ASSESSMENT OF THE PERCEIVED IMPACT OF CORRUPT PRACTICES ON SPORTS DEVELOPMENT IN NIGERIA

BY

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DEPARTMENT OF PHYSICAL AND HEALTH EDUCATION

AHMADU BELLO UNIVERSITYZARIA

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A DISSERTATION SUBMITTED TO THE POSTGRADUATE SCHOOL, AHMADU BELLO UNIVERSITY, ZARIA, IN PARTIAL FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF THE DOCTOR OF PHILOSOPHY (PhD) IN SPORTS MANAGEMENT

DEPARTMENT OF PHYSICAL AND HEALTH EDUCATION
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ZARIA, NIGERIA

APRIL, 2017

DECLARATION

The researcher declares that the work in these theses titled "Assessment of the Perceived Impact of Corrupt Practices on Sports Development in Nigeria" has been written by the researcherin the Department of Physical and Health Education under the supervision ofProf. A.I Kabido, Prof. F.B Adeyanju Prof. E.J Chom. The information gathered from related literature has been duly acknowledged in the text and list of references provided. No part of this dissertation was previously presented for another degree or diploma at any University.

…… …… …….

Dahiru Abdullahi Dan'Asabe Signature Date

CERTIFICATION

This Thesis entitled "**Assessment of thePerceived Impact of Corrupt Practices on Sports Development in Nigeria"** by DAHIRU, Abdullahi Dan'Asabe meets the regulation governing the award of the Degree of Doctor of Philosophy (PhD), Sports Management of Ahmadu Bello University, Zaria and is approved for its contribution to knowledge and literary presentation.

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DEDICATION

This Thesis is dedicated to his late father and mother Mall Dahiru Wakili and Adama Dahiru Wakili Sabon Wuse, and all the members of his family for the patience and understanding while the researcher was away for this study.

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ABSTRACT

The study examined the perceived impact of corrupt practices on the personnel, facilities/ equipment, management of the sports associations, sports competitions and officiating in the State Sports Councils in Nigeria. The Ex-Post Facto research designed was used for this study. The population for this study cut across coaches, athletes, organizing secretaries and management staff of the State Sports Council in Nigeria. A self-developed questionnaire was pilot tested and found to be reliable. The questionnaire was thereafter used for this study in selected two states sports council from each of the six geo-political zones in Nigeria. The data collected was statistically analyzed using descriptive statistics of frequency, percentage, means and standard deviation to answer the research questions and One Way Analysis of Variance (ANOVA) was used to test the hypotheses generated for this study. From the result of the data analyzed most of the means scores of the research questions were higher that the acceptable level of 3.5. In addition most of the calculated indices were less than the critical value of 2.62 at df 3,399, that is f calculated < critical values. All the null hypotheses were retained. The researcher therefore concluded that corrupt practices are perceived to have serious impact on sports development in Nigeria. It is recommended that there should be zero-tolerance approach against corruption in sports with adequate and proportionate responses in all potential cases to show that corruption is not welcome in sports in Nigeria. Attention should be focused on how to block every opportunity that will pave way for corrupt practices, so as to have efficient and effective sports development in Nigeria.

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OPERATIONAL DEFINITION OF TERMS

Abuse of power: Authority is used for personal benefit

Administrative Staff: These are the organizing secretaries and the management staff

Bribery: The offering, promising, giving, accepting or soliciting of an advantage as an inducement for an action which is illegal, unethical or a breach of trust

Conflict of interest: Disagreement confronted in terms of choosing between the duties and demands or choice

Corruption: Deliberate use of one's position to get illegitimate benefits and undue advantages

Corrupt Practices: Illegal, immoral or unethical activity aimed at acquiring illegitimate benefits and undue advantages

Embezzlement: The use or traffics of funds and goods entrusted to a person for personal enrichment or other activities

Match-fixing: Abuse of individuals positions to impact results for personal gain (Athletes /teams allowing themselves to be deliberately defeated)

Nepotism: Form of favoritism based on acquaintances and familiar relationships whereby someone in an official position exploits his or her power and authority to provide a job or favor to a family member or friend, even though he or she may not be qualified or deserving

Patronage: Form of favoritism in which a person is selected, regardless of qualifications or entitlement, for a job or government benefit because of political affiliations or connections.

Procurement: A multi-step process of established procedures to acquire goods and services by any individual, company or organization – from the initial needs assessment to the contract's award and service delivery.

