

Impact of Unethical Behaviors on Development in Sub-Saharan Africa

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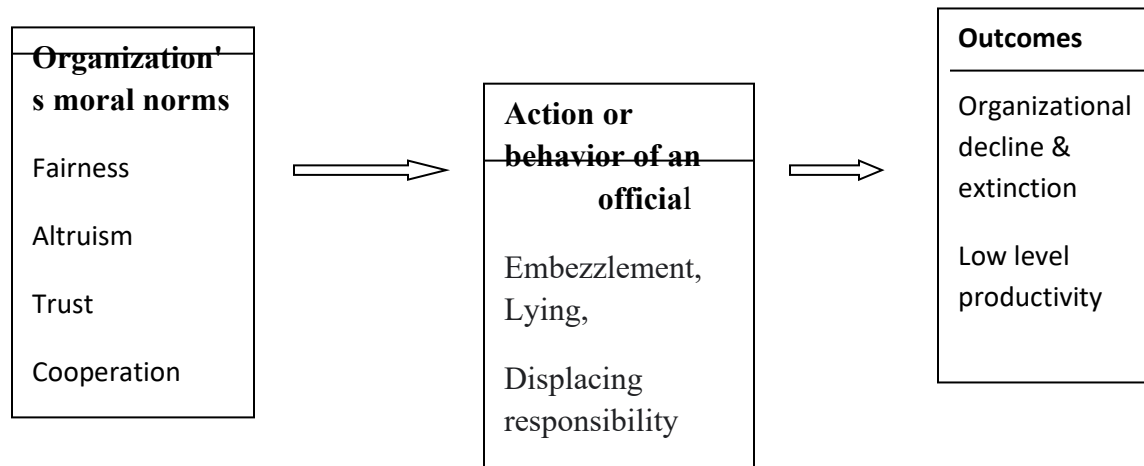
Abstract: *This article discusses Sub-Saharan Africa's challenges of development through the lens of developmental constraints in three chosen Sub-Saharan African countries analyzed to ascertain the level of unethical behaviors in the governance of the state. It analyzes the level of unethical behaviors in the governance of the countries. The study conceptualized to unravel Sub-Saharan Africa's major sustainable development challenge from human actions or inactions. Elite subversive conduct has affected people's welfare and sustainable development, as revealed in the study. The article advocates for people of character to manage Africa's 'resource centers and power' to spur its total growth. **Keywords:** unethical behaviors; underdevelopment trajectory; contradictions; impact; sub-Saharan Africa*

INTRODUCTION

The lifestyle of public officials should be exemplary, as anything to the contrary rings a bell and brings shame to the government they serve. Scholars have also observed that the private activities of public officials who are held in high esteem should not dishonour their position (Chapman, 1993; Rohr, 1978; Kernaghan, 1980). In Sub-Saharan Africa (SSA), however, private and self-seeking interests pervade most government activities. This makes it difficult for positive change and development initiatives to take root in the region. Most elites and those in positions of authority see it as an opportunity for self-enrichment, siphon public resources, and shared wealth, hence the region's underdevelopment.

The action or behavior of a public official is considered unethical if he or she disregards the organization's moral norms or circumvents or ignores them (Rohr, 1978). SSA leadership focuses mainly on converting public wealth to private ownership or what

may be referred to as the personalization of public resources. Advanced countries were prosperous mainly because of the emphasis on good morals, focus on the future, and love for their countries. These countries set up mechanisms for promoting and maintaining good moral behavior by public officials (Dwivedi, 1987; Caiden, 1981).



This study aims to explore the extent to which unethical behavior of public officials acts as an antithesis of regional development, especially in the context of Sub-Saharan Africa as our focus. This is because the reputation of a good government is seen in the public life and conduct of its functionaries, who showcase loyalty, fairness, and commitment to delivering public service. Public officials are aware of their role in promoting the public good fairly and impartially for the growth and development of society. Scholars, for instance, have also observed that the private activities of public officials who are held in high esteem should not bring dishonor to the position they hold, which without a doubt would bring disrepute to the government (Chapman, 1993; Rohr, 1978; Kernaghan, 1980).

Private and self-seeking interests pervade most government activities in Africa, thus making it difficult for positive change and development initiatives to take root in the region. The reason is that most elite and those in positions of authority to cause change in the continent now see such an opportunity for self-enrichment through unfair practices that do not advance the course of development of Africa. Given the worldwide apprehension concerning unethical behavior, many governments have put up mechanisms for promoting and maintaining good moral behavior by public officials (Dwivedi, 1987; Caiden, 1981). This study raises the moral question of to what extent unethical behavior has disrupted Sub-Saharan Africa. The research interrogates how Sub-Saharan Africa has fared. What constitutes unethical behavior in society and governance in particular? Based on this inquiry, this study is set to explore practices in

three Sub-Saharan African countries, Nigeria, Uganda, and Ghana, as a lens on development constraints in the continent.

