Rules and Ethical Conduct Guiding the Performance of the Public Service Sector

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Abstract: There are rules and regulations, code of conducts as well as modus operandi that guide people in every organization, the Nigerian public service is not exempted from it. The public service of Nigeria has been characterized with a high level corruption, gross misconduct, financial misappropriation, embezzlement of public funds, nepotism, low value, and all manner of unethical behaviours. All these persist despite the plethora of studies carried out to sanitize the system. It is against this backdrop, this paper was written, so as to look into the ethical rules and values in the public service of Nigeria. The various concepts were analyzed. An empirical study, exploring the secondary source of collection was carried out. The utilitarian principle propounded by scholars Jeremy Bethnam and John Stuart Mill, formed our thought process. This theory is premised on the principle of the greatest level of happiness in a society. The following findings were discovered; that despite the works done by various scholars on ethics and values in the public service of Nigeria, all manner of unethical behaviours remain pervasive. Also, the campaign on instilling right ethical standards and value system in the service of Nigeria, is a continuous process. In submission, the following but not limited, were recommended; an overhauling of the public service to ensure everyone (workers and applicants) would imbibe the ethics and values of the public service, those who manage government's affairs must lead by example, and the empowerment of the office of the citizens so as to serve as watchdog to these public servants.

Keywords: Ethics: Values: Public Service: Utilitarianism: Organization Performance: Nigeria.

1.0 Introduction of the Study

The Values and Ethical Code of conduct for Public Servants is the premise on which both public service values and ethics stand on, and basis for all professional activities of the public service. It is there to ensure enhanced confidence vis-a-vis integrity of the public service (Ibietan & Joshua, 2013; Ogbonnaya, 2018). It is also to enhance respect for, and value of, the important place the Public Service in Nigeria, occupies. The Nigerian Public Service is a relevant national parastatal. By virtue of the technical assistance they render to any new constituted government, these servants contribute to good government, even the country as a whole, democracy and to Nigerian society. The Public Service major functions in assisting the government to be stable, effective and deliver good governance (Bottorff, 1997, in Casimir et al., 2014). There has been a decay in the values cum ethical principles in contemporary Nigeria, owing to a high level of greed, self-centeredness, conflicting interest, inability to accommodate others, ineptitude, etc. The attendant effect is, corruption in the highest form, in most aspect of human engagement, whether personal or public, economic cum political, ethnic and religious.

Moreso, the further decline in values cum ethical standards, has given room to cynicism and nihilism, in the various levels of government. Francis (1997) reveals that "the distinction between poor and rich societies is that of Social Capital". In explaining Social Capital, he associated it with an increase in value stock viz integrity, trust, honesty, discipline, hard work, etc. The public servants in the country are authorized to operate in consonance to conduct rules generally referred to as public service rules taking a form of dos and don'ts. Most often than not, these rules are inadequate in dealing special cases of like public servants misconduct, giving several routes for escape of the unscrupulous (Ibietan & Joshua, 2013). This study however, is focused on highlighting the various rules cum ethical conduct guiding public servants performance, by extension, the public service in Nigeria. It will not be out of place to clearly look into these rules as well as expanding, to make it more effective and strengthen the civil service code of ethics cum values. Prescription of standards integrity as well as conduct that are to apply to the public service, is the major importance of ethics and values. Ethical code cum values encompasses issues as: information release, comment by the public, integrative role of public services, and continuous improvement through team work professional socialization. Ethics and values enhance the vision, purpose cum thought process of public servants. In a nutshell, having a high ethical standard cum values in the public service is expedient as it helps set the pace for the bigger society.

1.1 Statement of the Problem

It is often perceived that ethical standards in vis-a-vis the public sector are in a state of quagmire. It has given rise to plethora of questions as to the price for misconduct on public servants, who are saddled with the responsibilities of guarding the interest of the public, as well as resources. These consequences include losses in trust as well as level of confidence in our public institutions, and the reduction cum shortage of resources meant to provide economic cum social development of nations and people (United Nations, 2000). As the business of government expands, coupled with the emergence cum adoption of technological advancement in government, business grows in complexity with the adoption of technological innovations in government, the public service in Nigeria is faced with more problems and demanding ethically owing to the endemic corruption. Regardless of several moves by governments in Nigeria to sustain/improve ethical standard, value and disposition for improved performance of the Nigerian Public Service, these challenges remain evergreen, giving the country a bad name amongst the common wealth of nations (Ogbonnaya, 2018). There are plethora
examples of capital misconduct, accountability and transparency problem, unethical conducts as well as high level corruption, that if one says we have ethical and values crisis in the public service, it would not be out of place. This study seeks to look into the rules cum ethical conduct that guides performance of public servants in Nigeria.

