and all its agencies had become thoroughly unjustified, harmful and reckless. Members of the public have had to bribe their way through in ministries and parastatals to get attention and government had to bribe another government agency to obtain the release of their statutory allocation of funds (Ayogu, 2014).

Despite the structures (reforms) put in place to combat the malaise or at least reduce it to its barest minimum, malfeasance department stills continues to be endemic, particularly in the Nigerian Public Service with its attendant implications for effective service delivery and welfare of the people. The effect of this is that majority of Nigerians are yet to enjoy the dividends of democracy and good governance. The question is what is the magnitude and dimension of malfeasance department in Nigeria, specifically in the Nigeria Public sector? Does it have any implication for effective service delivery?

The Nigerian government has taken various measures and strategies to address the incidence of malfeasance department and bad governance in the country. These measures includes public service reform (monetization to reduce waste and reduction or over-bloated personnel, reform of public procurement); establishment of anti craft agencies (such as the Economic and Financial Crime Commission (EFCC), Independent Corruption and other Practices Commission (ICPC) and the on-going sanitization in the Nigeria National Petroleum Co-operation (Osakede et al, 2015 and Adeshina, 2015). Despite the successes attained by these institutions, the situation remains unpalatable as malfeasance department continues to permeate and pervade every facet in our society and national life in Nigeria. As a reference point, (Fatile, 2013) also gives suggestion to help curb the imbroglios of malfeasance department affecting the Nigerian public sector.

This to say that, malfeasance has become a major problem in government and it emanates from the top level and so, the higher level or rank of government is infested with the disease of malfeasance departments. Politics has been converted into pursuit of personal ends. The public office has become an opportunity to "strike gold and enjoy loaves and fishes of office". The sharp declines in the standards of conduct of public service, and in such circumstances, governance, administration and management have lost their relevance. For example: Some of the problems are directly attributed to the caliber of staff employed in the organization who are unskilled and cannot understand the stipulated organizational goals, as such low performance, inefficiency and waste of organizational resources are being promoted in the organization which invariably affect the level of service delivery. These problems start with politicized recruitment procedure which brings up issues such as ethnicity, nepotism, religion, political affiliation, social status, federal character Principe. The issue of poor leadership common in public organizations, is equally as a result of incompetence of the people in the management cadre which manifests, when square pegs are slotted in round holes such practices and procedures affect organizational goal attainment and to a great extent, impact negatively on the level of service delivery in state Ministries (Awofeso, and Odeyemi, 2014; Owoye, 2016; Ibrahim and Ishaya 2018; Atere, 2019).

Purpose

The purpose of this article is to examine the imbroglio of malfeasance on governance; kaliedoscoping sustainable development in the Nigeria public sector, a study of state ministries in Anambra state. Thus, the article seeks to discuss the issues in an attempt to suggest some solutions to policy makers and the populace in general.

Research Questions

This article focuses on the following research questions:

Research Question 1:

- What impact has malfeasance on service delivery in state ministries in Anambra state?

Research Question 2:

- Has malfeasance any significant effect on employee commitment?

Research Question 3:

- Has Malfeasance caused poor attitude to work and sustainability in the Public Sector?

Research Question 4:

- Has the improper implemented of the budget lead to malfeasance in state ministries?
- Are poor and non equitable distributions of income constitute malfeasance in the ministries?

2. Clarifications

Malfeasance

It is wrongdoing, especially (US) by a public official. Wrongful conduct misconduct, wrongdoing actus reus. Intentional conduct that is wrongful or unlawful, especially by officials or public employees. Malfeasance is at a higher level of wrongdoing than nonfeasance (failure to act where there was a duty to act) or misfeasance (conduct that is lawful but inappropriate). It is used interchangeable with corruption and most of author or scholars do not use malfeasance but corruption. The concept of Malfeasance can be seen from various perspectives and depends on how it is being perpetuated or practiced.