It is important to note that "Africa is a giant continent, with more than a billion peoples, living in diverse environments, speaking more than one thousand different languages, and enjoying multifaceted cultures and ways of life within fifty-four politically and economically autonomous nations" (Nnoromele, 2012, pp. 109-128). Despite the past imperial domination of Africa, the region today suffers internal contradictions, a systemic risk involving sabotage and abuse of public trust by many Africans in authority. The Sudanese governance, for instance, is characterized by neo-patrimonial tendencies where political office has become an instrument for amassing personal gain (De Wall, 2014, p. 348).

A lot has been written about corruption as the bane of development, especially in developing countries. However, no effort has been devoted to analyzing specific areas of unfair practices in the governance of Sub-Saharan Africa in which corruption is embedded. Hence, the paper argues that entrenched unethical practices tend to dwarf the region's development. In other words, unethical practices bedeviling institutions of governance are major ills in Africa. These ills or contradictions bedeviling institutions of governance in Africa are rooted in illicit activities such as capital flight from Africa;¹ Poor policy implementation, resources lost to ghost workers, and misinvoicing are fraudulent acts prevalent in African economies that constitute unethical issues undermining their development presently. This is the gap this current study fills in the literature on Africa's underdevelopment.

This essay aims to abridge the missing link in the African development trajectory by proposing a framework that explains the relationships between educational integrity and commitment toward development. It emphasizes moral values, which arouses attitudes towards meeting social needs. Integrity is a virtue and a desirable characteristic that enables coherence, social harmony in truth and trustworthiness. Integrity is "truthfulness and sincerity, lucidity and commitment" (Rawls, 1974, p. 519). This proposition is centred on two polar extremes: First is the lingering need for the educated class and leaders in Africa to maintain integrity in governance because Africans' development and welfare needs are hampered mainly by isolating this virtue in policy implementation and practice to transform the region. Second, nurturing youths for development and continuity is now a challenge to Africa, which explains misrule, resulting in a less morally groomed citizenry and exacerbating disrespect for institutional order, civility, transparency and decency. Hence, the essay is structured into five perspectives dealing with past and present ethical challenges hampering the development of Africa today. The study is significantly aimed at strengthening state-building and good governance in Africa, given the growing quest for 'men of virtue' to control Africa's "resource centers and power" spur its development, given failed attempts at developing the region.

CONCEPT OF DEVELOPMENT

Though defining development is a challenge, academics have attempted to understand development in various ways. In order to fully complete this work, several of these definitions were examined. Gboyega (2003) defines development as an ideology encompassing efforts to enhance human existence in all manifestations. It calls for a significant reduction in poverty and unequal access to the good things in life, and an improvement in the material well-being of all citizens, not just the wealthiest and most powerful. This progress must be sustainable so that consumption in the present does not hinder future generations. Enhancing one's physical safety, sustaining oneself, and increasing opportunities for success in life are its goals. According to Naomi (1995), development is typically understood to include not only economic growth but also concepts of fair distribution, the provision of housing, health care, education, and other necessities, all enhance both the quality of life for each individual and the group as a whole. In a similar vein, Tolu and Abe (2011) see development as a process of societal development, in which robust collaborations among all societal groups, business entities, and sectors increase people's well-being. It makes sense to understand that development encompasses not just economic activity but also socioeconomic and political challenges that affect every facet of society's existence.

CONCEPT OF UNETHICAL BEHAVIORS

The literature makes it clear that morality and ethics are crucial to how company owners run their companies (Zhu 2015). Ethics is defined in this study as the moral principles and underlying framework that entrepreneurs use to guide their behavior, including how they manage their business (Crane & Matten 2016; Vallaster et al. 2019). When moral values are violated, it leads to a scenario known as ethical misconduct. According to Brown, Buchholtz, and Dunn (2016), misconduct in an organizational setting is defined as unethical or corrupt activities; errors resulting from incapacity or duty neglect; and a lack of consistency between the top, middle, and bottom levels. Senadheera (2018) found that unethical solid network impacts, tax evasion, report misconstructions, illegal payments and favors, and untrustworthy guidelines and laws are examples of ethical misbehavior at the organizational level. This suggests that misconduct or unethical behavior may be done on purpose or accidentally, in which case it must be handled carefully and strictly the laws and guidelines already in place to prevent any unintended repercussions. This emphasis on the strict adherence to laws and guidelines can reassure the audience and instill confidence in the system.

Lack of coordination between various levels of management is a significant issue that growing economies in Africa may face, so business owners in the regions must make sure that everyone is aware of the company code of conduct. Additionally, rising economies must recognize that people's ethical standards and beliefs may not

coincide with the organization, necessitating a reiteration of the code and assurance of its conformity.