1.2 Objectives of the Study
The broad objectives of the study are
- To understand the rules that guides public service performance
- To critically examine the values and ethical standards of the public service
- To recommend ways of improvement vis-a-vis the public service

1.3 Research Question
The following research questions shall be answered in the course of this study:
- Are there rules and code of conducts guiding the Public Service in Nigeria?
- What are values cum ethical standards vis-a-vis the Public Service?
- Are Public servants following these rules in carrying out their tasks?
- What are the lacuna, pitfalls cum drawback in the Public Service vis-a-vis values and ethics?
- What are the possible solutions?

2.0 Conceptual Clarification of the Study
Ethics: Ethics has its root from the Greek word 'ethikos', which means custom. Its Greek coinage is synonymous to a Latin word, "mors" that could be referred to as either mores or custom (Ibietan & Joshua, 2013; Ogbonnaya, 2018; Amusat et al., 2022). By mores we are referring to the behavioral pattern and customs of a group of persons within a location, and how this is peculiar to them. The concept as a branch of that seeks to enquire, metamorphosed as a sub field of philosophy, thereby justifying the reason for being called moral philosophy or often intertwined with the term morality. Ikeanyibe (2009) argues that being a subfield of philosophy, ethics focuses on observation of persons, their comportment as the basis to ascertain the standard or principles making it good or bad, wrong or right. He further asserted that the classical philosophers used these fundamentals of philosophy in attending to questions relating to the ideals of human behaviors. What should be the basis for something to be good in life? What are parameters to distinguish between right and wrong actions? What informed our choices that certain of our actions could be right or wrong? What is the moral justification, to call such right or wrong?

If we should go by the above, we can simply deduce ethics to be the science of morals (referred to as, meta-ethics), or a body of principles defining or stating the code of conducts upon which men live. As a moral science, it understudies the way and manner, origin as well as basic principles that should form the standard of human conducts. In this regard, ethics is said to be, a normative science which focused on determining how behaviors of humans ought to be patterned, unlike the empirical science that seeks to give prescriptions or description of things and behavioral patterns (Ekennia, 2003; Eboh, 2005 in Ikeanyibe, 2009; Ogbonnaya, 2018). Lacey in Ezeani (2006, in Ibietan and Joshua, 2013) agrees with Ekennia (2003) to define ethics "as an study to the how men should be guided generally, and as an end, not a means to". Mautner (2000) (as cited in Agba et al., 2013; Ogbonnaya, 2018) views ethics from a normative standpoint, as a rational investigation into the nature of, the parameters of what is right and wrong, good and bad, vis-a-vis character and conduct, that should be generally by the people.
Conversely, ethics can be said to mean, a body of principles, professionals in particular ought to accept and observe. Pollitt (2003, as cited by Ogbonnaya, 2018) argues that, ethics are body of conduct and behavioural pattern that speaks to question of right or wrong, good or evil. Put differently, Laxmikant (2007, in Ogbonnaya, 2018), asserts, "they determine the rules of the game". From the public service perspective, ethics can be said to mean, the professional code of conduct that is peculiar to civil servants, and expected of them, whilst in the civil service. It forms the basis of action of civil servants as well as regulating the actions and behavioral pattern of their classes. Therefore, actions not stated or seen as misconducts, as they are not accepted in the public service are considered unethical.

Value: Obiora (2017) asserts that, ethics is basically values, and the latter are necessarily not a mirage". Value is something that men crave for, anticipate or consider an abomination. Values are perpetual and consistent beliefs that speak to what is necessary in a plethora of situations. Ezeani (2005, in Ogbonnaya, 2018) views values to be that which people, institutions, countries etc. crave for and want. Save to say, values varies amongst persons, groups, organizations, communities, professions, etc. Hence, value is the belief about what is considered to be right or wrong conduct and the basis of life. They are the consistent norms that inform people's decisions, from among the available means or ends. They are the fundamentals or important things to someone or organization. To Public servants as well as the general public, they are seen and adjudge right. They form the ethos, standards, and ethics that public servants must adopt or possess, during their engagement in the public service. Values are the defining factors for persons, groups, organizations, tribe and etcetera. They are "a body of rules or behavioural conduct seen to be desires, necessary and sacred by certain cultures, and the inability to uphold these leads to outright disapproval, criticism and even plain condemnation (Obiora, 2016 in Ogbonnaya, 2018).