Public sector:	This terms public sector is used to refer to the government and its decentralized units – including the police, military, public roads and transit authorities, primary schools and healthcare system
Secrecy:	The pact is kept hidden and an effort is made to conceal the advantages
Sports development:	Progressive change in manpower, and management of sports associations, facilities /equipment, organization of sports competitions and sports officiating
Technical staff:	This include coaches and athletes
Violation of rules:	Disregard to the organizational rules and regulations.

ABBREVIATIONS

AIBA	Amateur International Boxing Association
ANOVA	Analysis of variance
CAF	Confederation of African Football
CPI	International Corruption Perception Index
EFCC	Economic and Financial Crimes Commission
EU	European Union
FC	Football Club
FCT	Federal capital territory
FGN	Federal Government of Nigeria
FIFA	Federation Internationale de Football Association
ICPC	Independent Corrupt Practices and Other Related Offences Commission
IOC	International Olympic Committee
ISL	International Sports and Leisure Company
NEITI	National Extractive Industries. Transparency Initiative
NFA	Nigerian Football Association
NFF	Nigerian Football Federation
NPL	Nigeria Premier League
NFL	Nigerian Football League
UEFA	Union de European Football Association
PED	Performance Enhancement Drugs
PEPs	Politically Exposed Persons
SPSS	Statistical Package for Social Science
T I CR	Transparency International – Czech Republic

TIUK: -	Transparency International Unite Kingdom
UN	United Nation
UK	United Kingdom
UNGC	United Nation Global Compact
UNCAC	United Nation Committee against Corruption
UNCC	United Nation Convention on Corruption
UNODC	United Nation Convention against Drug Crimes

CHAPTER ONE

INTRODUCTION

1.1 Background to the study

There has been a debate as to why sports has become such a lucrative global industry in sports management literature, it is the "uncertainty of sports that gives its unpredictable joy and their characteristics intensity" it is this uncertainty and unpredictability that make sports such an exciting opportunity for businesses around the world to take advantage (Manson, 1999). But what happens if this uncertainty and unpredictability is taken away? In recent years there have been an increase in the number of reports detailing 'corrupt behavior by individuals at all levels of sports and those associated with it both on and off the field of play, in the pursuit of financial success usually reserved for those who are winning global championships (Chadwick & Gorse 2013).

Corruption is recognized to be one of the world's greatest challenge, and a major hindrance to sustainable development, with a disproportionate impact on poor communities and is corrosive on every fabric of society.Corruption involves a deliberate use of one's position to get illegitimate benefits and undue advantage which could be financial or in other forms (Amuwo 2005, Obayelu, 2007, Heeks, 1998, Khan, 1999). It is a complex and multifaceted phenomenon with multiple causes and effects, as it takes on various forms and functions in different context (United Nation Committee against Corruption (UNCAC 2013).

Corruption has become an issue of major political and economic significance, and this has led to a resurgence of interest in analyzing the phenomenon and the diverse forms that it assumes in developing countries, with an expectation that democratization and economic liberalization offer potential routes to dealing with the problem. An Anti-corruption strategy ranges from institutional reforms through concerted efforts at the international level. The efficacy of these approaches has not

been subjected to careful empirical research. The study of corruption has been "multi-disciplinary" and dispersed, ranging from universal theoretical modeling to detailed descriptions of single corruption scandal. It has been studied as a problem of political, economic, cultural or moral under-development. The complex nature of corruption has made most observers agree that it pervades many societies and that there are no quick-fix solutions to it (UNCAC, 2013).

Corruption in sports involves any illegal, immoral or unethical activity that attempts to deliberately distort the result of a Sports contest for the personal material gain of one or more parties involved in that activity(Chadwick& Gorse, 2010). Organization of large-scale events (such as Sports) involves complex logistics, tight timeframes and substantial public funds, these therefore present opportunities and risk of corruption, since whenever there is money, competition or power involved, corruption is a constant threat, as the organizational structure may not support practices that would be considered accountable and transparent (Maening,2005). In many instances, excessive responsibility, power and money have been given to individuals, whose main credentials may be their status as former athletes or club leader (Audu, 2009).