IMPACT OF UNETHICAL BEHAVIOR ON NATIONAL DEVELOPMENT

According to Lim (2002), the estimated \$7 billion that firms spend on security device installation to prevent unethical activity serves as a stark reminder of the financial burden of unethical behavior. If that is the case in wealthy nations like America, the implications for African nations are even more concerning. In African countries, it is difficult to gauge the impact of unethical behavior on the sociopolitical and economic growth of the continent. According to Lipset and Lenz (2000), unethical behavior by employees lowers investment levels by raising investment risk. One facet of unethical behavior, corruption, may also be expected to hinder growth by lowering the standard of public services and infrastructure, cutting tax receipts, and encouraging skilled workers to pursue rent-seeking rather than worthwhile endeavors. In Nigeria, corruption has a significant impact on numerous corporate environments. Corruption impairs governance and lessens the services the government and its institutions provide. In consequence, poor governance lowers capital and public confidence in governance institutions, which lowers the amount of public funds available to support successful initiatives for advance technology, socialism, politics, and the economy. (Bichi, 2006).

Nigeria can put herself on the map to draw in new investors and achieve sustained economic growth by enhancing economic governance in both public and private businesses. In light of this, the government must establish an open regulatory system that oversees public infrastructure and safety. In addition, unethical behavior damages capital accumulation that could have been reinvested in the company and fosters mistrust between management and staff. Additionally, unethical behavior in the workplace may have a detrimental effect on how income is distributed, leading to economic inequality and worsening poverty. Because poverty breeds corruption, which impedes any country's ability to prosper economically, the situation might throw the country into a vicious cycle. Untrustworthy actions by workers within the company may also impede the development of new skills, thus slowing down the pace of technical advancement in the country. Managers may focus more on keeping their company safe from workers' unwanted behavior and less on initiatives that help staff members develop their talents.

DECADES OF AFRICA'S DEVELOPMENT CONSTRAINTS

This literature review discusses two significant themes dealing with the cause of Africa's years of underdevelopment and the reasons for its current dilemma. First, European colonization of Africa accentuates Rodney's argument that Africa was a developed society on its terms with its institutions and ideas of government in place before the

Europeans came. African situation, he argues, can never be assigned to separate evolution on the one hand and Europe on the other; instead, it manifested to the extent the continent was exploited (Rodney, 1974, p. 40).

Rhoda Howard-Hassmann, in her "Moral Integrity and Reparations for Africa", stresses persuasively on Africa-European contact and the 'historical injustice' that describes where the imperial powers left the continent at the end of colonial rule. She expresses what she regards as "Questionable hypotheses about colonialism and underdevelopment" of the region. She looks at reparation and compensation and how such a move would encounter numerous difficulties due to incomplete knowledge and counterfactual assumptions about all that happened to Africa. The continent would have made substantial progress in development had there been no slavery, colonialism, or neocolonialism it experienced in the nineteenth century (Howard-Hassann, 2003, pp. 193-216). Despite centuries of European exploitation, Africa is still trapped in contradictions akin to Agbo's work on *How Africans Underdeveloped Africa* (Agbor, 2011).

Shillington has also emphasized how institutions of government in Africa have become apparatuses or conduits for people to enrich themselves. Given this, "power with political practice has produced a crisis in the governance of states where dominant social groups or the ruling elites have been engaged in activities of criminal nature'. These activities include the generation of rents by those groups wielding political power in the international economic mode of dependency in which Africa is engaged" (Shillington, 2005, p. 542). This second theme discusses three perspectives on the criminalization of African states, as shown below.

One aspect of such unethical behaviors in Africa relates to its vast resources, which have been mismanaged since the past five decades of decolonization. For instance, Nigeria's significant earlier external debt was instigated by unfair practices and mismanagement of its vast oil revenue by various regimes that ruled it. The former President of the World Bank, Paul Wolfowitz, estimated that \$300 billion in Nigeria had been lost between 1970 and 2001. The reckless extravagance of Gowon's administration during Nigeria's era of oil boom left the country with a debt burden of \$1.6 billion. Similarly, President Olusegun Obasanjo's regime from 1977 borrowed from the Western money market without taming its economy. Also, the "Shagari administration wiped out N2.3 billion external reserve it inherited as of 1979 and replaced it with a staggering external debt of 10.21 billion" (Uddoh, 2016). Nigeria realizes enormous resources from oil, yet it has no good infrastructure for its teeming population. It is a nation where a Senator earns more than USD400,000.00 annually, whereas many Nigerians earn a minimum wage of N25,000.00 (less than \$150.00) per month for more than 70% of its population (Nwankwo, 2014, p. 93). \$1.00 is currently equivalent to the N1596.92 official rate (Ariemu, 2024).

Similarly, on assumption of power in 2001, President John Kufuor of Ghana announced through his finance minister, Yaw Osafo-, who informed the parliament that Ghana was in a severe economic straits due to mismanagement and destructive policies of the previous regime. The new government, he noted, "would access the Heavily Indebted Poor Countries (HIPC) initiative by the World Bank and the International Monetary Fund (Mawuko-Yevugah 2014, ix). The Committee for Ghana's 50th Anniversary was also accused of mismanaging resources for the celebrations. The government purchased over two hundred new luxury vehicles to transport dignitaries, whereas only sixty-four cars were needed. Many Ghanaians argued that about USD20 million the government dedicated to the celebration would have been well spent on basic daily needs for Ghanaians who were yet to benefit from Kufuor's neoliberal policies (Schauert, 2015, p. 18). Illicit transactions in governance have also reinforced inequality that still labels African countries like "Guinea, Liberia, and Sierra Leone as "three of the poorest countries in the world; their rich natural and human resources have long been extracted for elite and foreign profit – as opposed to being developed for the benefit of the majority of their populations" (Wilkinson & Leach 2014, pp. 136-148).