In this regard, values serve as a guide for doing what is right, moral both in act and deed, and further help to shape the character of individuals in a society. Research has proven that the duo of ethics and values moves pari-passu, as they can be used interchangeably. Ethical principles having its root from values are very important standard of human behavior. A life of integrity is based on the ethos of the Individual. According to Ogbonnaya (2018), ethics focus on human trait development. It affects all aspects of life, viz personality, dignity, as well as all other responsibilities coming from nature and human dignity vis-a-vis individual, group, colleagues, and the society. Ethics is hinged on aggregate good values, less evil value, that helps man fulfill his/her goals in the society. In a nutshell, ethics as well as values vis-a-vis the public service means what is seen as accepted morals, respected and correct human conducts within the public service.

2.1 Public Service: The Nigerian Experience

Public service refers to anything provided by the government to the citizens. For example fire units, schools, as well as court systems are regarded as public service (Vocabulary.com, 2024). Put differently, it generally refers to activities of public servants and agencies geared towards towards formulation and implementation of government's action plans as well as programs for the general good of all. Adebayo (2000, in Ogbonnaya, 2024), sees the public service as the agency saddle with the responsibility to manage government's affairs and implementing of the daily duties of the government. The Nigerian public service encompasses the civil service, direct ministries subsidiary ministerial institutions. It further stretches to include the states, national house assemblies, the Judicial arm, the military- navy, air forces, army, the police as well as other agencies of the security, the paramilitary bodies, agencies and departments. The Nigeria public sector is a key player, in determining of policy (Shu’ara & Olaolu, 2023; Agba et al., 2013 in Ogbonnaya, 2024). These roles involves
professional service rendering and technical support to government on policy choice by expert rate; experiential knowledge over a long range of service. The Nigerian public service also allows for the execution of both policies and programmes of the government, to achieve specific goals and objectives.

Also, the Nigerian public service is saddle with the responsibility to monitor as well as, to evaluate on-going projects and programmes of the government to avoid bridge of agreement, not following laid down rules and to ensure these projects are well executed (Bottorff, 1997, in Casimir et al., 2014; Ogbonnaya, 2018). Moreso, it is the public sector that makes sure there is a consciousness for development, performance inclined, and an administrative system that is both effective and efficient. It also support the private sector to grow, socially under the plan of national economic goals as well as acting as vehicle for effective public policy, mostly to cover the gaps or hollowness of government (Ogbonnaya, 2024). The Nigerian Public Service is a very relevant national institution. It is part of the major agencies under the presidential system of government in the country. Owing to their supportive roles to the democratically elected government, public servants are stakeholders in the delivery of good governance, democratic ethos and the Nigeria state, at large. The major role of Public Service is to act as tools for the maintenance of law and order, in the government. The Constitution of 1999 in the country with responsible government ethos, forms the basis for Public Service roles, values and responsibilities. They mandated by the constitution to assist the ministers whilst serving the interest of the public. The Values and Ethical Code of the Public Service forms the basic principles and standards of all public servants, as they carry out their professional activities. These codes, is to ensure that public trust in the integrity of the government does not dwindle. It further ensures that the respect, honour, appreciation and role of the Nigeria Public Service is upheld.

2.2 Fundamentals of Ethics and Values

From a broad perspective, ethics cum values possesses certain principles viz; integrity, national chauvinism, sincerity, efficiency, neutral disposition, meekness, incorruptibility, dedication to work, sense of public good, confidentiality, non-partisan, anonymity, straightforwardness, not taking sides and truthfulness (Agba et al., 2013 in Ogbonnaya, 2024). The constitution of the Federal Republic of Nigeria, 1999 as amended, Section 23 states: 'the national ethics shall be discipline, Integrity, and dignity of labour, social justice, religious tolerance, self-reliance, and patriotism (Ogbonnaya, 2018)’. The handbook of the Nigerian civil service contains ethical codes in the business of government to include; loyalty, discipline, boldness, sincerity, courtesy, co-ordination, wisdom, and industriousness, swiftness, organization, being supportive, and empathetic. Public servants in Nigeria are trained to go follow the bureaucratic principles of obeying rules and regulations. In obeying the rules and regulations of the civil service, civil servants are expected to pay attention to its ethical principles and values which are impartiality, anonymity and neutrality.

