

Public Sector Capacity Building and Accountability: The Nigeria's Dilemma.

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Abstract

This paper examines the deficit and challenges in human capacity development (manpower development) in critical sectors of the nation's economy and public service system. The paper also x-rays the concept of accountability in public governance where official corruption in deferent guises has become almost a social norm. This study therefore seeks to establish the manpower challenges faced by the by the public service system and some critical sectors of the economy like the oil and gas industry that has over shadowed the other sectors of the economy; Agriculture, manufacturing and services, etc. Ironically from findings, even the oil and gas sector that has dominated the other sectors of the economy and contributes over 90% to its GDP and national budgeting, the country has lost its managerial operation to foreign expatriates who have the technical know-how in the downstream and upstream sector and has monopolized, dominated the sector at the detriment of Nigerians who lacks the intellectual capacity. The study therefore observed and recommends that the global economy has become a single factory, a single market, it is knowledge driven (globalization) and hence the need for government at all levels to invest in human capacity development specifically in entrepreneurship and vocational skills where the country is critically lacking so as to create wealth, generate sustainable employment, boost economic growth and reduce the over dependence on the oil and gas sector that dominates the entire economy. The study also recommend that the nation's anti-graft agencies must be strengthen and given financial and operational autonomy so as to enable them tackle cases of corruption with vigour and hold political office holders accountable to their deeds and misdeeds while in office.

Keywords: Public sector, capacity building, accountability and globalization.

Introduction

The concept of capacity building and public accountability has almost become a western model for emerging and underdeveloped economies like Nigeria in a competitive globalised capitalist system in order for them to sustain a high economic growth and economic development. The concept has become a recurring decimal in human development perception index analysis, for developing and underdeveloped economies. In the 1990s, a world that has been polarized by First World and Second World ideologies and then by capitalist core and periphery distinctions began to be divided by technological drive. The core technological innovators includes 15% of the earth's population in Anglo America, Western and Northern Europe, Italy, Japan, South Korea, Taiwan and Australia (Michael, 2002:2).

Another 50% of the world population is able to adopt the technologies in producing and consuming the results; the remaining European countries, northern and central Mexico, Costa Rica, southern South America, South Africa, Israel, Tunisia, most of south eastern Asia and coastal China. The remaining one third of the population lies outside this two zones and is "technologically disconnected" and often caught by poverty trap, pervasive corruption marked



by diseases, low agricultural productivity, and environmental degradation- needing technological solutions they cannot afford (Michael 2002:3-5).

Its rather ironical that the suppose giant of Africa Nigeria, whose economy in the 1970's was the bride of the continent has decline to self delusion with oil becoming the only commanding height and the other sectors of the economy; agriculture, manufacturing, servicing sector, contributing insignificantly to the nation's GDP, national budgeting and foreign exchange earnings, rendering the economy not only monolithic but rentier, consuming and unproductive. According to Martin Khor (2005:7), the tigris of Asian economy the Korea, Malaysia, Taiwan economies has not only become globally competitive and productive but with a high incidence of human capital development (manpower) and technologically innovative driven. Ironically, Malaysia today is one of the fastest growing economies in south eastern Asia but in the 1960s she was a guest in Nigeria partnering and collaborating in terms of palm oil planting and production techniques.

Capacity building effort, has taken a centre stage among the three tiers of government as each strive to award scholarships among deserving scholars especially in the areas of oil and gas that has dominated and over shadowed the other sectors of the economy. Human capital development is crucial to the growth and development of every economy as it increases the quality and quantity of the production process. The concept of leadership been prudent and accountable in the management of resources which is the norm in democratic practice is also gaining ground as elected and appointed official in position of trust are made to account for their stewardship and those found corrupt and culpable face the wrath of the law. Corruption the bane of Nigeria's development has totally destroyed the moral fabric of the society, as more than 70% of the population lives below the poverty line. Public officials with constitutional mandate who swear to defend and protect the people they represent divert public funds meant for infrastructural and institutional development at the detriment of the masses that wallow in abject poverty in the mist of abundance oil resources (Okowa 2004: 7).