Secondly, tax evasion affects African development. Tax evasion is a deliberate and willful practice and failure to disclose total taxable income to pay less tax (Soyede & Kujola, 2016). This attitude portrays an individual's criminal act of violating the provision of tax laws, which reduces overall government revenue (Gay 1980, 135-148). In other words, to indulge in paying less or refusing to pay as one's legal obligation is tax evasion. Tax evasion has been a big concern to the Nigerian tax system for decades and has adversely affected the government's socioeconomic and political programmes (Saidu & Dauda, 2014, pp. 156-161). Ghana's tax losses were estimated during 2005-2007, averaging between 30.7 and 51.4 million Euros annually (Insaiddoo, 2013, p. 283). Moreover, Uganda is included in the tax evasion problem, which has been prevalent since 1998, mainly owing to the legacy of the predatory regime in the country (IMF, 2001, p. 14).

Thirdly, illicit practices in Africa since the 1960s, when many of these countries gained their political independence, portray "a culture of institutional neglect" as well as systemic "plunder of national economies and uncontrolled privatization" of government assets in Congo, Chad, Ghana, Egypt, Algeria, Morocco, Kenya, Cameroon, Guinea, Togo, Sao Tome, Madagascar, (Shillington 2005, p. 5420). Beatrice Hibou also explains how many African countries have privatized their local companies for money laundering and using such cover to engage in illicit transactions, as seen in certain hotels in Senegal. Such privatization practices can be described as theft, such as the appropriation of land in Mozambique and Cameroon (Beatrice, 1999, pp. 71-4).

Due to the enormous profit expected by investing in Africa, Western mining companies have often concluded business pacts with political leaders of undemocratic

and corrupt regimes such as those in Cameroon, Gabon, Nigeria, Sierra Leone and Saire. Inevitable privatization of state telephone companies in Cote d'Ivoire, Ghana, and Zimbabwe as well as public electric power supply to foreign investors have been associated with controversy and accusations of "political favoritism" and unfair practices. This became clear when the electricity company in Cote d'Ivoire was privatized 'to a French firm closely connected to people in the prime minister's inner circle'. At the same time, France Telecom won the leading privatization bid in the country in 1997 by conniving with a private firm owned by President Konan Bedie. Similarly, "Ghana Telecom was sold to a Malaysian company which was in partnership with a group of politically well-connected businessmen"(Tangri, 1999, p. 123). In Nigeria, President Olusegun Obasanjo saw the need in 2003 to commence privatization of public enterprises and state-owned companies, which had long been used as significant drainpipes of the nation's limited public funds (Adediji, 2013, p. 32).

THEORETICAL CONSIDERATION

The structural internationalist theory looks at development in terms of power relationships between different nations and between different people within the nation. These theoretical perspectives argue from the lenses of structural constraints. The structural constraints create loopholes that certain public officials explore to enrich themselves selfishly against the public.. Focusing on the self instead of the public contradicts public service. This constitutes what we refer to as unethical conduct, which has become anathema to nation-building and development.

The 'Human Factor' (H.F.) theory proposed by Adjibolosoo provides a vivid picture and diagnosis of African ethical challenges and how they affect development prospects. He suggests succinctly that people concerned about the development and well-being of African people should bear in mind that people make room for both success and failure. Primary resources for developing Africa should be channeled primarily to its human factor (H.F.) development. Adjibolosoo argues, "When effective programmes are put in place, a well-prepared H.F. will be equipped to develop appropriate institutions and manage them effectively and efficiently to achieve desired national objectives" (Adjibolosoo, 1995, pp. 3-14). The lack of suitable human factors in African countries contributes to the continent's ineptness to implement concrete development plans, economic and political re-engineering of various sectors, a lack of social policy articulation, and an inability to achieve democratic consolidation. Africa still needs to be industrialized and has yet to mature politically as challenges to its social progress and economic growth and development.

In other words, the (Adjibolosoo, 1996) proposition centers on men of distinctive character and assertive behaviors that facilitate social transformation. All these areas of development focus and social balance need men of trust for Africa's recovery and development. Alfred Latigo holds the same perspective but insists that political,

economic, and divine principles are needed to address the African impasse and unlock its potential; the continent must develop human capital with sound decision-making ability and pious wisdom. Education can unlock Africa's fortunes, but the system must maintain secular values while upholding integrity (Latigo, 2009, p. 31). The following section gives insight into Africa's early achievement, subsequent decline and current.

