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ETHICAL ADVOCACY: A ROADMAP TO ACCOUNTABILITY IN THE FEDERAL PUBLIC SERVICE IN NIGERIA

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Abstract
This research investigation on ethical advocacy, a roadmap to accountability in the Federal public service Sector in Nigeria, adopts a literary critical review of secondary data and leverages an analytical presentation of primary data obtained from the fieldwork. A total of 765, 993 of the Federal Republic of Nigeria Public Service Sector workers were chosen as the overall population for the investigation, while 1675 federal public servants working in Rivers State were randomly selected through the Stratified sampling formula of Cochran (1997) to arrive at 540 as the sample size of the Study. The respondents posit that, as essential as accountability is, it must be anchored on ethical values, as stated in the body of regulatory guidelines of the federal public service Sector. The descriptive content analysis shows that there is a correlation between ethical advocacy, transparency and accountability if ethical advocacy is adequately institutionalized in the public sector because systemic ethical conduct is a panacea for effective and efficient conduct that will engender sustainable development and growth of the public sector and the nation in particular.

Keywords: Ethical Advocacy, Accountability, Federal Public Service, Transparency, Good Governance, Ethical Conduct, Corruption, Sustainable Development.

Background of the Study

Nigeria is internationally regarded as the giant of Africa. This acronym is predicated on the extra-large human population, diverse ethnic nationalities that exceed three hundred

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dialects, abundant rare earth available for extraction, and the robust Federal public service sector across the thirty-six states of the federation and Abuja, mainly driven by government agencies, parastatals, and corporations that are larger than other public service sectors in other African countries. The Nigerian Federal Public Service, which includes government parastatals, corporations and agencies, has witnessed both commendations and criticism from academia's and other stakeholder's overtime. Over decades, the federal public service has built critical institutional capacities, sustainable infrastructure, enabling statutory regulations, and manpower that have consistently supported advocacy for good governance, economic growth, and sustainable development in the areas of education, labour productivity, improvement in staff welfare, and maintenance of law and order in Nigeria. (Lambert Chidi Nwachukwu 2020). These inputs have increasingly expanded the service operations to all states of the federation. Additionally, it has remained structurally unchanged over the past decades, so the policies and workings are easily understood by citizens. On the other hand, critics of the social system argue that it lacks innovation and motivation, and these often cause demoralization of the service labour force occasioned by low salaries, poor working conditions and appointments based on favoritism, ethnicity, nepotism and godfatherism, which tentatively reduce commitment and merit. (Louis Lawrence Ngare 2022). Generally, despite changes through various civil service reforms, the body lacks the discipline required to internalize the reforms effectively and efficiently for the benefit of the entire public service in Nigeria.

Emphasizing on this area of criticism further, Akpanim N. Ekpe (2013) opined that most public servants in Nigeria lack the ability to formulate, implement and monitor policies, programmes and strategies focused on physical economic growth and sustainable development. They also do not have adequate physical infrastructure, office equipment and other facilities to perform their duties in a professional manner. The reformed Nigerian public service was established by the Nigerian Constitution in Sections 169, 171, 206, 208 and 318 and in Section 10 of the 3rd schedule of the 1999 constitution as amended and named as Public Service of the Federation at the federal level. (Ukpata, Ijuo Sunday et al 2019). However, one distinctive feature of the Nigerian public service, which makes it different from other public sector organizations is that it is made up of noble persons or public civil servants. The constitutional provisions make the body neutral and impartial, with the principle of continuity in government until retirement. This body provides a link between the activities of successive political appointees while governments come and go because it is regarded as a professional body.

Statement of the Problem

In recent years, the importance of sustainability advocacy to help the Federal Public Service Sector to gain traction in the area of accountability globally has been on the rise. Essentially, the need to inculcate environmental, social, and good governance principles into operations to sustain transparency and accountability has been on the burning front. However, the efforts have not yielded effective sustainability accountability practices as expected due to ethical and environmental challenges being used to violate the existing ethical guidelines and standards designed to govern public servants' behaviour. This gap is reflected in the continued occurrence of unethical practices such as lack of transparency and conflicts of interest, which eventually undermine efforts to promote accountability. Therefore, this study aims to examine the core issue of ethical Advocacy and accountability in Federal Public Service Institutions in Nigeria. Finally, is the federal public service in Nigeria still beset by corruption, lack of accountability, inefficiency, organic weakness in the area of policy

implementation? Is poor unethical conduct still persisting? This study therefore seeks to identify the role of advocacy by citizens, civil society groups, and public institutions like the Economic and Financial Crimes Commission (EFCC) and the Independent Corrupt Practices Commission to enhance the national drive for accountability and effective service delivery by the federal public service in Nigeria.