Although corruption in sports is not a new phenomenon; at the Olympic Games in 388BC Eupolos of Thessalia bribed three of the competitors in a fighting tournament allowing him to win the gold medal (Maening, 2005). However, in recent times Sports have suffered from a dramatic growth in reports of corruption, from bribery to plain cheating (Chadwick & Gorse, 2013). Notable cases in the modern era of sports include the fixing of 1991 World Series by members of Chicago White Sox who took bribe from gamblers; Ben Jonson's infamous failed drugs test in 1980s(Maening, 2005). The most recent of all corruption scandal is the one that erupted among the FIFA executive in which the president and other members were suspended. While in Nigeria the officials of Nigeria Football Federation were indicted for corruption during the world cup in

Brazil.Corruption in sports centers around match fixing or gambling, biased refereeing; and to a similar but different degree the use of performance enhancing drugs. This definition seeks to take into account the role of athletes and officials who manipulate sports contest (Atuono, 2011). According to Transparency International – Czech Republic (T I CR) (2008) the first step to preventing something is to understand what it is and how it happens. There are so many different aspects to sports corruption that it is difficult to provide a short and comprehensive definition. Chappelet, (2012) noted that although the Federal Council's report does not explicitly mention the two categories, it divides sports corruption into two main types: corruption on the field of play and corruption off the field of play. These two categories of corruption in sports have been referred by Chadwick and Gorse, (2013) as competition and management corruption, these include the rigging of sports s event, bidding procedures or elections to important positions in federations, the payment of kickbacks for the construction of sports facilities or the signing of sponsorship and broadcasting contracts, and the manipulation of competitions or match fixing, whether or not related to betting.

Across the sports sector, most deals and decisions take place behind closed doors, allowing corruption to go unchecked and unpunished, thus the actual extent of corruption in sports is greater than reported. This assumption according to him, would seem reasonable particularly because those continents or sub-continents that are regarded in the discussion as the highly corrupt, such as, Africa, South America and Asia, hardly appear in reports on corruption in Sports this has serious consequences on the continent sports development (Chadwick, 2013).

Sports development means progressive change in the quality and quantity of manpower that can effectively conduct the management of affairs in Sports organizations, sports federations and associations, construction, expansion and maintenance of standard Sports facilities and provision of equipment for all games, well organized Sports competitions, where rules, regulations and standards

are maintained to enhance high performance by both athletes and officiating officials, and an encouraging public private partnership in the promotion, sponsor and ownership of sports s clubs. Sports stand as important societal institution and consider as important in relaying of ideals, norm and values on those who participate or spectate, the concept of fair play is always mention here and referred to athlete competing in an honest manner, not seeking to break rules and win by unfair practice. A lack of integrity in the sports industry may endanger sport's most essential elements and core values: fair play, ethics, mutual respect and trust in the rules of the game (Atuona, 2012).

Jovanka (2013) noted that corruption, affect sports development in terms of infrastructure, sports s organization, administrative efficiency and national image, it also affects equitable allocation of resources among the Sports federations and associations, increasing inequalities, and undermining their effectiveness, efficiency and achievement. This, in turn, may undermine long-term sustainable Sports development. Similarly, Maleeva (2013) said that the beautiful games that attract fans over the world have in the recent past seen players and top officials involved in anti-social activities that have made Sports more like a film than an actual game. Sports fans around the world have been left disappointed by the recent doping, match fixing and corruption that have been rampant in many games.

Report of the key sectors assessment of corruption in UK conducted, by Transparency International UK (TIUK), (2011) revealed that "Of all the areas studied ,"none was more challenging (and perhaps none more controversial) than sports. Sports corruptions have a profound impact in terms of culture and public trust. Sports stars are role models in a manner unlike other public figures such as politicians. For a leading sports figure to be accused of corruption creates a ripple effect that can last for decades. To this day, for example, Ben Johnson still stands as a symbol for the illicit use of performance-enhancing drugs in athletics. It is little surprise, therefore, that Sports is seen by the

UK public as the second most corrupt sector in the country" (TIUK, 2011).

Sports corruption is a worldwide threat to the integrity of Sports, creating significant challenges for sports management scholars and practitioners. The sports industry have experienced multiple forms of corruption (e.g., fraud, bribery) that has ranged in extent (e.g., individual to systematic), occurred in varying contexts, (Sports, governance, online betting), and resulted in a multitude of consequences (financial costs, diminished reputations). The complexity and multidimensional nature of corruption has been discussed in various literatures. Whilst this body of work have provided a sound starting point in the scholarly premise, corruption in the Sports industry have been largely under-explored, global sports industry provides a rich context to substantially contribute to the scholarly discussion about corruption in terms of its conceptualization, causes, consequences, and reforms (Lisa, Terry, James and Stephen, 2015). The need to build on the existing corruption research and increase our understanding of the complexity and multidimensional nature of corruption, within the context of sports development in Nigeria Therefore, underscores the importance of this research field Impact of Corrupt Practices on Sports Development.