METHOD AND DATA

Information from library books and other internet sources obtained via search engines formed the secondary data analysis on which this study relies. We adopted this method because scholars who use secondary data, termed *applied researchers*, apply appropriate collected data to produce solutions for specific social problems (Stewart & Kamins, 1993; Thyer, 2010, p. 168). We adopted this model because the social benefits of secondary data analysis provide significant advantages to the broader society. We considered data already collected significant because it helps researchers reduce needless interruptions in people's lives (Hyman, 1972; Krysik, 2001).

According to Thyer (2010: 174), "If valid and reliable data exist for a topic, researchers need not duplicate efforts through the primary collection in most cases". This is why Ghauri, (2005) emphasizes that secondary data saves scholars time and cost in research work. Generally, as earlier observed, all the data was obtained from digitized libraries. Given the feasibility of both longitudinal and international comparative studies, this method fits the study. For instance, we provide such survey-like official data

recorded concerning some countries, which help in comparative analysis of existing or emerging problems that require solutions. We adopted this approach with the understanding that differences between countries may exist. However, information from other government studies tends to unify criteria globally, especially within some regions, such as Africa, with persistent underdevelopment challenges.

Our adoption of existing data provided by the 'Global Financial Integrity' is consistent with the 'World Values Survey' on comparative research as a source of empirical data on attitudes covering the larger world's population of nearly ninety percent. Such is the effort of a worldwide network of social scientists who have conducted representative national surveys in nearly one hundred countries since 1981. To obtain such data for international or longitudinal studies using a primary data collection approach is complex and could repeatedly miss the rigorousness that diverse social context comparisons require.²

UNETHICAL PRACTICES AND AFRICA'S DEVELOPMENT CONSTRAINTS

This section analyses four entrenched unfriendly practices that work against African progress, as highlighted earlier. First, illicit financial outflows from Africa, aided by some developed countries, have risen to \$50 billion yearly. African Union (A.U.) has noted this

while reviewing the process to limit financial outflow and retain resources for African development (Okwe, 2013). Similarly, African countries "lost between \$597 billion and \$1.4 trillion in net resource transfers out of the continent from 1980 -2009" (Kar et al., 2013, p. 33).

In 'Africa's Odious Debts' Ndikumana & Boyce provide a startling revelation that counters the long and wrong existing notion that Africa depletes the wealth of the West. Instead, Africa has been a net creditor to the world through the nefarious activities of many of its leaders. More than \$700 billion has been siphoned out of the continent within the last forty years (Ndikumana & Boyce, 2011). Nigeria illustrates the scenario in Africa more vividly, with the highest capital flight of 311.4 billion dollars in forty years (Boyce & Ndikumana, 2012, p. 11). Capital flight by corrupt African leaders redirects limited assets away from domestic investment and production, inducing a lower investment rate in African countries than elsewhere (IFC, 1998). The financial outflow has a considerable regressive impact on resource allocation. The ruling class capitalizes on the fortunes of their top position to steal (Ndikumana & Boyce, 1998, pp. 195-217).

Second, poor policy implementation is a bane of African development. As Terry observes, "A policy is an overall guide that gives the general limits and direction in which administrative action will take place" (Okoroma, 2006, pp. 243-263). Ihonvbere has argued that African leaders hardly promoted any form of development for six to seven decades. He insisted that "failed policies have developed the pockets and bank accounts of a tiny class of political elites and their hangers-on". Africa is primarily identified with poverty and seemingly hopeless in terms of survival due to exploitation and deliberate impoverishment (Ihonvbere, 2013). African governments face institutional constraints in terms of design, implementation, and assessment stages in executing of public policy (Basheka et al., 2012, pp. 1-18).

Abdulai and Hulme observe how aid-financed measures to minimize regional inequality in Ghana have failed in their implementation. This is where the political elites who agreed to source funds to reduce regional inequality diverted such approved funds to different criteria in patterns that marginalized the poorest. A growing trend neglects how good the design is, but developmental outcomes in most poor countries are primarily shaped by "the power relationships within which policy-implementing institutions are embedded" (Abdul-Gafaru & Hulme, 2014). The Recent IMF Report on Ghana showed that widespread corruption has devastating consequences on governance while distorting policy formulation and implementation (IMF, 2003, p. 127). Aryee also provides reasons for the success and failure of policies and programs in Ghana and other African countries while reflecting on the study done by Grindle and Thomas. He considers the character of actors as a factor in the entire context, mainly the character of politicians and policy choices. It is challenging to record success in public policies and programs because achieving success through those he derogatorily

describes as "Saint, Wizards, and Demons" in the system is unusual. He insists, "For public policies and programs to succeed, the demons must be managed and neutralized. Demons are a minimal set of public officials and individuals who engage in corruption or rent-seeking activities" (Aryee, 2000).