Objective of the Paper

The objective of the paper is to explore ethics and accountability in enhancing the effectiveness of Federal Public Service institutions in Nigeria. The key objectives of the study include:

i. examine the relationship between ethical Advocacy and accountability within Nigeria's public institutions.
ii. identify the key factors that contribute to unethical practices in the Federal Public Service in Nigeria.
iii. to assess the effectiveness of accountability mechanisms currently in place within the Federal Public Service
iv. propose recommendations to strengthen administrative ethics and accountability in the Federal Public Service in Nigeria

Research Questions

The research questions for the study aim to guide the investigation, which includes:

i. How has ethical advocacy influenced the ethical challenges facing the Federal Public Service Institutions in Nigeria
ii. What factors can undermine ethical guidelines and accountability of Federal Public Service Institutions in Nigeria?
iii. To what extent have accountability mechanisms in place helped the effectiveness of the system
iv. What strategies can be implemented to improve the ethical standards and accountability of public servants in Nigeria?

Significance of the Study

The significance of the study lies in its potential to contribute to the improvement of ethical conduct and accountability in Nigeria's public institutions. The findings will showcase the crucial role of ethics and accountability in good governance. This can lead to more robust policy interventions, combat corruption and promote transparency and accountability having identified weaknesses in existing accountability systems and suggesting ways the Federal Public Service can be reconstructed through effective reforms.

Theoretical Foundations

The researcher anchored this research work on five theories.

i. **Virtue Ethics Theory:** Virtue ethics theory proposes that the public service Sector workers should cultivate virtuous character traits such as justice, dedication to service delivery, courage and honesty in the discharge of their official responsibilities. This will enhance transparency and accountability with the sole objective of serving the public interest, balancing personal discretion with moral development to ethically overcome self-interest and promote good service delivery to the citizens, without which there will be conflict. This theory promotes character building and training of state actors to be responsive and proactive in addressing ethical lapses. It emphasized morality, godly disposition, and internal motivations of public officials, not merely depending on

external actions or rules (E McKeown · 2021). The theory is encouraging and needful for federal public service Sector officials in Nigeria to frankly differentiate at all times between transparency, accountability, and service delivery and responding to self-seeking variables.

ii. **Principal-Agent Relationship Theory:** The principal-agent theory, also known as Agency Theory, was redefined by G.E.M. Anscombe (1958) and expanded by Michael Jensen & William Meckling (1976). It analyzes the relationship between the Principal (e.g., owner), who delegates tasks to an Agent (e.g., manager) to act on their behalf, highlighting potential ethical conduct and laws to observe. This theoretical framework acknowledges that individuals or entities acting as agents of government should be held responsible by their principals and stakeholders for their actions, decisions, and performance, emphasizing the relationships, expectations, transparency, accountability. evaluation, and possible sanctions, to ensure proper conduct and foster trust and good outcomes. The relationship between the federal public service Sector employees and the executive arm of government is indicative that understanding of the workings should be transparent, enshrining accountability to enhance service delivery and trust in Nigeria.

iii. **The Theory of Bureaucracy:** The theory of bureaucracy by Max Weber (1922) holds the assumption that man is naturally lazy to work, yet materialistic in his approach, and lacks self-discipline, highly deficient in terms of executing assigned responsibility; therefore, as an agent of government need to be controlled and ordered for him to do things right. In agreement with the above assertion, Arowolo (2012) posits that there is a need for public service standards since bureaucratic ethics help to regulate the behavior of employees in a workplace. Weber's theory is relevant to this study on the ground that bureaucracy is the principle that guides the setting and operation of Nigeria's public service, which effectively enables civil servants to engage in ethical conduct and accountability.