1.2 Statement of Problem

In her early good days Nigeria was regarded as the giant of Africa, because the country was leading the African nations in terms of development in many areas of human endeavor. With vast land, large population and abundant natural resources, the future of the country seemed promising. Nigeria was at the forefront of sports development, and the country had achieved greater successes in many sports and games such as football, basketball, and Athletics to mention but a few. Governments at all levels have made several efforts, toward ensuring effective and efficient sports development by expending substantial part of their annual budget. In order to actualized the mission of the National Sports Policy of Nigeria, 2009. "Which isto, **"**develop the Sports sector to a

world class level where it would provide continuous improvement of quality of life for the entire citizenry, to the extent that Nigeria would be recognized as one of the leading sporting countries in the world (Federal Government of Nigeria, 2009).

Despite these successes of yesteryears and those of recent times, Nigeria is at the verge of being extinct in the sports world as some of the sports that saw the country emerged as a force to be reckoned with in the past are now threatened and on the verge of extinction (Idris, 2014). Nigeria, a giant of Africa, was at the bottom of medal table in the just concluded Olympic Games in Brazil having only worn one bronze medal in football. Whereas less fancied Sports nations such as Uganda, Gabon, Botswana, Grenada, India, Dominican Republic, South Africa and Afghanistan were on the medal table at the end of the biggest sports event in the world. Nigeria has continued to slide both in global and local rating in stature to such a point that everybody is ostensibly confused about the way round the problem. Why have things suddenly gone awry, when the whole world was looking up to Nigeria for quality performance in Sports? It looks as if nobody has any answer to the sad development. Even the government has continued to experiment with different ideas to arrest the unfortunate development (Idris 2014).

In an attempt to expedite sports development the Federal Government of Nigeria (2000) issued out guideline for the implementation of sports development policy which provides detailed alternative ways of solving the envisage and existing problems that imped Sports development in the country. The policy clearly defined the roles of each level of government and private corporations, as well as all necessary favorable conditions for sports development in terms of manpower training and development, facilities/ equipment and funding of sports competitions. While these were assumed to be basic requirements; corruption was never seen as a threat to sports development. The policy emphasized that, sports administrators; coaches, and referees are to observe all applicable

laws and regulations governing sports (Federal Government of Nigeria, 1998). Unfortunately these sections of the policy have not received the light of the day. According to Idris (2014) 'the laws have seriously been broken as a result of which corruption is now a major impediment to sports development in Nigeria;

Today there is growing concerned and attempts by individuals who are asking why despite the amount of money claimed to have been expended on sports by government at all levels in Nigeria, sports continues to suffer from too many structural and managerial problems, remaining to a large extent in the hands of quacks and nonprofessionals, who are more interested in their personal gains than sports development. The researcher observed with interest thatdespite the recent global concerns on the impact of corrupt practices such as embezzlement ,bribery, nepotism, match fixing, doping, and host of other and the emergence of several reforms directed at addressing the problems of corrupt practices in international Sports, study on corruption in sports have been under explored, and the extent of known cases in Nigeria merely represent the tip of the iceberg (Idris, 2014).The researcher observed that in the past several research studies have been conducted on the constraint to sports development in Nigeria, while very little have been mention about corruption in sports, it seemed that the previous research findings and the recommendations there after did not address the problems to any significant level.

Several questions therefore remain unanswered. Why are sports facilities in most of the States in poor conditions and mostly sub- standard? Why are the numbers of professional sports personnel declining in the states sports councils in Nigeria, creating acute shortage of athletes? Why are sports associations' not organizing competitions for their respective Sports and games for long

and where they do the standard is very low? the integrity of referees and sports official, have always been put to question due to poor officiating, and there is a looming crisis among Sports associations, all these have serious effect on the performance of our athletes at the national and international competitions. The researcher therefore is interested in the assessment of the perceived impact of corrupt practices on sports development in Nigeria.

It is in the opinion of the researcher that, government through the anti-corruption agencies, is more pre-occupied with the corruption practices that has pervert the non-Sports sectors in Nigerian, and the existing anti-corruption measures (Economic and Financial Crime Commission(EFCC), Corrupt Practices and Other Related Offences Commission(ICPC) and Code of conduct be rue), are inefficient to address the issue of corrupt practices in sports, at both national and State levels, this has resulted in a greater susceptibility to corruption, among organizations and the stakeholders in the States sports councils. The memories of media reports on the recent corruption scandal involving the official of the Nigerian Football Federation (NFF) after the last world cup in Brazil 2014 is very fresh; this episode suggests that various forms of corrupt practices in sports are perpetuated in the State Sports councils. According Chiagozie (2012) corruption in Sports in Nigeria is not just in the financial aspect, it is even in the selection of players. This research was conducted to determine how Nigeria perceived the impact of corrupt practices on sports development, with the view to recommend the best possible way of at least reducing its impact to the barest minimum.