Infrastructural decay visible in critical sectors of the economy such as roads, health, power, aviation, oil and gas sector (refineries) as previous governments especially the military governments with no democratic credential for accountability in connivance with the politicians looted and milked the public treasury dry with a high debt profile from multilateral institutions like the IMF, World Bank (IBRD), Paris club, London club with stringent conditionality tilted towards economic liberalization and capitalist ideologies, leaving public infrastructures in comatose and eventual collapsed (*The Nations*, May 15, 2007:17).

Infrastructural and human capital development is the key to economic growth and development as no economy can make economic breakthrough without the resuscitation of collapsed public infrastructures and more investment in critical infrastructures and human capacity building through entrepreneurship studies and vocational skills development. Also public officials being accountable to the electorates as a norm in democratic practices must be encouraged as anti-graft institutions like the Economic and Financial Crimes Commission (EFCC), the ICPC, the Code of Conduct Bureau and the police must be strengthen in terms of capacity building, financial autonomy, autonomous from the executive whims and caprices, thus those found to be corrupt must be made to face the full wrath of the law, not politically motivated but within the confines of the law and fair hearing given. Ironically most of the high profile public



prosecutions had been politically motivated, as state institutions like the Economic and Financial Crime Commission, the Police, Independent Corrupt Practices and other Related Crimes (ICPC) has rather become a willing tool in the hands of politicians chasing and harassing political opponents (personal observation).

The government must also create the enabling environment for private sector participation in the economy. The organized private sector in developed economies is the panacea to economic growth as its participation in both the formal and informal sectors productively generates and creates wealth sustainably. Consequently, the aphorism that government has no business in business is a truism, as private sector driven economy can lead the nation on the path of industrialization as proven in capitalist economies like the USA and Western European. Furthermore, economies like China, Japan, and Russia etc. are all liberalizing with private sector driven agenda and in most cases encouraging public private partnership (PPP) in project execution and investment in critical sectors of the economy.

No wonder, the triad economies of USA, European Union, and Japan has dominated the globalization process through Foreign Direct Investment (FDI), high technology, market integration, free trade, finances etc. facilitated primarily by Multinational Corporations (MNCs) that command the monopoly of world capital technology and market ideology (Aja 2001:8).

Statement of the Problem

The dearth of professionals in the Nigerian public service system and some critical sectors of the economy such as the oil and gas sector, aviation, manufacturing, entrepreneurship and vocational skills development constitute a clog in the will of economic growth and development. The intellectual deficits in critical sectors of the economy has increased tremendous national concern specifically in the oil and gas industry that has dominated the entire economy and contributes over 90% to national budget, the country's major foreign exchange earner but lacks critical local capacity (manpower) to man key areas and this has made the local economy vulnerable to foreign domination, manipulation and exploitation with little or no attention to international best practices.

Lack of accountability, probity, and due process in the public service system and the economy also constitute a threat to economic growth and development as corruptive practices has permeated the most critical sectors of the economy regarded as the life wire and the commanding height of the economy. This paper therefore seeks to address challenges of human capital development (capacity building) and proffering solutions and also seeking ways to combating corruption that has eaten deep in to almost every social fabric of the state economy and the public service by ensuring that public office holders are held accountable to their actions and inactions while in office.

Methodology

The study makes use of secondary data such as text books, journals, newspapers, magazines and online publications. Historical descriptive approach was used in the method of data collection and analysis which aided in drawing relevant conclusions.

Globalization and Capacity Building Challenge in the Nigerian Public Sector

It is indeed a truism that the net result of globalization is the creation of a global village, a single market system, a global factory and a global office. Globalization means the greater openness of

national and international barriers to the flow of trade, finance, capital, high technology, Foreign Direct Investment (FDI), and market integration offerings. The engineering mechanism of globalization remains the revolution in science and technology, particularly as it affects transportation and electro-communication systems. One glaring consequences of globalization is the grotesque polarization between people and countries benefiting from the system and those that are mere recipients and reactionaries of the effect like Nigeria and other developing countries specifically in sub-Saharan Africa. (Aja 2001:144-145).