iv. **Ecological Administrative Environment Weakness Theory:** This work on Ecological Administrative Weakness, propounded by Fred W. Riggs. (1950) asserts that the administrative capacity and performance of the public service is greatly influenced by the opportunities and constrains created by the environment., therefore public service are carried out in the context of its inter-relationships with other social institutions in the same environment. This confirms the view that the federal public service of Nigeria has been repeatedly compromised and weakened by diverse environmental factor occasioned by the naturally embedded corrupt and Sharp practices in Nigeria.

v. **The Structural Functions Theory:** This study examined all public agencies, Parastatals and corporations and their structures. The study originated from Bronislaw Malinowski Talcott Parsons, Robert Merton and Marion Levy (1930). It is concerned with the maintenance and regulation of the structure because all systems exist to perform certain functions through their structures, and the federal public service Sector is a structure that carries out the functions of government. Therefore, there is a pattern of behaviour acceptable as a standard feature, and it uses ethics to define the inter-relationships among various structures and the citizens.

Conceptual Clarifications

Accountability: The theory of accountability can be traced to the very beginning of creation. According to the biblical account, God created all things and established various administrative structures, including the family as a fundamental social institution. Man was

subsequently created and entrusted with the responsibility of exercising dominion over creation. He was also expected to account for his actions and inactions, particularly in relation to the instructions given to him in the Garden of Eden. In this sense, accountability may be regarded as one of the earliest principles of law and ethical conduct established by the Creator for human beings. The subsequent fall of man in the Garden of Eden can therefore be interpreted as a failure of accountability and obedience within the divinely established order. This failure had far-reaching consequences for human relationships, institutions, and systems of governance throughout history (Chukwuma-Offor & Amara, 2018). The concept of accountability has consequently remained central to the effective functioning of both public and private institutions. Sawyer Ezekiel (2025) posits that the principal idea of accountability is that individuals or entities acting on behalf of others are required to report and give an account of their stewardship. It involves being answerable for one's actions, decisions, and behaviour to the relevant authority. Similarly, Adegite (2010) defines accountability as the obligation to demonstrate that assigned responsibilities have been carried out in accordance with agreed rules, standards, and procedures. It requires officers to provide fair and accurate reports on performance outcomes in relation to their mandated roles, responsibilities, and established plans. Accountability is therefore closely associated with transparency, due process, responsibility, and the provision of appropriate feedback.

Within the context of the Federal Public Service of Nigeria, Okeke (2025) observes that public officers are accountable through mechanisms such as parliamentary scrutiny, supervision by superior authorities, and transparency and openness to stakeholders and the general public. Public officials are therefore expected to provide a clear account of their stewardship and to justify decisions and actions taken in the discharge of their official responsibilities. In simple terms, accountability in the Federal Public Service involves not only giving an account of one's actions but also accepting responsibility for the account rendered and being answerable to the appropriate authority (Ngare, 2023). The Longman Dictionary of Contemporary English (2014) further defines accountability as the state of being responsible for the effects of one's actions and being willing to explain or be criticised for them. The concept therefore encompasses responsibility, answerability, trustworthiness, reliability, and integrity in the performance of assigned duties. In public administration, accountability is particularly important because public officers exercise authority and manage resources on behalf of citizens. Consequently, they are expected to act responsibly, transparently, ethically, and in accordance with established laws, rules, regulations, and institutional standards.

Ethical Accountability Principles

Ethical accountability is a fundamental principle that requires public office holders to perform their statutory responsibilities with integrity, impartiality, transparency, and an unwavering commitment to national development. Public officials are entrusted with authority and public resources and are, therefore, expected to act in the public interest by demonstrating honesty, fairness, professionalism, and responsibility in the discharge of their duties. They must avoid conduct that prioritises personal, political, or sectional interests over the collective good, particularly where such conduct may compromise public trust and institutional credibility. Accountability and integrity consequently constitute essential elements of ethical stewardship and effective public administration. The absence or weakness of accountability mechanisms within the public service can have significant adverse consequences for government and society. Poor accountability may facilitate the misappropriation, diversion, or waste of public funds and other government resources

through corruption, theft, negligence, inefficiency, and ineffective performance of official duties. It can also encourage administrative indiscipline and weaken institutional controls, thereby creating an environment in which unethical practices become increasingly difficult to prevent or sanction. Furthermore, inadequate public accountability can gradually undermine the principles of good governance, erode citizens' confidence in public institutions, and impede the effective implementation of government policies and national development programmes (Ghanem & Castelli, 2019; Adebayo & Obafemi, 2022). Effective ethical accountability is therefore indispensable to responsible public administration. Strengthening accountability, transparency, and integrity among public officials not only protects public resources but also promotes institutional effectiveness, reinforces public trust, and ensures that government institutions remain responsive to the needs and interests of the citizens.