1.3 Purpose of the Study

The purpose of this study is to;

1. determine whether corruption practices are perceived to have any impact on the performance of staff of State sports council in Nigeria.
2. determine whether corruption practices are perceived to have any impact on sports

facilities/equipment in State sports council in Nigeria.

3. determine whether corruption practices are perceived to have any impact on functions of the sports Associations, in State sports council in Nigeria
4. determine whether corruption practices are perceived to have any impact on sports officiating in the State sports council in Nigeria.
5. determine whether corruption practices are perceived to have any impact on the organization of sports competitions in State sports council in Nigeria.

1.4 Research Questions

The following research questions were generated to guide this study;

1. Does the technical and administrative staff differ in their perceived impact of corrupt practices on the personnel staff of the states' sports councils in Nigeria?
2. Does the technical and administrative staff differ in their perceived impact of corrupt practices on the sports facilities/equipment of the states' sports councils in Nigeria?
3. Does the technical and administrative staff differ in their perceived impact of corrupt practices on the sports associations in the states sports councils in Nigeria?
4. Does the technical and administrative staff differ in their perceived impact of corrupt practices on sports competitions in the states sports councils in Nigeria?
5. Does the technical and administrative staff differ in their perceived impact of corrupt practices on sports officiating in the states sports councils in Nigeria?

1.5 Hypotheses

Major Hypothesis

There is no significant difference between the Technical and Administrative staff in their perceived impact of corrupt practices on Sports Development in the States Sports council in Nigeria.

Sub- Hypotheses

1. There is no significant difference between the technical and administrative staff in their perceived impact of corrupt practices on personnel of the States Sports Councilsin Nigeria
2. There is no significant difference between the technical and administrative staff in their perceived impact of corrupt practices on the sports facilities/equipment in the States Sports Councils in Nigeria
3. There is no significant difference between the technical and administrative staff in their perceived impact of corrupt practices on the sports associations in the States Sports Councils in Nigeria
4. There is no significant difference between the technical and administrative staff in their perceived impact of corrupt practices on sports competitions in the States Sports Councils in Nigeria
5. There is no significant difference between the technical and administrative staff in their perceived impact of corrupt practices on sports officiating in the States Sports Councils in Nigeria.

1.6 Basic Assumptions

The following basic assumptions are made in order to achieve the purpose of this study.

1. Corrupt practices has negative impact on the personnel of States Sports Councils Nigeria

2. Corrupt practices has negative impact on sports facilities/equipment in States Sports Councils in Nigeria,
3. Corrupt practices has negative impact on the sport associations, in States Sports Councils in Nigeria
4. Corrupt practices has negative impact on organization of sports competitions in States Sports Councils in Nigeria
5. Corrupt practices has negative impact on sports officiating, in States Sports Councils in Nigeria

1.7 Significance of the Study

This study is significant on the following basis.

1. The result of this study may help to reveal how corrupt practices are perceived to have affected sports development in the States Sports Councils in Nigeria.
2. This study may opening another challenging chapters for further research studies, in different environment such as institutional, private sectors sports organizations and sponsorship, advertisement and broadcasting right.
3. The result of this study may help to suggest the best possible ways of tackling the menace of corrupt practices in the sports so as to find a long lasting solution to constraint to sport development in Nigeria.
4. The study may serve as a guide to the anticorruption agencies, who may want to use the recommendations in the fight against corruption in Nigeria.
5. The study may contribute to existing body of knowledge. Since the methods and procedures used may be adopted for further research study in other areas of human endeavor.

1.8 Delimitation

This study was delimited to:

1. The perception of Technical staff (Coaches and athletes) and Administrative staff (organizing secretaries and management staff) in the States Sports Councils in Nigeria
2. In view of the fact that there are so many forms of corrupt practices the study would be delimited to only Nepotism, Bribery and Embezzlement of fund as the major corrupt practices that affects the following variables
    a. Personnel of the staff of the state sports councils
    b. Sports facilities/equipment,
    c. Sports Associations,
    d. Organization, of Sports competitions
    e. Sports officiating,

1.9 Limitations of the study

In the course of this research work the researcher faced the following constraints;

1. Reliance on most literature that were based on the opinions of the writers rather, rather than those whose result was empirically tested due to inadequate research work in this area.
2. There was a dearth of information written by Nigerian authors and sports management scholars on corrupt practices and sport. Therefore the researcher also relied more on foreign related literature, and to some extent the attitude of the respondents in handling the questionnaire.
3. Although confidentiality was assured and questionnaire was structured, since the researcher have no control over the feeling of the respondents in filling of the questionnaires. It is difficult to determine whether the respondent have accurately conveyed their feelings while completing the questionnaire

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1 Introduction

The purpose of this study is to assess the perception of the personnel in the sports councils, on the impact of corrupt practices on sports development in Nigeria. All related literatures available in conference proceedings, textbooks, magazines, theses, dissertations and academics papers and journals were be reviewed and presented in this chapter under the following Major-headings.