In Uganda, the implementation of educational policies remains a challenge, too (Wood, 2008). Bureaucratic rigidity and other factors frustrate the smooth implementation of national policies in Uganda (Mitra, 2001, pp. 35-40). People believe there is a lack of policy ownership; although correct, it has yet to offer an acceptable explanation for the policy implementation deficit in the country (Ndedesa, 2012). He also noted, "President Museveni argues that policy implementation deficit is due to lack of NRM cadres in the public service. At times, he blames interference and sabotage from the opposition, media, foreign interests, and the political class in general. The latest scapegoat for policy failure is Civil Society Organizations" (Ndedesa, 2012). Although Uganda transformed from personalized rule to becoming institutionally self-regulatory, it continued to design genuine policies that were defective in implementation (Ndedesa, 2012). Uganda has over-bloated government functionaries, and its policies are hardly implemented due to significant expenditure spent on top leaders, whereas civil servants could be better paid.

A similar challenge faces Nigeria, where most policies are not consistently guided and carried out for a better outcome. Bureaucrats in government tend to neglect the primary objectives of policies, given that they often focus on superficial issues (Manyong et al., 2005, p. 56). The effort at addressing policy implementation is mainly constrained by inflation of government contracts, sabotage and often abandonment of projects after much money had been sunk into it and often embezzled (Wali, 2010, p. 112). Being weary of poor policy implementation in Nigeria, some opinion writers advised that Nigerians should start properly doing things to enable the country to move forward (Ayetoro-Yewa, 2012). In otherword, "Pundits say that for the country to develop, it needs to reduce its administrative leaders and get more serious in enforcing its policies and laws." ³

Third, colossal revenue is lost to Africa through payment to ghost workers. Recent IMF-supported reform programs in Africa resulted in administrative restructuring and reduced employment, as observed in Benin and Uganda. Some countries were prosperous in eliminating or reducing the number of ghost workers and unfilled positions (11,000 ghost workers in Ghana and 40,000 in Uganda), although ghost workers remain a problem elsewhere in Africa (IMF, 1998). Amos Safo has observed that "In Ghana "ghosts" have invaded government payrolls, enabling heads of departments and accounts to siphon money from the public purse into their private pockets in the name of a fictitious or former employee" (Safo, 2002). Similarly, William Hanna, the E.U. ambassador to Ghana, decried the spate of fake government workers in Ghana's payroll amid the country's fiscal crisis. E.U. grants worth up to 200 million

euros (\$ 250.14 million) could support Ghana, but warned that "Ghana must remove "ghost workers" from its sector payroll (Bigg, 2014). In July 2011, Nigeria's Rivers State Universal Basic Education Board decried losing N2.4bn annually to 1477 ghost workers under its employment list. After a biometric data exercise the same month, the National Identity Management Commission discovered 4,000 ghost workers among its 10,300 employees on its payroll (Leba, 2013). For Ibrahim Yusuf, "The menace of ghost works remains a drainpipe on the economy. The different tiers of government are locked in a constant battle to checkmate the activities of saboteurs in the system" (Apekhade, 2015).

Fourth, trade *misinvoicing* also hampers Africa's economic development. Nigeria's former Minister of Finance, Dr Ngozi Okonjo-Iweala, had complained about the N232bn (\$1.5bn) bloated amount paid to "fraudulent" oil marketers in Nigeria. Okonjo-Iweala noted, "The increase in oil marketing firms was even more striking. While most countries have few well-organized fuel importers, Nigeria had 143 such firms in 2011. The certification process to verify the delivery of imported fuel was also very lax, resulting in widespread fraud in the scheme's operation" (NAN, 2013). The minister also observed that in some instances, some firms submitted payment invoices for fuel deliveries in Nigeria. In contrast, in fact, such cargo ships of the said firms were berthed somewhere else in South America on the exact dates (NAN, 2013).

Given similar issues in Ghana, Chief Justice Georgina Wood has stressed that "The latest scandal involves the payment of million to Subah Infosolutions Ltd, a subsidiary of Zoomlion Ghana Ltd for no work done ...Several companies have managed to escape payment of approximately Ghc735 million import duties at bonded warehouses between 2005 and 2012 by conniving with officials of the Customs Division of the Ghanaian Revenue Authority" (Mends, 2013). We may add such "high-level oil smuggling in Nigeria which may make use of genuine official documents procured from senior state officials who are party to a smuggling operation" (Ellis & Shaw, 2015). Illegal financial transfers from Tunisia increased to US\$ 2 billion in 2013, representing about US\$181 per capita. Furthermore, a staggering fund, which amounted to about US\$38.9 billion, was lost to illicit financial outflows from Tunisia between 1960 and 2010, in which the Tunisian economy was severely affected. It is pertinent to note that the strategies adopted by some Tunisian nationals in their illicit financial transfers appear unpatriotic. For example, a Tunisian company importing about US\$ 1 million might declare a merchandise value of US\$1.5 million to the Tunisian Customs Agency. While the actual import is US\$ 1 million, the balance of US\$500 million is kept in the off-shore bank (Dabbegh, 2016).