Ethics in Federal Public Service in Nigeria

Ethics refers to the branch of philosophy concerned with the principles and standards that determine what is right or wrong, good or evil, and morally acceptable or unacceptable in the performance of duties and responsibilities (Bakari, Oluwawole, & Adepoju, 2025). Ethics provides a framework for evaluating human conduct and guiding individuals in making decisions that are consistent with accepted moral values and professional standards. Arowolo (2012) observes that the Nigerian Public Service constitutes the hub of government activities and, for it to effectively fulfil its mandate of providing quality services to the citizenry, the promotion and maintenance of high ethical standards are imperative. Ethics therefore serves as a set of guiding principles, rules, and standards that regulate the conduct of individuals within institutions, particularly the public service. This emphasis on ethical conduct is also reflected in the Public Service Charter for Africa (2001), which recognises professionalism, integrity, accountability, and commitment to public service as essential values of public administration. Within the Nigerian Public Service, established principles, rules, and guidelines exist to regulate, streamline, and standardise the conduct of public servants. According to Oghojafor (2023), these regulatory instruments include the Public Service Rules, Financial Regulations, Financial Memoranda, due process requirements, the Code of Conduct for Public Officers, and the Code of Ethics in Government Business, among others. Compliance with these provisions is essential for promoting efficiency, professionalism, accountability, and effective service delivery. The Civil Service Handbook (2014) further prescribes a range of ethical values and standards expected of public servants, including discipline, loyalty, honesty, courage, courtesy, cooperation, tact, industry, tidiness, helpfulness, kindness, integrity, and moral rectitude. Collectively, these values constitute an ethical culture designed to guide public servants in the responsible and professional discharge of their official responsibilities.

Ethical conduct in the Nigerian Public Service can therefore be broadly expressed through such principles as impartiality, meritocracy, honesty, transparency, loyalty, discipline, accountability, and courtesy. These principles are intended to ensure that public officials exercise their authority objectively and in the public interest. In the public sector, practices such as the acceptance of bribes, secret profits, and the misuse of official position are prohibited and regulated by law. The Fifth Schedule to the Constitution of the Federal Republic of Nigeria, 1999 (as amended), establishes ethical obligations for public officers, including the requirement that a public officer must not place himself or herself in a position where personal interests conflict with official duties and responsibilities. It further prohibits public officers from soliciting or accepting property or benefits for themselves or others in connection with acts performed or omitted in the course of their official duties. Nigeria has

also established various laws, codes, institutions, and administrative mechanisms to promote and enforce ethical behaviour within the public sector. These include the Code of Conduct Bureau, Code of Conduct Tribunal, Public Complaints Commission, Service Compact with All Nigerians (SERVICOM), law enforcement agencies and courts, internal and external audit mechanisms, and the legislative arm of government through its various committees (Fatile, 2013). These institutions and mechanisms play important roles in promoting accountability, monitoring compliance, investigating misconduct, enforcing applicable laws and regulations, and strengthening ethical standards in public administration. Their effectiveness is, however, dependent on institutional independence, adequate enforcement mechanisms, transparency, and the willingness of public officials to comply with established standards.

Despite the existence of these ethical frameworks and regulatory institutions, the Nigerian Public Service continues to face significant challenges relating to ethical conduct. Oyedeji and Odeh (2022) observe that the public service has experienced a considerable decline in ethical standards, with adverse consequences for the quality and effectiveness of service delivery. The persistence of unethical practices can undermine public confidence, weaken institutional performance, encourage corruption, and impede the achievement of government objectives. It is therefore imperative to strengthen ethical education, accountability mechanisms, enforcement of relevant laws and regulations, and leadership commitment to integrity. A public service founded on strong ethical values is essential for promoting good governance, protecting public resources, enhancing citizens' trust, and ensuring efficient and effective service delivery.