To ensure that there is total obedience to the ethical rules and values, some agencies are set up, like anti-corruption laws, financial regulating agencies, public service handbook, etcetera that clearly spell out what forms misconduct and gross misbehaviour for public servants. The ethics and values are there to checkmate arbitrariness, in the civil service, inculcate as well as upholding responsiveness administratively in public servants and entrenched and uphold acceptable relationship between the public servants and citizens as well as to maintain high moral standards in the public service. They are to possess administrative authority as well as discretion that are not controlled by formal rules, approach and procedures. Hence, it is predicted that a high level of morality, fanning and upholding ethics and values, stableness and a united voice, can coexest between
Yuk (2013, in Ogbonnaya, 2018) sums the ethical standards of leadership as: (a) sincerity and integrity (alongside perpetual actions and values), (b) attitude motivated to express or carryout ethical principles, (c) impartiality when making decisions as well as the allocation of benefits (no sentiments or inducement to encourage the wrong behaviour), and (d) character that speaks to love, empathy, and sympathy for those in need as well as for others (as against the tendency to falsify, abuse, and take undue advantage of the vulnerability of others to satisfy self). Submissively, the public service in Canada (2003) highlighted the major components of ethical rules and values in its public service as:

- **Democratic Values:** Assisting Ministers, according to the constitution, for public benefits. Public officials and employees of the government are to avoid sentiments and be honest whilst advising and passing important information that would be of help to ministers. Government employees are to be faithful in the implementation of decisions reached by the minister that are within the ambit of the law. Public officials and workers are to be supportive to both personal as well as group accountability of the minister, and communicate to the legislative house and Citizens of Nigeria details of their performance status.

- **Professional Values:** Working competently, excellently, efficiency, they are to be objective and avoid sentiments. Government officials and employees are to do their jobs under the constitution of the country, as well as uphold the tenet of being nonpartisan, politically to public administration. Government officials and employees are to make sure things are done accordingly, effectively and efficiently vis-a-vis government expenditures. In the Public Sector, how things and policies are carried should be of concern, even as the success is, too. Government workers are to perpetually renew their level of commitment in serving the country (Nigeria) by a continuous improvement in service quality, by learning and relearning through innovative technology, as well as to improve government effectiveness and efficiency in service and policies carried out on an official level. Government workers are to make sure they are transparent and confidential in the discharge of responsibilities within the law.

- **Ethical Values:** Actions and deeds of the government should always build the confidence of the people on them. Government workers are to carry out their roles and be organized in the private life, to gain the trust of the citizens on the integrity, impartiality and objectivity of the government at all times. Government workers at all times in a way that can be justified to the public; a duty not properly carried out, by drawing inference from the constitution. Government workers, when fulfilling their duties as well as responsibilities, based on the constitution, are to make choices that would serve the interest of the public. When there is a gridlock between personal interest and official obligation of a government worker, the interest of the public should override.

- **People Values:** Exhibiting courtesy, impartiality and fairness when engaging with both the public and their colleagues. The value for human dignity and that of individuals must consistently be the source of inspiration when exercising authority and in discharging duties. The value of persons must show in the broader level of the Public service values. When be feel the government is fair and civil to them, they tend to exhibit the values without stress as they go about their business.
2.3 Notable Cases of Unethical Conduct in the Nigerian Public Service

The Nigerian public service has witnessed plethora of cases of conduct that are unethical, whilst alot of these cases are associated with white collar corruption, and captains of (private) industries, politicians and top government functionary who indulge in dirty transactions having their immediate family members... There exist plethora instances where heavyweights in business, merchants of questionable character, those who are awarded contracts as well as the people who supply, induce those working in ministries, just to have an edge over their contemporaries. Dubhashi (2012, in Ogbonnaya, 2018) asserted, it is of great relevance that public administration is to be run efficiently but far more important for it ethically run. As it is spoken of a person that once character is lost, nothing remains. In same vein, in public administration when ethics is lost, there is nothing to remains. Irrespective of the fact that, there is a code of conduct and values in the public service, must studies have shown that the Nigerian state experiences numerous incidents of corrupt practices, misconducts in business, illegal transactions, bribery and unethical alignment cum synergy between the politicians and public officials (Ogbonnaya, 2018).