According to Adisa (2018) malfeasance has to do with fraudulent activities especially siphoning of funds that are meant for the general populace for ones aggrandizement only. In line with this, (Osoba, 1996 and Bamidele, 2016) defines malfeasance as an anti-social behaviour conferring improper benefits contrary to legal and moral norms and which undermines the authority's ability to improve the living condition of the people. A concise definition is given by Ausaid (2003; 2019) that Malfeasance is the misuse of entrusted power for private gain. From the definitions, we see that malfeasance is a selfish and dishonest act that deprives a vast majority (apart from the perpetrators and their cohorts) of desire benefits i.e. social, economic, political, and other legitimate benefits. Our definition of malfeasance has emphasis on personal interest as against the public interest/good. The Principal Agent theory thus will help in espousing how the perpetration of this selfish interest has affected the ability of the Agent (government, bureaucracy) in providing the necessary services to the consumers (i.e. Principals/Public), in an effective and efficient manner, in the right quantity and quality, in the right place and as at when necessary.

The concern for this paper therefore is to examine the extent to which service delivery has been affected by the malaise of malfeasance perpetuated in the Nigerian Public Service and its consequences on the citizens. Thus, malfeasance is looked at here from the political and bureaucratic perspective.

Political malfeasance occurs at the highest level of political authority amongst politicians and political decision makers, who are entitle to formulate, establish and implement the laws in the name of the people. These people thus make and formulate policies and legislated laws that are intended to benefit themselves. It is characterized by greed because it affects the manner in which decisions are made, as it manipulate political (Kayode, 2016) institutions, rules of

procedure and distorts the institutions of government. The bureaucratic malfeasance on the other hand, occurs in the Public Administration or the implementation end of politics. In Nigeria, this type of malfeasance occurs daily in places like the hospitals, schools, local licensing offices, police, and tax offices etc where citizens must have to offer bribes to access what they are legally entitled to. The other variant is the outright embezzlement of public fund by public officials in their places of assignments.

According to Dike (2002,2005 and 2014), in Nigeria, the embezzlement of public funds is one of the most common ways of economic accumulation, perhaps due to lack of strict regulatory systems. Malfeasance in its many facets has been viewed in several ways just as there are multiple phases of corrupt practices in the society. The concept of malfeasance varies. It embraces a broad spectrum of activities ranging from fraud, embezzlement to bribery among others. Malfeasance is one of the most intractable social ills or pathology ravaging the Nigerian state, the effects and implications of which lack coherent and definitive bounds. The simplest definition of malfeasance is that it is the misapplication of public resources to private ends. In broader sense, however, malfeasance can be 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 future, and the use or abuse of public or collective responsibility for private end.

Igwe (2010) had argued that malfeasance is universally declaimed and constitutes a phenomenon in itself and invariably the outcome of a conglomeration of discrete failure such as failure of institutional control over bureaucrats or a failure of the legal system that checkmates the bahaviour of those who perpetrate the crime; malfeasance is a system of deep institutional weakness that leads to inefficient economic policies. It reduces economic growth, like long term foreign and domestic investments.

Preye and Weleayan (2011) view malfeasance as the pervasion of integrity of state affairs through bribery, favour or moral depravity. Malfeasance involves the injection of additional but improper transactions aimed at changing the moral course of events and altering judgments and positions of trust. It consists in the doer's and receiver's use of informal, extra legal or illegal act to facilitate matters. This definition of malfeasance may be inadequate in the explanation of the concept. Hence the focus of corruption must be aligned carefully towards the political elite class, civilian and the military alike.

Thus, according to Yagboyaju (2005) the concept of what has come to be known as malfeasance is any act perpetrated by political class, civilian or military or a highly placed public official aimed at changing the moral or lawful course of events, especially when the perpetrator uses such a position of authority for the purpose of personal or group interest (such as acquiring wealth, status or power) at the expense of public interest. Dike (2002) cited in Erunke (2014) corroborated the point of view of Yagboyaju (2005) when he situated malfeasance at the highest level of political authority in Nigeria. Thus, malfeasance occurs when the

politicians and other important state decision -makers whose duties are to formulate and implement policies on behalf of the electorate are themselves corrupt. In this sense, malfeasance could be said to have taken place when public policy formulation and legislation are tailored to benefit political office holders to the abject neglect of the mass of the people. For the purpose of this study we are interested in Bureaucratic corruption. This mostly is prevalent in the public service and every other public institution.