2.2 Concept of corruption and corrupt practice in sports

2.3 General overview of the causes of corruption

2.4 Application of trust violation theory on corruption in sports

2.5 Nigerian values system and corruption in Sports

2.6 Empirical report of corruption and corrupt practices in modern Sports

2.7 Sports development in Nigeria

2.8 Effect of corrupt practices on sports development

2.9 Effort at fighting against corrupt practices in sports

2.10 Preventing corrupt practices in sports

2.2 Theoretical Framework

The theoretical framework of this study is built around the assumption that Corruption has been a feature of public institutions for centuries yet only relatively recently has it been made the subject of sustained scientific analysis. Lambsdorff (2007) shows how insights from institutional economics can be used to develop a better understanding of why corruption occurs and the best policies to combat it. He argues that rather than being deterred by penalties, corrupt actors are more impacted by other factors such as the opportunism of their criminal counterparts and the danger of acquiring an unreliable reputation. This suggests a novel strategy for fighting corruption similar to the invisible hand. According to Mosquera (2014), without changes to this status quo, the development of a comprehensive response to tackle corruption risks and build integrity in sports will be compromised. For the purpose of this study the researcher used the Schelling's negotiation games theory which was adapted to the problem of corruption (Mosquera, 2014).

Negotiation is a strategic game based on expectations. Each actor interprets the opponent and, in this way, seeks to anticipate the other player's move in order to make his own decision. The final outcome depends on both players' decisions. (Lambsdorff; 2007). Corruption may be defined, in this case, as the action and effect of giving or receiving an object of value in order to get someone to do something (or to stop doing something) to circumvent a formal or implicit rule about what has to be done, for the benefit of the person who gives such object of value or for the benefit of a third

party. This is the definition that, although more restrictive than others, will be useful to understanding the relationship between negotiation and corruption (Mosquera, 2014).

The theory four main features;

1. **Interaction**: It always takes place between two or more actors (one actor that gives and another actor that receives an object of value, if we consider only two players) in the form of an agreement that both players visualize as having a win-win outcome. This can happen between actors from the public sector, between actors from the private sector or between actors from the public and private sectors.
2. **Abuse of power**: Authority is used for personal benefit. There is always some degree of discretion for someone who has a certain monopoly of power in an organization.
3. **Violation of rules** (formal or informal): These could be well-specified and explicit rules, or it could be a violation of the organizational culture in a public or private institution.
4. **Secrecy**: The pact is kept hidden and an effort is made to conceal the advantages achieved through the exchange.

Our first game focuses on this win-win perspective, and on some requirements that are implicit and that weaken this perspective. Also, simultaneous games will show that this win-win outcome perspective in corrupt agreements can be revised if we introduce an asymmetrical interaction process.

Secrecy is another key aspect of the negotiation of corruption...In classic negotiation processes; an actor can put pressure on an opponent by disclosing a decision, which shows the pressured actor that the decision will be irrevocable. This strategy is effective because it involves commitment to a third party, the public in this case. As corruption is the result of a secret negotiation, publicity is not possible (Mosquera, 2014).

It is also common for an agreement to include two clauses that are not possible in a corrupt agreement: the right to sue and the right to be sued. It is unlikely that such guarantees can be given in a secret agreement (between two parties), since there is no neutral third party to settle a conflict unless the third party is involved in the secret. However, enlarging the circle of actors who are aware of the secret makes it less of a secret. Trust and secrecy is the core of corrupt pacts; these conditions annul the right to sue and the right to be sued as well as the fear of a third party, such as the law of the State.