Relationship Between Ethical Conduct and Accountability in the Federal Public Service in Nigeria

Ngare (2023) observes that accountability and ethical leadership in the public service have remained important concerns in Nigeria because both are fundamental to promoting good governance, effective record-keeping, and adherence to established codes of conduct. These principles are essential for building and sustaining public confidence in government institutions. When public officials demonstrate accountability and uphold ethical values, they are more likely to act responsibly, transparently, and professionally in the discharge of their official responsibilities. Furthermore, effective accountability contributes to the strengthening of government institutions and creates an enabling environment for the effective functioning of democratic processes. Strong accountability mechanisms provide opportunities for monitoring, scrutiny, checks and balances, and the responsible exercise of public authority. They also encourage public servants to provide timely and accurate records of their stewardship, thereby enabling citizens to assess government performance and hold officials responsible for their actions and decisions (James, 2025; Olukoju, 2020). Consequently, accountability and ethical conduct are essential for enhancing citizens' trust in public institutions and strengthening the relationship between government and the people. Within the public service, bureaucrats are expected to possess adequate knowledge of fiscal and financial accountability and to comply strictly with applicable financial rules, regulations, procedures, and controls. Fiscal accountability promotes the prudent management of public funds and ensures that government resources are utilised for their approved purposes. Similarly, administrative accountability enables public officials to operate effectively within established institutional structures and chains of command. Adherence to these administrative procedures facilitates supervision, promotes checks and balances, and helps to prevent the abuse of official authority (Nwachukwu, 2020; Adegoroye, 2005).

Political accountability is another important dimension of public administration. It requires political leaders and public officials to remain answerable to the citizens for the policies, decisions, and commitments undertaken in the course of governance. It also reinforces the expectation that elected leaders should fulfil legitimate campaign promises and remain responsive to the needs and aspirations of the electorate. Overall, fiscal, administrative, and political accountability constitute complementary mechanisms for promoting responsible governance, ethical public service, institutional effectiveness, and democratic consolidation. Adherence to ethical standards remains a significant challenge confronting the Nigerian Public Service. The widespread incidence of unethical conduct and behaviour among public servants has adversely affected the effectiveness and performance of the service and has contributed to the negative perception of Nigeria within the international community (Ani, Izueke, & Nzekwe, 2018). Ethical standards are essential for promoting professionalism, accountability, transparency, integrity, and efficient service delivery; however, their effective implementation within the Nigerian Public Service continues to be constrained by several institutional, economic, political, and socio-cultural factors. In every administrative system, the prevailing environment within which public institutions operate plays a significant role in shaping the behaviour and performance of public officials. The opportunities available to officials, as well as the constraints imposed by laws, regulations, institutional structures, leadership practices, and social expectations, can either promote or undermine ethical conduct. Consequently, adherence to ethical standards in the Nigerian Public Service is influenced by a combination of factors within the administrative and socio-political environment. Some of the major factors affecting adherence to ethical standards in the Nigerian Public Service include:

i. **Political Factor:** Nigeria is a highly politicized society and this has also rubbed off on the administrative system. According to Love obiani Arugu & Sunday Coastman (2020) the indirect politicisation of the public service has the unintended effect by exposing career bureaucrats to tremendously pressures from politicians, which usually result in such negative output. and unethical behavior as sectionalism, nepotism, ethnicity or even outright disloyalty are incorporated. The issue of political godfatherism is at the forefront of huge damage to morale, discipline and ethical standards generally. In recent times, recruitment in the public service has been influenced by patronage and political factors, the devotions, commitment and actions of public officers are often shaped and guided by loyalty rather than the requirement of skills and competence. (Dare Arowolo 2012) .Political interference of politicians in public service employment, deployment and promotions undermines the integrity of the public service and it promotes the tendency for public servants to circumvent the formal organizational ethics. (Sawyer Ezekiel 2025)
ii. **Economic Factor:** The deteriorating economic situation in the country, with rising prices of goods and services, has reduced the purchasing power of many public servants. According to Dominic Shimawua (2020), this situation has forced many public servants into fraudulent and unethical practices such as corruption, bribery, money laundering, inflating contract figures, extortion, among others.
iii. **Societal Norms and Values:** The Nigerian public service is a part of the larger society and its activities are based on government regulations, laws, environmental influence, social norms and values hence whatsoever that affects the societal norms and values positively or negatively influences what happens in the service. Olaopa, T. (2012 concludes that In a society where corruption, nepotism, favoritism, mediocrity and adoration of material

wealth is the order of.the day, public servants also internalize the norms and values of the society among others.