The Nigerian media has witnessed a lot of these cases, for some time now; damage owing to negligence by the government, moral decadence, gift acceptance, acceptance of gift, public funds embezzlement, deliberate stagnation in settling displaced persons acclaimed by the government, taking of bribes during recruitments, assigning of offices, transfers, promotions and secondment, poor evaluation of income tax, benefits of compensation claims to displaced persons, falsification of traveling and accommodation wages, settlement when grant licenses for import and export, etc. Ene et al. (2013, in Ogbonnaya, 2018) citing Achebe (1983), argues that in Nigeria, corruption encapsulates abuse in budgeting, political loyalty, looting of funds meant for the public to political sycophants and bosom friends; collecting fee or payment for mobilization and execution of contract, settling failed politicians with appointment, reshuffling the one's who have corrupt allegations against them to another ministry or department. Agba et al. (2013 in Ogbonnaya, 2018) in summing up the public service of Nigeria ethical principles highlighted the following meritocracy, sincerity, fairness, integrity, discipline, loyalty, comportment, etcetera, noticed that most corrupt practices like bribery and illicit deals impartiality, meritocracy, free time usage are controlled by the code of conduct. The 1999 Federal Constitution of Nigeria, fifth section states that, public servant must never allow him/herself to be in a state of quagmire over personal interest and official duties. He or she is band by law to accept or take any form of benefits for self or another, for work done in carrying out his civic responsibilities.

3.0 Theoretical Underpinnings

The ethical theory of utilitarianism guided our thought process. Its focus more on moral uprightness and the philosophy needed to coordinate human activities. The chief proponents of the ethical theory of utilitarianism were, Jeremy Bentham (1748-1832) and John Stuart Mill (1808-1873). The utilitarian considers an act to be either right or wrong, as a result of the quotient level of happiness, pleasure or satisfaction derived and the avoided pain. They major concern of utilitarians, is less of motives or intents but more of outcomes cum effects of the action (Ibietan et al., 2013 citing Ezeani, 2006). The proponents assert that, any policy that seeks to increase happiness quotient of society rather than to reduce or inflict pain is in consonance with the tenets of utilitarianism (Ibietan et al., 2013). In this regard, the moral justification of any policy would be based on whether it increases the satisfaction of most of the persons in the community. Chukwujekwu (2007) highlighted three important determinants to utilitarian principles vis-a-vis morality in choosing what actions are considered right or wrong. They are discussed below:
The consequences of an action should form the premise of determining whether it is right or wrong;

- Consequences are to be determined based on how happy people are and the level of pleasure or pain. Put differently, in terms of the satisfaction derived or usefulness of the consequences;
- Moreso, the determination of how happy or pained an action is, should be based on timeframe, intensity and fecundity in whatever regard. He termed it hedonistic calculus.
- As interesting as this theory seems, it has suffered some level of criticism. One of its major problem is difficulty in calculating how much happiness or pain a policy brings to the society. Cederblom & Dougherty (1990, in Ibietan et al., 2013) interpreted this to be stabilizing the ledger of ethics. Moreso, determining the outcome units is not only the challenge, probabilities issues poses a hard nut to crack. These consequences are future based. Utilitarianism is not of the assumption that everyone would have similar experience. Hence, for us to avoid reaching an illogical conclusion, whilst ascertaining general consequence level of a policy, other people's interest is to be put in the equation.