2.3 Concept of Corruption and Corrupt Practices in Sports

Corruption covers a broad spectrum of activities ranging from fraud (theft through misrepresentation), embezzlement, misappropriation of corporate or public funds, to bribery payments made in order to gain an advantage or to avoid a disadvantage (Ramseyer, 1994, Johnston,1996, Kaufmann, 1999. The most prominent and common definitions of corruption is that shared by the World Bank (1997) which emphasis on the abuse of public power or position for personal advantage. From a political point of view, corruption is "the abuse or misuse of public or governmental power for illegitimate private advantages (Aiyede, 2006 Ribadu, 2006 Samaru, 2009, Rose, 996). Also Tanzi (1998) adds that such abuse of public power may not necessarily be for one's private benefit but for the benefit of one's party, class, tribe, or family. Corrupt practice in sports means the offering, giving, receiving or soliciting, directly or indirectly, of anything of value to impact improperly the actions of another party (Transparency International – Czech Republic, 2008). It thus appears that corruption can be found in almost any imaginable areas of sports. According to Audu,(2009) in Nigeria, there are many instances where excessive responsibility, power and money have been given to individuals, whose main credentials may be their status as former athletes or club leaders who are more interested in their personal gains than development of sports. Because of this power the individual can breaks the laws at will and perpetuate different forms of corrupt practices

as if it is a normal situation, since he might not have got the in-depth knowledge of these laws, and there is no one to check or control him.

Gardiner, (1993) said that corruption is derived from the Latin verb rumpere, to break. According to this approach, corruption is where the law is clearly broken. This requires that all laws must be precisely Stated, leaving no doubts about their meaning and no discretion to the public officials. This could be why the need to abide by the laws has been emphasized in the guide line for the implementation of sports development policy in Nigeria. Federal government of Nigeria (FGN), (2000), Sports administrators; coaches, referee and Sports officials are to observe all applicable laws and regulations governing Sports. Understanding of corruption from law perspective serves to underline a deterioration of self-regulated behavior and a dependence on the legal approach to determine right from wrong. The complexities of modern governance and a proliferation of corruption scandals have corresponded with a proliferation of complex corruption legislation (United Nation Convention against Corruption 2003).

The Transparency International – Czech Republic (2011) definition of corruption, as the misuse of entrusted power for private gain, covers a multitude of corrupt activities within sports. Previous research has tried to make sense of these by providing frameworks of sports corruption. The Remote Gambling Association's report into Sports betting integrity, for example, classified corruption in terms of doping, financial irregularities, cheating, match-fixing (none betting) and match-fixing (betting). In order to avoid the linguistic confusion created from conceptual definition, UNCC (2003) does not include the definition of corruption as such. It includes, however, the number of acts, which should be punishable according to this convention. These include: bribery of national public officials, bribery of foreign public officials and officials of public international organizations, embezzlement, misappropriation or other. Corruptions in sports have been categorized into

competition corruption and management corruption (Systemic corruption). Thus including among other, Gambling corruption, competition corruption, vote rigging, Bribery (Gifts and hospitality); Organized crime; match-fixing; - Spot-fixing; Use of illegal drugs;(Cheating) TI CR (2011).

Maennig (2005) distinguished two major types of corrupt practices in Sports. The one involving the Sports officials and governing bodies who are involves in non-competition decisions such as, awarding of host city status for major Sports events, negotiation and allocation of rights (e.g. broadcasting, merchandising) awarding of contracts for construction of Sports venues and the governance of sports). Corrupt practices according to him may araise when they consciously perform their allocated tasks in a manner at variance with the objectives and moral values of the relevant club, association, competitive Sports in general and/or society at large, because they receive or expect pecuniary or non-pecuniary advantage for themselves (or, in case the person in question is acting as an agent: for a principal, e.g. acquaintances, relatives and/or associated Sports institutions) from the person favored by the action (or their acquaintances, relatives and/or associated Sports institutions. He refers to this as management corruption. The second perspectives, which he refer to as competition corruption focused on activities by athletes and/or those officials (i.e. a referee or umpire), who have a direct responsibility for the outcome of a Sports contest. Corrupt practices usually emanate from behavior by athletes who refrain from achieving the levels of performance normally required in the sports in question to win the competition and instead intentionally permit others to win, doping, match fixing, points shaving by officiating official. T I C R (2008) reports that, "the Council of Europe adopted in 1999 two complementary conventions on corruption. Criminal Law Convention on corruption and Civil Law Convention on Corruption. For the purpose of the corruption in sports both conventions should be used as sports can be approached both from criminal and civil law".