Gasoinne (2014) states that "Fraudulent trade transactions channelled US\$60.8 billion illegally in or out of 5 African countries from 2002-2011. Tax loss from trade misinvoicing potentially at 12.7 per cent of Uganda's total Government revenue, followed by Ghana (11.0 per cent), Mozambique (10.4 per cent), Kenya (8.3percent),

and Tanzania (7.4 per cent)". Mogens Jensen, Danish Minister for Trade and Development Cooperation, cautioned: "It is deeply disconcerting that illicit financial flows are taking such a serious toll on the economies of Ghana, Kenya, Mozambique, Tanzania, and Uganda." He argued that Denmark has supported these countries for several years. However, he regretted that the efforts are being undermined by illicit trade deals denying their people these funds provided for infrastructure, schools, hospitals (Gasoinne, 2014). A concise view of these illicit activities is given in Table 1 to showcase this problem in five African countries. Kudadjie gives a synopsis of the African underdevelopment crisis:

The paucity of morally good human resources has thwarted efforts to bring about development even in its narrow sense. There is no lack of evidence that development projects have been left incomplete or severely truncated. In some cases, they still need to begin, though plans were drawn up, funds available, and contracts awarded and paid for. Tenders have been inflated to include kickbacks; at work sites, material never delivered was nonetheless booked and paid for; ghost names have appeared on payment vouchers and emoluments, while claims and entitlements were paid out to non-existent workers. Workers have pilfered parts of the machines they were to work with, and gangs have cut millions of meters of copper telephone cables, thus turning off a whole network of telephone systems. Food items meant for school children have been diverted or their prices inflated; parts of foreign loans for the nation have found their way into people's private bank accounts (Kudadjie, 1992, p. 209).

Table 1 African countries lose billions through misinvoiced trade.

Nature of Transactions	Ghana Decade	Kenya Mozambique 2002-2010		Tanzania Uganda Over the decade	
Billions illegally outflow from country-trade misinvoicing Billion in flowed illegally into country-trade misinvoicing	US\$7.32.US\$7.07	US\$9.64,US\$3.94	US\$2.33 US\$2.93	US\$8.28, US\$10.44	US\$8.39, US\$457M
Billion in illicit capital flowed into/out - trade misinvoicing Gross illicit flows of the country's GDP pegged at	US\$14.396.6percent	US\$13.587.8percent	US\$5.279.0percent	US\$18.739.4percent	US\$8.847.1percent
Gross illicit flows amount of ODA to the nation Under- invoicing of exports amounted (US\$ billion)	Equal US\$5.1	Twice US\$9.26	32.6p/cen tUS\$1.26	77.6percent *	58.9percent*
Under-invoicing of imports amounted to (U.S. billion). Import over-invoicing amounted to (U.S. billion)	US\$4.6 *	US\$3.94 *	US\$2.22 US\$1.08	* US\$8.28	* US\$8.13
Export over-invoicing amounted to (US\$ billion) Tax revenue loss from trade misinvoicing in (US\$ billion) Average US\$ in million per year Tax revenue loss- trade misinvoicing, total govt. revenue	*-US\$3.86 \$386 P/A 11.0percent	* US\$3.92 \$435M P/A 8.3percent	* US\$1.68\$ 187M P/ 10.4perct	US\$10.3 4US\$2.4 8 \$248MP/ A7.4percent	US\$457 MUS\$2. 43 \$243MP/ A12.7percent

Source: Adopted from 'Global Financial Integrity

AFRICA NEEDS MEN OF VIRTUE.

The need for men of noble character to govern Africa is timely, given the literature on the prevailing situation in the continent. We finally illustrate this with the late Professor Dora Akunyili of Nigeria, the head of the National Agency for Food and Drug Administration and Control (NAFDAC). Indeed, "She earned a place in Nigerian history, given the number of lives her determined efforts saved. Dora was zealous, uncompromising and kind, even at the risk to her own life". Dora's "zeal and work ethic were unmatched since pre-independence" (Oji and Oji, 2010, p. 33). She won the Transparency International (T.I.) Award in 2003, and it is significant to reflect on her biographical note⁴, which reads:

Dora Nkem Akunyili has amassed a record as one of African's most committed and successful government administrators. Under her leadership, counterfeit drug sales in Nigeria have dropped by an estimated 80 per cent. Akunyili's story is more than one of efficiency; - it is a profile of courage, for she has survived attempts on her life, by arson and by gunfire, from Nigerian counterfeit drug traffickers (Foege et al., 2005, p. 99).

There is a new way of thinking in Africa that demonstrates the significance of this study. For instance, the recent arrest of seven judges in Nigeria on October 7, 2016, for suspected involvement in unfair practices is a new development that shocked many Nigerians. It was President Buhari's reformist regime that aimed to cleanse the country's institutions of governance (Okakwu, 2016). Such was also the case in Ghana: "22 judges were arrested, arraigned, and dismissed from service."⁵ Similarly, the Ugandan government recently published all the shortlisted companies to bid for mining in her oil and gas sector as a step towards transparency.⁶ A group of Civil Society Experts has issued an accelerated agenda of 14-step recommendations to help African leaders start addressing illicit financial flows (IFFs) from the continent (Lowe & Confalone, 2017).