(Omenka, 2013 in Ayua, 2001) contended that bureaucratic corruption has been the main target of most definitions of corruption. It arises when for example; under handed deals are made between public authorities and elements in the private sector in order to get special favours. This include for instance, the design or selection of uneconomical projects because of opportunities for financial kickbacks, procurement fraud, including payments, collusion, misrepresentation, the delivery of substandard goods and services, illicit payments and or receipt of spent money...Bureaucratic malfeasance also includes extortion, misappropriation of funds, nepotism and favouritism, personal use of official and government secrets and improper exercising of power.

Service Delivery

Kayode, et al (2013), posits, service delivery to imply tangible and intangible goods and services provided by the government in order to improve the well being of the citizenry. Carlson et al. (2005) in Kayode, et al (2013) also conceptualized service delivery as the relationship between policy makers, service providers and poor people. According to them, it encompasses services and their supporting systems that are typically regarded as a state responsibility. These include social services (primary education and basic health services), infrastructure (water, sanitation, roads and bridges). Service here implies tangible and intangible goods and services provided by the government in order to improve the well being of the citizenry.

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In Nigeria, government constitutes the major service provider through the public service. The public service refers to all organizations that exist as part of government machinery for implementing policy decisions and delivering services that are of value to the citizens. It is a mandatory institution of the state under the 1999 Constitution of Nigeria. The Nigerian public service includes the civil service, often referred to as core service, consisting of line ministries and extra-ministerial agencies; the public bureaucracy or the enlarged public service made up of service of the State and National Assembly, the Judiciary, the Armed Forces, the Police and other security agencies, paramilitary services (i.e. Customs, Immigration, Prisons Services, Civil-Defence Corps etc); parastatals and agencies

i.e. regulatory agencies, educational institutions, research institutions, social services, commercially oriented agencies etc. it is also used to refer to Public Servant who are direct employees of those ministries, extra-ministerial agencies, parastatals, corporations and institutions.

Public Sector

Public sector is loosely defined by Caiden, (1971) cited in Peter, (2016) to mean the collectivism of specialized government institutions or agencies established by law, financed by public money and staffed by professionals and career bureaucrats for the purpose of executing public policies.

For Ezeani, (2012) public sector is much broader than the term civil service as the former (Public service) refers to the totality of services that are organized under public (that is government) authority. Simply put, public service is a body or department in the executive arm of government with the responsibility to assisting in the planning and implementation of government policies. It comprises ministries, agencies, parastatal, corporation and such like. Since it is institution established to deliver essential services to the people, it is non-profit-oriented.

According to Lewis and Cartron, (1996) cited in Peter, (2016) public sector is a trust. Therefore, the citizens expect public servants to serve public interest with fairness and to manage public resources properly on a daily basis.

The Impact of Malfeasance on Productivity

Malfeasance like mismanagement by way of misapplication, injudicious utilization or diversion of funds to extraneous uses and outright embezzlement have had deleterious impact on the organisational productivity in Nigeria. The implementation of budgets from 1999-2002 shows that they were not regarded as an article of faith: that the trend shows a virtual slide into financial anarchy, inability to develop its human resources and infrastructure makes it impossible to plan its investment—thereby rendering it impossible for the expected inflow of foreign investment into the country (the report of senate committee on alleged non implementation of all Appropriation Acts, 2002).