They further observed that: reaching a logical conclusion on ethics in such a manner becomes somewhat herculean. In order to ensure that the process is not a waste of time, feelings of other people must be given serious considerations. To get accurate results (perhaps, relatively) one must really think deeply, putting other persons in their shoes, sympathetically considering them, to determine whether they will be happy or pained (Cederblom & Dougherty, 1999 in Ibietan et al., 2013; Amaishian et al., 2022). Another challenge of this theory, is the indeterminacy attached to its action, as captured before. Ikeanyihe (2009 in Ibietan, 2013) asserted that though "rule utilitarianism" a new sect of utilitarians, has attempted answering these questions by postulating that what is right would be in symmetry with the policies that maximizes utilities. Popkin et al. (1969) agreeing with the above also noted subjectivism as a problem. In this regard, if an hitherto action termed right in the present based on happiness level of the people, turns out to cause pain in the future, would we then consider it wrong? Regardless of its criticism, utilitarianism is still relevant whilst determining conducts that are unethical in the Public Service of Nigeria and its implications on public

4.0 Empirical Review of the Study

A study was carried out by Casimir et al. (2014) and it focused on Public Service and Corruption in An Ethical and Institutional Framework of Analysis. The study underscored the relevance of accepted ethical behavior in government agencies in Nigeria. It noticed the unethical practices as well as the structural rejection and disapproval of fundamental values by government workers, who perpetrate corruption in the country. It recommended a practical African approach to regulating the actions of public servants. Mukoro (2021), described the plethora problems bedeviling the public service as both internal and external. He further asserted that the internal aspect is self-induced whilst the external is as a result of environmental factors. These problems no doubt has a lot of damaging effect on government parastatals, even the employees of the government are not exempted. He further highlighted five major problems viz corrupt activities, ethnic bias cum federal character, the view that the civil service is a welfare scheme, lack of motivation, and no clear-cut plan. These problems can be summarized under ethics and values. It was recommended that the public service may remain in this state, until the government makes deliberate effort to reorientate its rank and file.

Erude et al. (2023) carried out a study, and it focused on age falsification in the Civil service. The study shows that, age falsification is unethical yet deliberate. A system that has high moral standards would not condone age falsification. It recommended that the government should be concerned about the welfare of employees, and motivation should be part of this. Erude et al. (2023) carried out a study on the Civil service, focusing on bureaucratic structure. He identified that, one of the major challenges of the civil service is bureaucratic
bottleneck, which gives rise to all manner of unethical conducts like corruption, bribery, etcetera and it slows performance level. It recommended an overhauling of government agencies, so as to make it more effective. Ogbonnaya (2018) carried out a study on the ethical conduct and value of the Nigeria public service. It identified that lack of value and ethical principles, even though they are stated, has caused challenges in the system. The study revealed the important role value and ethics play in the civil service, especially in the area of guidance and providing a template to work with. It concluded that a sound ethical principle cum value suggest that, public servants in their decision making and actions, would public interest before any other.

Ibietan & Joshua (2013), did another study on the indispensable role of a sound ethical principles on job performance level, and its positive effects on the Public sector in Nigeria. It recommended that, the public service code of conduct should be revisited and continuously read to all government officials, including public office holders and employees, so that their mindset would be resharpen to imbibe these principles at all times. Fatile (2013) carried out a study on 'Ethics and Performance in The Nigerian Public Sector'. The research highlighted the difficulties of upholding behaviors that are ethical in Nigeria. Major factors promoting behaviors that are ethically wrong in the public service were noticeably listed, including the mechanisms the government has put in place to checkmate such conducts have been identified. Its argument was that the institutional mechanisms have not yield any positive outcome, especially in the area of service delivery within the environment after independence. It further stated that, the civil servants as well as government officials consciously frustrate the efforts, leading to unethical conducts like high level corruption in the public sector. It recommendations were not limited to the following, a holistic plan on massively educating these public servants and citizens (residents, inclusive) on the degree to which corruption is unethical, and further establishing, enhancing cum effectively implementation of legal instruments, ethical principles, and rules that enhancing ethics as well as performance in the public service. The determining factors to the realization of recommendation, is leadership, good governance, and integrity.