As a worldwide problem, today, many people shun honest labour in their mad rush for wealth acquisition. This reflects Adjibolosó's call for selfless devotion, integrity, and honesty in Africa. For instance, Uganda's Minister of Ethics and Integrity, Hon. Nsaba Buturo, has emphasized that "Increasingly in public life, values such as personal responsibility, honesty, care, integrity, decency, patriotism, industry, thrift and respect are undervalued. Young people are being fed on a menu that will equip them for their future roles"(Kyeyune, 2011, p. 538). Given this new thinking, Chief Justice Georgina Wood of Ghana has also called for an urgent need, for Ghana to raise men who are 'visionary, decent and men of integrity'(Mends, 2013).

Furthermore, the West Africa Nobles Forum (WANF) recently gave recognition to eminent West Africans during its forum in 2001 in Accra, Ghana and the second, third and fourth editions in Lome, Togo, Accra, Ghana and Lagos, Nigeria, respectively, where "over 2,000 'Nobles' so far identified across the sub-region, who abhor corrupt practices, are transparently honest, and live uprightly". WANF aims to brainstorm with noble minds to find "solutions to the myriads of problems confronting the West African sub-region" (Daily Graphics, 2016).

Similarly, Aggrey observes that the 'African Forum on Religion and Government' (AFREG) is building a movement of integrity leaders committed to transforming Africa into a First World continent shaped by God-centered values." God is calling on Africans with integrity to engage in active public political engagement, whereby godly men can be involved in politics as a career to which God invites his people for service.⁷ However, how many can serve their nation effectively and sincerely? President Mohammedu Buhari, in his Nigeria's 55th independence speech, cautioned, "We must change our lawless habits, our attitude to public office and trust"(Vanguard, 2015). However, what are these lawless habits? A quick answer to this is the Nigerian Policeman and those of other African countries who extort money on the road unashamed. A director in the civil service collaborates with his subordinate to create a list of ghost workers by inflating employee figures and salaries for their benefit. What about a court judge who delays justice or engages in frivolous adjournments of cases

before him for personal benefits? Many rigged elections and some electoral officers manipulating figures to impose incompetent candidates on the electorate are also among the unethical behaviors that characterize Africa today.

CONCLUSION

Africa has a massive population with fast-growing human resources needed to align its development aspiration with what is obtained in the West. However, brilliant Africans and those who clamour to direct the region's affairs are challenged by internal contradictions or lack of a team to handle the continent's ethical challenges head-on. Most situations showcase leaders and other educated class whose contributions would have affected the needed change now compromise standards or gotten rid of in the process of effecting a change in their society. This has prompted Poucheva's seminal lecture on Africa that "the most important learning was the shift of paradigm from fighting corruption which often feels like mission impossible to investing time, resources and energy in people with integrity and in developing strategies to fight specific problems"(Poucheva, 2013).

We argue that African countries need responsive mediating central governing authorities to address unethical behaviours that constrain development. The reason is premised on the fact that if African leaders are to be motivated by the value of leading their people, their search for significance, honour and riches should not support anything that negates the ethical values of the continent for which they are custodians. This is because their livelihood and social status depend on these ascriptions from the same society to which they owe their intellectual values. Indeed, men of educational integrity are needed at Africa's 'resource centres and power' to tackle its 21st-century development challenges.

NOTE ON CONTRIBUTOR

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Notes:

1. Otindo, O. "Major Problem Facing Uganda Today" *African and the World* (The writer is a Kenyan volunteer and activist born in Nairobi, Kenya). Accessed September 29, 2015. <http://www.africaw.major-problem-facing-uganda-today>
2. A new image of Africa in terms of good governance provided by people of integrity will gradually put Africa at the pace of development. Late Professor Dora Akunyili was a true model widely adjudged as honest, hardworking and upright in serving humanity without blemish. Africa needs Akunyilis today to develop and prosper; see Contemporary. AfricaBiography, Encyclopedia.com. Accessed October 1, 2016. <http://www.encyclopedia.com/education/news-wires-white-paper-and-book/akunyili-dora>
3. Obnon-Obla Interviewed, See Interview: Nigeria: How NJC is protecting corrupt judges- Buhari 's adviser <http://www.airriters.com/interview-nigeria-how-njc-is-protecting-corrupt-judges-buhari039s-adviser-premium-times/> October 22, 2016
4. There is a growing awareness of integrity in the governance of African States, without which its progress is impeded. See Uganda Names Companies Shortlisted for next Round of oil Bids, Global Witness Response. Accessed October 22, 2016. <http://www.globalwitness.org/en/press/Uganda-names-companies-shortlisted-next-oil-bid-global-witness-response>
5. Some individuals and organizations in Africa today advocate for Godly centered approach in the governance of Africa in line with other cited works concerning ethical challenges in the region. See Kwgyir Aggrey, "African Forum on Religion & Government: On the Best is Good Enough for Africa", Accessed February 23, 2015. http://www.afreg.org/Africa_Forum_on_Religion_%26_Government/AFREG_3_file/AFRED_Manifesto_ENGLISH_Webpdf.

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