According to the committee (headed by Senator Idris Abubakar), 'non-implementation of budget 'erodes the confidence of the international community in (Nigeria's) ability to positively reform (her) procedures on the economy in a post -military era.' It further revealed that "capital provisions in all the budgets from 1999-2002 have always been recorded in recurrent budget." Asserting that "the most guilty parties have been the presidency and the public service, the report revealed, "operation of funds outside the consolidated Revenue fund has continued in clear violation of constitutional revenue provisions which negatively affects the appropriation of the budgetary process. For instance, although the 2002 budget made provision for an expenditure profile of N6.2billion, actual expenditure was N31 billion. That "illegal expenditure of public fund affecting budgetary performance that existed within the period" could be glanced from "the grant of Ten million naira to the government of Niger republic without appropriation and legislative approval" (The Guardian, 2002).

Another instance of this is the National Empowerment and Development Strategy (NEEDS) which was launched on May 29, 2004. The National Empowerment and Development Strategy (NEEDS) reforms specifically address the international targets, which were set in 1991 to improve economic well-being, social and human development and ensure environmental sustainability and regeneration. The National Planning Commission in 2004 stated that the National Empowerment and Development Strategy (NEEDS) thrust correspond with the United Nation's Millennium Declaration that ushered the Millennium Development Goals (MDGs) now Sustainable Development Goals (SDGs). Realization of the eight goals of the MDGs (develop a global partnership for development) cannot be feasible when a country stands in isolation without development support from bigger economics of the world as a result of corruption on the part of public service functionaries or officials.

Ubani, et al (2013) assert that the Obasanjo administration through the National Empowerment and Development Strategy (NEEDS) reforms boasted that one of the government's goals was to fight malfeasance to a standstill just like the present administration has started, but there were traces of official malfeasance among the elected public officers in collaboration with the public service personnel's, despite the efforts of the anti corruption agencies. Also, the National Empowerment and Development Strategy (NEEDS) was aimed at promoting private enterprise through privatization and deregulation of the economy, but official scams, non-performance by the firms that got the nod had characterized the "so called privatization" by the Bureau for Public Enterprise (BPE). For instance, the TRANSCORP that acquired NITEL and MTEL from government have failed to deliver in the sector. In line with the numerous economic policies that have failed the nation is the Transformation agenda programme. Usigbe (2011) cited in Ubani et al (2013) has identified the key policies which the agenda was to pursue to include:

- 1) Ensuring greater harmony between fiscal and monetary policy.
- 2) Pursuit of sound macroeconomic policies, including fiscal prudence supported by appropriate monetary policy to contain inflation at single digit.
- 3) The budget process shall be reviewed to provide greater clarity of roles between the executive and legislature to ensure that the appropriate bill is enacted into law.
- 4) The existing revenue allocation formular shall be reviewed to achieve a more balanced fiscal federalism,
- 5) Institutionalizing the culture of development planning at all level of government and ensuring that the annual capital budget allocation takes a cue from medium and long term development plans.

However, the programme was faced with threats and challenges of malfeasance by the elected representatives of the people who hampered the actualization of this lofty economic policy. The policy was affected by the lack of synergy between political office holders and public sector officials, bankrupt leadership, embezzlement of funds, award of contracts to friends and relations for self ends. The recent developments in economy and the issues of

malfeasance in the public sector have affected stability, growth and sustainable development in the nation.

The factors that Causes Malfeasance in Nigerian public sector

The Public Sector constitutes the major service provider in Nigeria. It is the machinery charged with the responsibility of implementing government policies and programmes geared towards providing essential services for the people. The demands of globalization, MDGS among other international agenda has placed the public sector in a more pressing pressure to provide/render these services more effectively and efficiently. However, malfeasance in Nigeria has continued to be a major impediment hindering the public sector the ability to provide these services.

Economic Effects

Malfeasance has negative impact on economic growth as it, among other things, reduces public spending on education results in reduced level of investment and adds to investment risk (Mauro, 1997; Murphy, Shleifer and Vishny 1993; Lipset and Lenz 2000). Malfeasance may also lead to the rise of the underground economy (Myint, 2000). When a large portion of an economy goes underground, official macroeconomic data covering mostly the formal sector, becomes unreliable in assessing economic performance and can no longer provide a realistic basis for policy making and analysis.