Another study was carried out by Adeboye in 2014. It examined Issues on Ethical in Nigeria Public Sector. The study majored on behaviours that are not ethical exhibited by government officials in Nigeria public service. In analysing and reviewing concepts, historically, the trajectory of the Nigeria Civil Service was shown with findings of behaviours that are unaccepted within civil servants under the cadre level to include; accepting of gifts for services, deceitfulness, and unlawful conducts (Ogbonnaya, 2018; Akomolafe & Ohanyelu, 2022). One of its recommendations is a mandatory reduction of subjects all over the disciplines to boost, enhance and maintain an excellent culture. Cheteni & Selemani (2017) focused on leadership ethics in South Africa and Botswana. It was carried out to underscore the level of ethical leadership culture in public sector agencies by evaluating the characteristics of ethical leadership in the public sector using South Africa and Botswana. They perceived leadership ethics using combined scales by attempting to carry out on a larger wider degree of leadership based on ethical principles levels gotten from the literature to ascertain how employees see their bosses vis-a-vis morality both on persons or managers. 108 respondents in all filled the questionnaire. The findings revealed a no relationship between managers views on morality. Leaders in South Africa are observed to exhibit a weaker behaviour in comparison to Botswana leaders. It recommends that deliberate steps be taken for staffs to report conducts that are unethical and that training on ethics be made possible to workers, to instill behaviours that are ethical, and further the understanding about the relevance of leadership based on ethics. Finally, he suggested ethics should be the basis for decision making, especially in the areas of recruiting, placement and promotion.
Finally, an analysis on ethical conducts and war against corrupt practices was carried out in Nigeria's Public service by (Agba et al. in 2013). The study did a critical evaluation of recent administrative as well as concerns that are philosophical in nature. It asserts that ethical standards and campaign against corruption has come to stay in the public service of Nigeria ethics and governance, however, there have not been a major headway coupled with series of massive failures (Ogbonnaya, 2018 citing Agba et al., 2013; Awodire et al., 2023). Put differently, it seems the campaign on ethical conducts in the public space and war against corruption is less effective, more like a scam, as there rising evidence of gross misconduct, nonchalant attitude to work, financial misappropriation, embezzlement of public funds, insecurity cum terrorism, bribery and etcetera. Inability to arrest these vices in Nigeria has circumvented sustainable development in the country. It recommended that the political office holders at all levels of government, must be deliberate in making sure that ethics and value is the hallmark of the public service, through their conducts, actions, decisions, etc. Moreso, the different agencies instituted to combat corruption majorly the Economic and Financial Crime Commission (EFCC) and Independent Corrupt Practices Commission (ICPC) must be empowered by building capacity to carry out their roles without intimidation, bias, etc and men and women of impeccable qualities must be appointed to be in charge.

5.0 Conclusion and Recommendations

For human activities as well as public administration to be structured orderly and correctly, the role of ethical conduct and value cannot be downplayed. This is premised on the fact that ethics and value is the science moral system that explains the standards cum code that guide human existence, interaction as well as governance, against such society would be in a state of nature. Ethics in administrative form make sure that qualified, well cultured, as well as motivated workers are willing to work in the civil/public sector, so as to reduce the proliferation of behaviours that are unethical in government parastatals. This study focused on ethics, values as well as the public service. A conceptual analysis was carried out between the variables-dependent and independent(s). It identified the nexus between the independent variables viz ethics and value and the dependent variable, public service of Nigeria. The importance of ethical standards and values were highlighted, as well as some negative dispositions of unethical behaviours in the scheme. Our findings show that, the lack of conformity to ethical standards has affected service delivery in the public sector, and institutionalizing all forms of corrupt practices in the public sector. We discovered that, ethics and value is the foundation of the public service, and when actors fail to obey them, it gives room to bad governance, and impedes development. An empirical review was carried out on hitherto studies on the instilling right ethical standards and value system in the public sector. This study relied heavily on secondary data, and we submit that, the campaign towards a public service premised on the right ethical principles and value system is a continuum. We thereby agree with Ibeatan & Joshua (2013) that, getting it right on this, is "a work in progress". Knowing that knowledge is a continuum, we therefore recommend the following:

- Imminent overhauling of the Public service, in order to instill the right ethical standards and value, through training, education, and cautioning. Right conducts such transparency, integrity, sincerity, etc need to be inculcated and anyone who must remain (wants to build a career) in the scheme must live by these.
- Leaders should be made to lead by example or have to face the full wrath of the law.
- Institutions of government need to be strengthened if the campaign on ethical conducts and value system in the public service must hold water.
- Regulatory and agencies should be further supported and motivated to increase the tempo at which they fight against unethical behaviours.
- Continuous enlightenment, orientation and awareness should be promoted, to ensure that the campaign against unethical conducts is totally defeated.
• The office of the citizens should be empowered to serve as watchdog to public servants. They are to be fully aware of government business. In case there is any iota of unethical behaviours, they are to organize and ensure the right things are done.

6.0 Reference of the Study