Methodology

This study used both secondary and primary data to achieve its objective. The secondary data were generated from scholarly articles, magazines and journals and collated using the content analysis method to present 10 valuable tables. Content analysis of secondary data presentation has to do with the rigorous rearrangement of written records and documents in a critical, analytical, descriptive and explanatory manner so as to make meaning from such written records and documents. According to Kerlinger (1977), content analysis is a research technique for the objective, systematic, quantitative and qualitative description of the manifest content of information. The overall population of the study was 765, 993 member of staff from the Federal Public Service of Nigeria. About 1675 of them are working in Rivers State. Through the use of the Cochran (1997) formula, 540 civil servants were randomly selected for the study. The formula of Cochran (1997) is given as

The Formula: n = [Z2pq]/d2

Where

n = Sample size
Z = Standardized normal variable and
Its Z-score value that corresponds to 95 % confidence
P = Degree of variability (0.5)
q = 1-p
d= Degree of accuracy (0.05)
1675 divided by 18038 x 100 = 9.25
Therefore n = 9.25 x 0.5 x 0.5(2) = 540

4.1 Content Analysis of personnel of Federal Public Service Institutions from secondary data in tables as at 2025.

Table 1: Staff Strength of Federal Universities and Colleges

(a) Non-teaching Staff	170,000
(b) Academic Staff	100,000
(c) Unity Schools	20,800
Total =	290,800

Table 2: Personnel of Paramilitary and Military

(a) Nigerian Army	230,000
(b) Nigeria Navy	25,000
(c) Nigerian Air Force	18,000
(d) Paramilitary	82,000
Total =	355,000

Table 3: Parastatal Corporations and Judiciary Staff Strength

Nigeria Ports Authority.	4,057
Nigeria Airport Authority	8,000
Federal Judiciary	345
Federal Secretariat Abuja	456
Total =	12,858

Table 4: Federal Public Service Staff: South East Geo-political Zone

Abia	3,579
Anambra	3,576
Ebonyi	865
Enugu	2,695
Imo	5,825
Total =	16,541

Table 5: Federal Public Service Staff: South South Geo-political Zone

Akwa Ibom	4,416
Bayelsa	957
Cross River	2,681
Delta	4,419
Edo	3,890
Rivers	1,675
Total =	18,038

Table 6: Federal Public Service Staff: South West Geo-political Zone

Ekiti	2,613
Lagos	2,180
Ogun	4,669
Ondo	3,393
Osun	3,321
Oyo	3,244
Total =	19,420

Table 7: Federal Public Service Staff: North Central Geo-political Zone

Benue	3,951
Kogi	5,186
Kwara	2,537
Nasarawa	1,452
Niger	2,193
Plateau	2,542
Total =	17,861

Table 8: Federal Public Service Staff: North East Geo-political Zone

Adamawa	1,727
Bauchi	1,172
Borno	1,822
Gombe	1,218
Taraba	1,112
Yobe	744
Total =	6,577

Table 9: Federal Public Service Staff: North West Geo-political zone

Jigawa	675
Kaduna	3,199
Kano	1,545
Katsina	1,237
Kebbi	875

Sokoto	732
Zamfara	543
Total =	8,806

Table 10: Summary of Zonal Staff

i.	Universities and Colleges.	290,800
ii.	Military and Paramilitary	355,000
iii.	Parastatals and Judiciary	12,858
iv.	South East Geopolitical Zone	16,541
v.	South West Geopolitical Zone	19,520
vi.	South-South Geopolitical Zone	18,038
vii.	North Central Geopolitical Zone	17,861
viii.	North East Geopolitical Zone	6,577
ix.	North West Geopolitical Zone	8,806
Total =		**745,994**