Fiscal Implications

In countries where most transactions take place in the parallel market and at the unofficial exchange rate which bears no relation to the official rate. Inflation rate and official foreign trade statistics no longer reflect the country's true volume, or value, of exports and imports, the official exchange rate becomes symbolic and generally meaningless. Likewise, the official interest may not reflect the true cost of capital and may diverge considerably from the more realistic interest rate at which a large volume of financial transactions takes place in the informal credit market. Under these circumstances, proper economic, accounting and macroeconomic management become difficult. In the absence of reliable data, transparent policies, and proper macroeconomic management, there is not much hope for economic development, modernization, or emergence of a well functioning market economy (Mauro, 1995; Myint, 2000).

Impact on Investment

malfeasance lowers both private domestic and foreign investment, lowers economic growth and is considered to be particularly harmful for a developing economy and where rent seeking provides more lucrative opportunities than productive work, the allocation of talent will be more pervasive: the more talented and highly educated individuals will be more likely to engage in rent seeking than in productive work, with adverse consequences on their country's growth rate (Myint, 2000; Murphy, Shleifer and Vishny 1993; Mauro, 1996; Keefer and Knack 1994).

Effect on the Government Budget

Paying bribes to reduce taxes, fees, dues, custom duties and

public utility charges such as for water and electricity and to make illegal water, electricity, gas and telephone connections to have access to these facilities without paying for the services obtained all result in serious losses of revenue for government. On the expenditure side, malfeasance adversely affects the composition of government expenditure through large benefits which can flow from corrupt deals on expenditure items that are expensive, whose costs are not readily apparent, and which are considered to serve some high national priority concern so that they have to be undertaken in a discreet and secretive way (Myint, 2000; Mauro, 1996; Murphy, Shleifer and Vishny 1993)

Income Distribution

Income inequality and poverty are closely linked with and affected by malfeasance through various channels, including overall growth, biased tax systems, and poor targeting of social programs as well as through its impact on asset ownership, human capital formation, education inequalities, and uncertainty in factor accumulation. (Lipset & Lenz 2000; Gupta, Davoodi and Alonso-Terme 1998). Under a corrupt system, the privileged and the well-connected enjoy economic rent which represent abnormal or monopoly profits and can bestow large benefits (Myint, 2000).

Socio-Cultural Effects

In any society, there are laws and regulations to serve social objectives and to protect the public interest, such as building codes, environmental controls, traffic laws and prudential banking regulations. Violating these laws for economic gain through malfeasance means can cause serious social harm and obscure insider trading practices (Myint, 2000). It is also a common practice in many developing countries to institute price controls and to provide essential goods and services at subsidized prices to consumers. Regrettably, these mostly benefit city dwellers (as argued by government apologetics during the recent debate on removal of fuel subsidy in Nigeria) as they are the main consumers of these subsidized goods and services.

How Malfeasance Affects Employee Commitment to Duty

Commitment is simply defined as loyalty and attachment of an individual or group to the organization. Organizational commitment is defined as a state in which an employee identifies with a particular organization and its goals and wishes to maintain membership in the organization. Commitment had been used by organizations to predict desired employee behaviour in the areas of performance, absenteeism and emotional attachment. Malfeasance affects employee commitment to duty through the following ways:

Bribery

Bribery involves the improper use of gifts and favours in exchange for personal gain. This is also known as kickbacks as baksheesh. It is the common form of malfeasance. The types of favours given are diverse and may include money, gifts, company shares, entertainment, employment and political benefits. The personal gain that is given can be anything from actively giving preferential treatment to having an indiscretion or crime overlooked. Bribery can sometimes form a part of the systemic use of corruption for

other ends, for example to perpetrate further malfeasance. Bribery can make officials more susceptible to blackmail or to extortion (Nwakoby, et al 2020 and Nwobi, et al 2020).