Succinctly put it, globalization assumes the emergence of a single market system, dominated by international capitalism. It involves the application of technological innovation in production process in all spheres of the economy such as oil and gas, agriculture, manufacturing, services sector and the integration of the national economies into the global market. As stated earlier, technological development in the area of information science or ICT remains one of the veritable vehicles for speeding the process and for Nigeria to catch up the capacity building challenge, more investment on scholarship in the area of Information Communication Technology (ICT) has to be encouraged.

The Nigerian economy is yet to be integrated as the Agricultural sector, not only lacks the technological manpower but also unproductive that it cannot provide sufficient raw materials for the manufacturing sector for its production process making manufacturers dependent on foreign imports of raw materials thereby increasing cost of production and less competitive on foreign commodities. The manufacturing sector also faces challenges of power as the nation energy infrastructure is in comatose. Majority of the power plants that were constructed in the 1970s had become dilapidated and collapsed. A country, renown in the production of oil and gas, the six largest producer of crude oil and eight largest exporter in the world. A net exporter of liquefied natural gas to neighboring West African Countries like Ghana, Niger, and Cameroun etc. yet it cannot even generate up to 5,000 Mega Watts of electricity for its industrial and domestic use. Ironically Ghana that imports liquefied natural gas from Nigeria to feed its power plants was able to celebrate one year of uninterrupted power supply. (The Nations online, August 3, 2011)

Consequently, the country's manufacturing sector with no energy supply pays dearly to manufacture a single product. The resultant effect is the near collapse of this critical sector that serves as a spring board to other sectors of the economy as most manufacturing firms in cities like Kano, Aba, Lagos, Port Harcourt wind up leaving thousands that were engaged in these firms unemployed. This is because the production cost has redoubled with the usage of private power plants that are not sustainable. These local infant industries cannot compete with its foreign counterpart that operate in a conducive healthy economic environment with adequate power supply, protectionist legislations, research institutes, credit lifeline, and good public infrastructures that aid production, university academics and private and quasi-think-tanks helping to map out information and policies and strategies on production with minimal cost. (Martin 2005: 9)

Though, with the on going power sector reforms and privatization of existing power plants across the country by the Jonathan administration the stakes are very high that in no distant time Nigerians will yield the much awaited dividends of a steady and sustainable power supply geared towards creating an enabling business environment with minimal cost on production process. It is believed that if Nigerians can be patient enough, considering the huge



investments the government had made on the sector the reforms are capable of turning the fortunes of the nation's economy on the path of economic growth and development. The energy sector is critical to human capital development and the globalization process. Nigeria faced with the globalization challenges needs critical manpower in all sectors of the economy such as health, finance, aviation, manufacturing, information technology experts, agriculture and among others. Government departments such as Trade & Investment, Finance, Budget and Economic Planning, Debt Management Office, foreign affairs dealing with interface with the global economy are under staffed with quality manpower, especially in relation to the rapid development in globalization and global negotiations.

Public Office Holders and the Concept of Accountability and Transparency in Governance

The concept of probity, accountability and transparency is fast gaining momentum in the Nigerian public service as public office holders either elected or appointed are beginning to come to terms with the stark reality that it is no longer business as usual. It is indeed a sad development that corruption in this part of the world has almost become a way of life of the people as corrupt public office holders either in the civil service, appointed or elected known to the public glare have rather become celebrities and role model. It is quite pathetic that public office holders with constitutional mandates, having taken an oath of allegiance to the state and the people where sovereignty belongs, siphoned monies meant for developmental purpose at the expense of the impoverished masses living below the poverty index.