Source: collated content analysis

Summation of the tables shows that the total strength of Federal Public Service employees is 745,994, as recorded and documented by the relevant authority in the Office of the Head of Service in Abuja

Method of Data Analysis

A structured questionnaire was administered to the sampled population, filled and returned by 450 respondents. The raw primary data from the fieldwork were analyzed using three research rating scales: Charles Osgood (1957) Modified Semantic Differential Scale, Rensis Likert (1932) 4-point modified scale and William Oughtred (1622) Slider Research Scale. All with a criterion mean of 2.5

Table 1: How has ethical advocacy influenced the ethical challenges facing the Federal Public Service Institutions in Nigeria

Options	**No of Respondents**	**X**
Very positive impact.	200.	1.8
Positive impact.	150.	0.9
Very negative impact	80.	0.4
Negative impact.	20.	0.04
Total =	450.	3.24

Table 2. What factors can undermine ethical guidelines and accountability of Federal Public Service Institutions in Nigeria?

Options	**No of Respondents**	**X**
Corruption	150.	.1.3
Tribalism	120.	0.8
Poor political leadership	100	0.4
Poor remuneration	80.	0.1
Total =	450.	2.6

Table 3. To what extent have accountability mechanisms in place helped the effectiveness of the system

Options	**No. of Respondents**	**X**
Very high extent	50.	0.4

High extent	80.	0.5
Very low extent	220.	0.9
Low extent	100.	0.2
Total =	450.	2.0

Table 4 What strategies can be implemented to improve the ethical standards and accountability of public servants in Nigeria?

Options	**No of Respondents**	**X**
Strengthen anti		
Corruption agencies.	200.	1.7
Promote transparency through whistleblowers.	90.	0.6
Strengthen regulatory Bodies and law Enforcement.	90.	0.4
Allow accountability through public Participation	70.	0.1
Total =	450.	2.8

Discussion of Findings

In Table 1, the total mean score is 3.24, which is higher than the criterion mean score of 2.5. It shows that the respondents agreed that various ethical advocacy efforts in Nigeria influence the ethical challenges being faced in the Federal Public Service Institutions. This agrees with the position of John-Adegbesan, Ekwi, 2 Wonah, and Emmanuel (2021) that ethical advocacy causes major changes in social structures, increases popular attitudes in national institutions, as well as the acceleration of economic growth, the reduction of inequality, corruption and the eradication of absolute poverty. Result of Table 2 indicates that factors are hindering effective ethical conducts and accountability in the Federal Public Service Institutions and they include corruption, among others with the calculated mean score of 2.6 and this confirm the view of Akpaniam N. Ekpe (2021), Olaopa, T. (2012) that ethical conduct in Nigeria public service over the years has been influenced by different adverse variables which has affected its institutlonal role as an instrument for national development.

The Respondents in Table 3 stated that the accountability mechanisms put in place have not effectively reduced the Sharp practices, corruption, tribalism and other vices inimical to genuine inculcation of the spirit of accountability in the mind of actors in the Federal Public Service Institutions in Nigeria. The result shows a calculated mean of 2.0, which is less than the criterion mean score of 2.5. This assertion corresponds with the opinion of scholars including John-Adegbesan, Ekwi, and Wonah, Emmanuel (2021) that the various statutory regulations be adequately enforced. The result in Table 4, which examines strategies to improve ethical standards and accountability, indicates that this can be improved upon when anti-corruption agencies, lobbying and interest groups, implementation of legal frameworks and other advocacy groups are strengthened to harness the potential of the institutions for national development. Suffice it to state that the outcome of the fieldwork in this area of study supports the assertion of Dare Arowolo (2012), who observed that the Nigerian Public Service is the hub of government activities and for it to achieve its mandate of qualitative service delivery to the people, improvement and maintenance of high ethical standards is imperative.

Conclusion

Summarily, to improve the social status of the Federal Public Service Institutions is to ensure sustainable transparency, accountability, respect for ethical values, socio-economic policies and programmes that will reduce inequities, corruption in high places, and other variables

that influence the national objective of sustainable development, including economic liberalisation, globalisation, and avoidance of personal or tribal inclinations should be pursued vigorously through advocacy.

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