Embezzlement, theft and fraud

Embezzlement and theft involve someone with access to funds or assets illegally taking control of them. Fraud involves using deception to convince the owner of funds or assets to give them up to an unauthorized party.

Graft: The political act of Graft (American English), is a well known and now global form of political malfeasance, being the unscrupulous and illegal use of a politician's authority for personal gain, when funds intended for public projects are intentionally misdirected in order to maximize the benefits to illegally private interests of the malfeasant individual(s) and their cronies Nduba, et al 2020).

Extortion and blackmail

While bribery is the use of positive inducements for malfeasance aims, extortion and blackmail centre on the use of threats. This can be the threat of violence or false imprisonment as well as exposure of an individual's secrets or prior crimes. This includes such behaviour as an influential person threatening to go to the media if they do not receive speedy medical treatment (at the expense of other patients), threatening a public official with exposure of their secrets if they do not vote in a particular manner, or demanding money in exchange for continued secrecy (Chukwurah, et al 2014 and 2020).

Influence peddling

Influence peddling is the illegal practice of using one's influence in government or connections with persons in authority to obtain favours or preferential treatment for another, usually in return for payment.

Table 1

Category	Number of Cases	Amount Involved
Ex-Governors	15	146,840,800,000.00
Ex-Ministers	04	7,050,000,000.00
Ex-Legislators	05	8,350,000,000.00
Ex-Public Servants (Federal)	07	6,906,600,000.00
Ex-Public Servants (State)	05	7,275,000,000.00
Banking Industry	08	524,560,000,000.00
Businessmen	11	653,150,000,000.00
Grand Total	55	N1,354,132,400,000.00

What 55 People Stole (2006-2013)

Source: The Nation Newspaper Tuesday January, 2016

The height of corruption has crippled the economy of the country. The Federal Government is complaining of lack of funds to execute policies that will benefit the people because previous governments have misappropriated the funds. This made the Buhari administration to introduce Treasury Single Account (TSA) where all government funds are kept in a single account and any withdrawal will follow a due process. It is sad to note that public institutions are now wallowing in acute shortage of funds due to delay in accessing needed funds (Alamu, 2016, Ugwuibe, et al 2020).

3. Methodology

The method of the research used was simply data derived from the research and analysis of scholars, analysts and practitioners, government documents and recent newspaper, and journal articles. This is to say that the main method of study was an extensive review of available literature for an in-depth analysis of the problems facing State Ministries in Anambra state with respect to malfeasance. The sources of information were carefully evaluated and analyzed to determine their veracity. The ministries presumably is supposed to provide the state with commerce and industry vis a' vis production and productivity for economic sustainability but the malady and imbroglio of malfeasance on governance of the ministries stampeded sustainable development of the ministries, the state and the economy at large.

Elite Theory

There is a growing body of literature on the fact that elite group has been a veritable tool for perpetration of malfeasance especially at the level of governance. In line with the above, this paper adopts Elite theory as a framework for analysis. Elites are the principal decision-makers in the largest or otherwise most pivotally situated organizations and movements in a modern society. By commanding major business firms, large trade unions, state bureaucracies, the mass media, the military, important pressure groups, and mass movements, as well as political parties, elites are the persons and groups who have the organized capacity to affect political outcomes regularly and substantially. Researchers have estimated that elites in this sense number about 10,000 people in the United States (Dye, 2002).

Proponents of elite theory includes Vilfredo Pareto (1923-1948), Gaetano Mosca (1858-1941), Robert to Michels, (1876-1936), Jose Ortega (1855-1983) among others. Pareto and Mosca are the original elite theorists. Also the have combated socialism. They developed a new analysis of and set of norms for democratic societies. These early theorists were attached and while others tried to incorporate parts of elite theory into their understandings of democracy. They Neo-elite' theorists, however, have returned the compliment and tried to turn democratic theory into a sub-branch of elite theory. In my re-examination of the work of Pareto and Mosca and criticism of neo-elitism, it is argued that although neo-elitists may appear to be more sympathetic to democracy than were Pareto and Mosca, they make less of a contribution to the understanding of democratic government and their work has a greater tendency to give democratic forms an oligarchic content.