Nigeria, the supposed giant of Africa in spite of the innumerable oil resources is in a poverty trap. The World Bank through its lead Economist Mr. John Litwack (2013) speaking at the media lunch of the Nigeria Economic Report (NER) in Abuja disclosed that about 70 million Nigerian adults are poor, while Jigawa state is the poorest state in the country. The country's economy is still in shambles as the only viable sector that contributes significantly to its GDP is the oil sector but ironically the government still import premium motor spirit for domestic use as the three refineries located in Port Harcourt, Warri and Kaduna are in comatose and cannot meet local demands. The government keeps appropriating and paying millions and millions of dollars every year in subsidizing petroleum product for pseudo companies that doesn't exist, yet Nigerians cannot get petroleum product at #97 the official pump price. No wonder, analysts says the oil resources has become a curse rather than a blessing because of the corruptive nature of the industry as the oil wealth has no positive value on the average Nigerian.

The Executive Secretary, Petroleum Products Pricing Regulatory Agency (PPPRA), Mr. Reginald Stanley at a meeting with the Senate committee on petroleum Resources (Downstream) confirmed that the Federal government allocated ₦888.1 billion naira in the 2012 budget while the sum of ₦971.138 billion naira was appropriated for the 2013 fiscal year (budget) for domestic fuel subsidy. According to Petroleum Products Pricing Regulatory Agency (PPPRA) the government has spent ₦3.7 trillion naira in five years; the PPPRA has succeeded in cutting down the number of oil marketers from 142 to 38 as at December 2012. He also added that the local consumption of PMS has also been brought down from 60.25 million liters per day to 40 liters per day. "Between 2006 and August 2011, total government expenditure on petroleum subsidy amount to ₦3.7 trillion. Expenditure on subsidies increased



from ₦261 billion in 2006 to ₦673 billion in 2010, which represents an increase of about 160 percent” (The Nations, February 10, 2013).

Accusations of government officials conniving with oil marketers in inflating subsidy claims, paying monies to non existing companies and the monumental jump in appropriation from 2006, 2010 and 2012 warranted the House of Representative committee on downstream sector headed by Hon. Farouk Lawal to probe into the activities of the Nigeria National Petroleum Corporation (NNPC), PPPRA, Ministry of Finance and the Central Bank of Nigeria (CBN) on subsidy payment claims. Though the probe ended up in the proverbial aphorism of “the hunter being the hunted” with the House Committee Chairman Hon. Farouk Lawal accused of collecting \$620,000 as a bribe from one of the oil marketers Mr. Femi Otedola, chairman Zennon Oil Plc. indicted by the Committee for receiving subsidy payment but not importing the Premium Motor Spirit (PMS). It was scandalous and a show of shame, the case had rather become a subject of litigation, as the Economic and Financial Crime Commission (EFCC) had to arrest and now prosecuting him. The litigation is ongoing and inconclusive as the Nigerian public waits patiently for the judgment day.

Government graft agencies like the EFCC (2003), Independent Corrupt Practices and other Related Offences Commission (ICPC) (2000), Code of Conduct Bureau (1989), Nigeria Police Force (1979) and the National Assembly from all indications have increased their momentum in the fight against corruption as the Present administration under the leadership of President Goodluck Jonathan is committed and has summoned the political will and dexterity to fight corruption irrespective of party, religious or ethnic affiliation.

The Economic and Financial Crimes Commission (EFCC) was established in 2003, with its pioneer chairman Malam Nuhu Ribadu (2003-2007). The Nuhu Ribadu led Economic and Financial Crimes Commission succeeded in prosecuting and convicting a number of high-profile corrupt individuals and politicians. He secured over 270 convictions and issued thousands of indictments. On October 20, 2006, Nuhu Ribadu told the BBC that over 380 billion dollars had been stolen or wasted by Nigerian governments since independence in 1960. Some of his notable achievements and convictions were; getting Nigeria delisted from the infamous list of Non-cooperative countries by the Financial Action Task Force (FAFTF); The conviction and jailing of his former boss, the then Inspector-General of Police Mr. Tafa Balogun, he was made to return £150 million under a plea bargain; The conviction of former Governor of Bayelsa state, Chief Diepreye Solomon Peter Alamiesiegha now granted state pardon; The extensive investigation and clearance of the Vaswani brothers of any wrong doing. However, before his inglorious exit, he was accused of double standard and insincerity in his war against corruption. Many observed that Ribadu went after perceived enemies of his boss, Olusegun Obasanjo, while shielding the friends of the former President whose hands were bent deep in corruption. (Nigerian Observer online, August 15, 2008)

The exit of Malam Nuhu Ribadu as the EFCC czar, paved the way for Madam Farida Waziri (2008-2011). As part of her achievement, Mrs. Waziri in her official handing over ceremony, said since 2008 when she took over, the EFCC has secured over 450 convictions and recovered over \$9 billion USD. These she said were either returned to their owners or logged in the accounts of the Central Bank of Nigeria. According to her:



Though we inherited about 10 high profile cases in 2008, we have taken about 75 of such high profile cases to courts, with another 1500 low profile cases pending in courts” (Pointblank News, February 23, 2011).

Ibrahim Lamorde (2011-date) as the new chief of the anticorruption agency (EFCC) deserves commendation. According to him the Commission has recovered over \$9 billion (#1.4 trillion) and secured more than 400 convictions. He further, said the Commission was able to get Nigeria delisted from the infamous list of non-cooperative countries by the Financial Task Force (FATF). (The Nation August 4, 2013)

Till date the EFCC is the most viable anticorruption agency in the country making public office holders and civil servants accountable to their actions and inactions. The only set back being experience by the EFCC is her inability to prosecute sitting President and state Governors because of the immunity clause enshrined in section 308 of the 1999 constitution that protects them from investigation and prosecution in both civil and criminal case. Though with the ongoing constitutional amendments the House of Representatives had recommended that the immunity clause be removed, a position the Senate disagrees. The position of the Senate is that if the immunity clause is expunge from the nation Constitution, governance will be distracted if not destabilized because the opposition will always on flimsy grounds drag the governors and the President to court for either criminal or civil prosecution and at such the business of governance which is key to development will be seriously undermined. Notable public figures among the political class, the banking industry, cybercrime and other economic crimes were convicted and others still pending in courts either due to the snail speed nature of the justice delivery system or deliberate exploitation of loopholes in the nation’s legal system to stall or cause delay in proceeding by legal luminaries. No wonder, the call for reforms in the nation’s judicial system.

The Independent Corrupt Practices and Other Related Offences Commission (ICPC) The Commission which was established on the 29th of September, 2000 with its pioneer chairman Justice Mustapha Akanbi is more of a toothless bull dog that can only bark but cannot bite. The mandate of ICPC to primarily investigate and prosecute corruption by public office holders appeared clear cut from EFCC’s mandate to investigate and prosecute financial crimes. The ICPC from its inception till date is yet to make any conviction but has many ongoing prosecutions which include: Alhaji Ghali Na’abba a former speaker of the House of Representatives, a former Education Minister Prof. Fabian Osuji and former Governor of old Kwara state and former Minister of Communications. Some political and legal pundits believe that EFCC, which was established by the same Obasanjo two years after ICPC-2003, was because the retired Justice Akanbi refused to be used by Obasanjo to hounds his political opponents. The belief was that the then President decided to find a way around the dilemma by establishing EFCC few months to the 2003 elections and appointing Nuhu Ribadu, a serving police officer, as chairman (Pointblank News, July 7, 2013:23).

The Federal Government in line with the recommendations of the Steve Oronsaye’s led Presidential committee on the rationalization and restructuring of Federal government ministries, commissions and agencies recommended the merger of both agencies to be called Corrupt Practices and Financial Crimes Commission (CPFCC). The recommendation for the merger is even overdue because of the duplications of functions and waste of resources. It is

believed that once the two agencies are merged, the new body will become strengthen and issues of underfunding will no longer be there. (*Pointblank News, July 7, 2013*).