They contend that public policy is the values and preferences of the governing elite. The theory explains that every society is ruled by a minority that possesses the qualities necessary for its accession to full social and political power. Elitist theories are directed against democracy and Marxism. They contend that, in all societies, including democratic and socialist ones, powers are monopolized and wielded by elites, and that masses are bound to obey them. This goes a long way to expound the imbroglio of elitism on malfeasance and governance. It is even low on the public sectors (ministries) when compared with Political Office Holders (e.g. ministers, governors and legislators) Banking

industries, Businessman, etc as can be seen in my findings though the wheel and driving force of malfeasance.

4. Findings, Conclusion and the Way Forward

Findings

This research study examines imbroglio of malfeasance on governance: kaliedoscoping sustainable development in the ministries in Anambra state – Nigeria. From every indication, it is clear that malfeasance affects the efficiency of Nigeria public sector negatively and because of the negative effect, the public sector will not be able to perform his/her duty judiciously and perfectly. Despite the entire attempt made by each government that comes into power to eradicate or minimize the widespread of malfeasance through anti-corruption programmers, crusades and Organization form, the scourge has still existed. The researchers came up with the following findings;

Firstly, the implementation of budgets of ministries in Anambra state were not regarded as an article of faith: that the trend shows a virtual slide into financial anarchy, inability to develop its human resources and infrastructure makes it impossible to plan its investment—thereby rendering it impossible for the expected inflow of enough investment and productivity into Anambra state and the country in general.

Secondly, malfeasance in the state ministries or orbit has continued to be a major impediment hindering the ministries in particular, public sector, etc the ability to provide service delivery for the country.

Thirdly, it has stampeded economic development, modernization, or emergence of a well functioning market economy.

Fourthly, the researchers found out that income distribution at the ministries are skewed disparagingly and as one of the causes of malfeasance affects employee's commitment to duty.

Fifthly, godfathers syndrome, ethnicity, greed, poor attitude to work are some of the factors which causes malfeasance in Anambra state ministries.

Sixthly, the researchers found out that even though malfeasance is more on the political class, the banking industry and businessmen than of public servants both state and federal levels but these public servants help in propelling the act. In fact they are the equipment used for the act.

5. Conclusion

Having discussed the various causes and effect of malfeasance in Nigeria public sector and recommending ways to get it solved, it is now desired that the appropriate quarters involved should mount campaign towards checking this dangerous trend in our society. If our government can be sympathetic enough to detect the suffering of the poor masses and if our conscience could be clear towards the improvement of the standard of living when all these are in

existence in the public sector, we can now talk of less malfeasant government and public sector will less be affected and they will lead to lively sign of relief in the Nigeria public sector.

6. Recommendations

Despite the fact that subsequent governments in Nigeria has tried their best to curb malfeasance most especially in the public sector through some panels and commissions which served as anti-corruption agents, they were incompetent enough to carry out their set objectives and responsibilities. These recommendations proffered to get rid if not in totality of this social malady.

- 1) A frantic effort should be made to change the value orientation of public officers who place more importance on self environment than patriotism, unity and development of the state.
- 2) Public officers entitled salaries (cheated and low as it is) should be paid as at when due to reduce the temptation of falling back on wrongdoing.
- 3) The government should morally and financially support the ICPC and EFCC activities and other bodies created which will work under these agencies to monitor the activities of public officers.
- 4) They should be educated and made to understand the disparaging effect of employees' none commitment to duty and poor attitude to work generally.
- 5) The implementation of budgets in the state ministries should be adhered to strictly and vigorously.

It is true as much as it is correct to epitomise that if the above are vigorously pursued, the incident of malfeasance if not wiped out will be drastically reduced in the ministries and Nigeria public sector will witness a new phase of growth and development.

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