The Code of Conduct Bureau (CCB) established, in 1979 during the second Republic, is the pioneer anti-corruption agency setup by the federal government of Nigeria. It has the mandate and primary responsibility of checking corrupt practices in the Nigerian public service. The 1979 constitution of the Federal Republic of Nigeria provided a list of conduct for public officers. The military administration of Murtala/Obasanjo inaugurated a Board before handing over power to the civilian government in July 1979, which failed to make any impact because the National Assembly of the second Republic refused to pass the enabling law. Ten years later in 1989, the Bureau got its legal mandate under the Ibrahim Babangida regime. The foremost anti corruption agency has made it compulsory for all public officers either in the ministries, departments, and agencies including politicians in public office either appointed or elected to declare their assets and liabilities in every four years. One unique feature of the code of conduct is the provision in the constitution that once a public officer is convicted, such individual is also denied of the right to prerogative of mercy as such officer must face sanctions as stated in the constitution (1999 Constitution of the Federal Republic of Nigeria).

It is believed that the anti-corruption agency has not been proactive in the arrest and prosecution of public office holders specifically in the civil service where corruption has become a norm. It is evidently believed that the Nigerian civil service is one of the most corrupt institutions in the country. Only recently a Director in the Police Pension Fund John Yakubu Yusuf criminally diverted ₦23.3 billion for his personal aggrandizement at the detriment of retired police officers who had patriotically served their father land and some died while in active service. Unfortunately a man who stole a whopping sum of ₦23.3 billion was given a lighter sentence of six years imprisonment with an option of fine of ₦750,000. Immediately the man paid the ₦750,000 as fine and walk away regaining his freedom. The judgment was laughable, condemnable, it was no justice; it was an insult on the collective sensibilities of Nigerians. (Channels News online, January 28, 2013)

The Judiciary that was once the last hope of the common man was subjected to public ridicule and aspersion. The Nigeria Bar Association also came to defend the learned Justice Abubakar Talba who delivered the lead judgment citing that it was actually the position of the law and that no compromise was made. The NBA was quick to point out that it is the responsibility of the National Assembly to amend the Nation extant laws that have been in operation since the amalgamation of 1914, because majority of the laws and punishment proscribed no longer represent the current realities. (Channels News online, January 28, 2013).

In essence, for public office holders to be held accountable to their action and inactions the Nigerian Justice delivery System needs total overhaul and reforms, this is because lawyers take undue advantage of the loopholes in the justice system to deny criminals who are enemies of the state, the penalties they were supposed to face that is commiserate with the crime committed. In my opinion, Punishment in equity, with crimes committed served by the courts are suppose to serve as deterrent to others but when punishment no longer serves as deterrent it rather becomes a motivator for more crimes to be perpetrated.

Nigeria should also reconsider the clarion call for capital punishment, since countries in Asia like China, Indonesia, Saudi Arabia, Yemen etc. are making fast progress in terms of

economic development due to its hard stance against corruption and the existence of legal framework to prosecute and convict who ever errs. Corrupt public office holders in Asia, Europe and Americas are seen as enemies of the state, they are made to face the full wrath of the law regardless of their status in society.

Transparency International (TI) released its 2011 report on corruption perception index in 183 countries of the world, Nigeria included. The often widely expected and most recognized authority on corruption in the world ranked Nigeria 143 out of the 183 countries surveyed. Between 2010 and 2011, Nigeria's position declined by 9 places, scoring 2.4 from a possible 10, showing the greatest sign that effort at correcting corruption had been very inadequate in the last year. The report came soon after Farida Waziri, the former Economic and Financial Crimes Commission (EFCC) chairman, was removed by President Jonathan.

The Transparency International corruption index ranks countries according to the perception of public sector corruption, excluding the private sector. The survey has parameters such as bribery of public officials, kickbacks in public procurement, embezzlement of public funds, and the effectiveness of public sector anti corruption efforts. If these parameters seem alien and some Nigerians cannot recall direct experiences, what is not alien is that the implications of a full-scale corruption are there for everyone to see. Whether as leakages or corruption, it is obvious that Nigerians do not receive commensurate value for government expenditure. Indeed, Transparency International is right in saying that "no region or country is immune from the dangers of corruption" (Business day online Wednesday, Nov 13th, 2011).

Conclusion

Conclusively, capacity building by all tiers of government has become a must for the nation's economy to become productively viable and globally competitive. Nigeria an economic hub in sub-Saharan Africa must diversify its economic base and move away from its oil dependent economy that has rendered the other sectors of the economy such as the manufacturing (real sector), that is key to its industrialization policy, Agriculture and the service sector that could have contributed hugely to its GDP, national budgeting and foreign exchange earnings. Nigeria, the second largest economies in Africa is still rated low in Human Development Index (HDI), lacking critical manpower (technocrats) in critical sectors of the economy such as oil and gas, energy, aviation, electro-communications etc. posing a threat to its globalization process.

The effort of the present administration, under President Goodluck Ebele Jonathan is quite commendable, his investment in human capacity development specifically in entrepreneurship studies and skills develop through the Subsidy Reinvestment and Empowerment Programme popularly called "SURE-P" a capacity building empowerment initiative of the Federal government, for young Nigerian (graduate) entrepreneurs is a catalyst for change, a drive for a sustainable economic growth and wealth creation that can possibly catapult the nation to one of the fastest growing economies in the world if properly managed and sustain. The introduction of entrepreneurship studies in academic curriculum in all spheres of educational strata is also a glaring achievement that must be sustained because of the huge multiplier effects on the economy as far as youth restiveness and unemployment are concern.

The government must also strengthen its anti-graft agencies through financial and operational autonomy from executive whims and caprices, so as to hold public office holders either elected or appointed accountable to their actions and inactions. This is because no nation

has ever developed economically, with corruption eaten neck-deep into its moral fabrics and celebrated as a social value.

Recommendations:

Based on the findings of this paper, the following are recommendations for consideration by relevant authorities as a means of ensuring that public sector capacity building and accountability is enhance as a measure for sustainable economic growth and development in Nigeria.

1. That the three tiers of government should appropriate and allocate a sizeable proportion of their annual budget to capacity building effort in all critical sectors of the economy so as effectively meet up the manpower demands.
2. That the Subsidy Reinvestment and Empowerment Programme popularly called "SURE-P" a capacity building empowerment initiative of the Federal government, for young Nigerian (graduate) entrepreneurs has to be vigorously pursued and sustain.
3. That the Presidency must implement the recommendations of the Steve Oronsoye's presidential panel on the rationalization and restructuring of Federal government ministries, commissions and agencies demanding the EFCC and ICPC be merged. This will ensure better coordination and synergy in the fight against corruption so as to make public office holders accountable to the electorates.
4. The seventh National Assembly as part of their constitutional mandate and oversight functions, to make good laws for the peace, order and good government of the country, must initiate and amend all extant laws that are no longer in tandem with present realities. It is also the responsibility of the Executive arm (Presidency) to articulate and forward such bills to the legislative arm for the sake of justice build on equity.
5. That for Nigeria to win the war against graft, there should be no sacred cow as believed in some quarters.
6. That for Nigeria to be part of the globalization process, her capacity building effort in the area of electro-communications, power, entrepreneurship studies, oil and gas, aviation etc. has to be vigorously pursued and sustained.
7. That for the Nigerian economy to be one of the greatest economies in her Vision 20:2020, she must move away from oil dependent cum consuming economy to a diversified cum productive economy.
8. That the anti corruption agencies like the EFCC, Code of Conduct Bureau, should be institutionally strengthened with operational and financial autonomy from the Executive arm where its appointment comes.
9. That the National Assembly must enact a law, making corruption a capital offence punishable by death as done in some Asian countries so as to serve as deterrent to others.
10. That the Nigerian government must consciously design and include entrepreneurship studies and skills development in primary, secondary and tertiary institutions in her academic curriculum so as to fight against poverty and unemployment and also develop and sustain her capacity building process.



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