Maennig (2005) offers an overview of the most important documented cases of or attempts at corruption in modern sports of the 20st century, with the majority of corruption cases allocated into two distinct categories. Some of the most prominent cases of corruption (attempts) since 2005 in international Sports relate to the exertion of a delinquent impact on the one hand over management decisions by Sports bodies and Sports officials (referred to henceforth as "management corruption"), and in particular regarding host venues for important competitions,

1. Allocation of rights (e.g. for televised transmission),
2. Nomination For positions (including honorary positions),
3. Commissioning constructions works for Sports arenas and other venues,
4. Hand over competition results ("competition corruption"),

Provider and the recipient of the bribes can be athletes only Sports officials and other non-athletes only (sometimes without the knowledge of the athletes involved), athletes and officials. The categories of corruption on sports are concerned, two tendencies are obvious, on the one hand, at least within the cases of competition corruption that have come to light, competition judges and other officials are increasingly becoming involved in corruption, whilst, in contrast to previous eras, athletes and trainers are directly involved less frequently. On the other hand a tendency towards an increased number of cases of management corruption in sports can also be observed (Maennig, 2005; Atuono, 2010; Gorse &Chadwick, 2010; Chappelet, 2012).

2.3.1 Dimensions of corruption and commonly used anti-corruption terms

Edikan,et al (2008) said that corruption has been categories as either being Systemic, sporadic (individual), political (grand), or petty in dimension. Elaine, (2007) said that 'as opposed to exploiting occasional opportunities, endemic or systemic corruption is when corruption is an integrated and essential aspect of the economic, social and political system, when it is embedded in a

wider situation that helps sustain it. Systemic corruption is not a special category of corrupt practice, but rather a situation in which the major institutions and processes of the State are routinely dominated and used by corrupt individuals and groups, and in which most people have no alternatives to dealing with corrupt officials'. Gorta, (2008) said that sporadic corruption is the opposite of systemic corruption. Sporadic corruption occurs irregularly and therefore it does not threaten the mechanisms of control nor the economy as such. It is not crippling, but it can seriously undermine morale and sap the economy of resources.

Political (Grand) corruptionaccording to Elaine, (2007)takes place at the policy formulation end of politics. It refers not so much to the amount of money involved as to the level in which it takes place: grand corruption is at the top levels of the public sphere, where policies and rules are formulated in the first place usually (but not always) synonymous to political corruption. While Petty corruption is mall scale, bureaucratic or petty corruption is the everyday corruption that takes place at the implementation end of politics, where the public officials meet the public.

Petty corruption is bribery in connection with the implementation of existing laws, rules and regulations, and thus different from "grand" or political corruption. Petty corruption refers to the modest sums of money usually involved, and has also been called "low level" and "street level" to name the kind of corruption that people can experience more or less daily, in their encounter with public administration and services like hospitals, schools, local licensing authorities, police, taxing authorities and so on (Miller, 2005; Shen & Williamson, 2005; Elaine, 2007).

b) Commonly used anti-corruption terms

Elaine, (2007); & Rosie. (2011) described the commonly used anti-corruption terms to include:

Public Sector:

This terms public sector is used to refer to the government and its decentralized units – including the police, military, public roads and transit authorities, primary schools and healthcare system – that use public funds and provide services based on the motivation to improve citizens' lives rather than to make a profit. From these definitions, a picture of corruption in the public sector begins to emerge any kind of abuse of entrusted power for private gain that takes place within the government or government bodies' accounts. Those who have been entrusted with power – public officials, for example – can benefit privately in several ways. Some

Bribery:

Bribery this is the offering, promising, giving, accepting or soliciting of an advantage as an inducement for an action which is illegal, unethical or a breach of trust. Inducements can take the form of gifts, loans, fees, rewards or other advantages.

Embezzlement:

When a person holding office in an institution, organization or company dishonestly and illegally appropriates, uses or traffics the funds and goods they have been entrusted with for personal enrichment or other activities

Patronage:

Form of favoritism in which a person is selected, regardless of qualifications or entitlement, for a job or government benefit because of political affiliations or connections.

Nepotism:

Form of favoritism based on acquaintances and familiar relationships whereby someone in an official position exploits his or her power and authority to provide a job or favor to a family member or friend, even though he or she may not be qualified or deserving.

Conflict of interest:

Situation where an individual or the entity for which they work, whether a government, business, media outlet or civil society organization, is confronted with choosing between the duties and demands of

Procurement:

A multi-step process of established procedures to acquire goods and services by any individual, company or organization – from the initial needs assessment to the contract's award and service delivery.

2.3.2 Criticisms of conceptual definitions of corruption as applied to corrupt practices in sports

There have been lots of criticisms by individuals who are interested in determining the applicability of the various definitions of corruption to the concept of corrupt practices in sports. Chadwick (2010) stressed that various definitions of corruption are valid when investigating behavior of Sports officials and corruption in the governance of sports. Investigations into the awarding of Olympic hosting rights (in particular, Salt Lake City) provide an example of a 'misuse of authority' (of a bidding committee) for 'organizational gain' (the decision to choose that city as host of the Olympics and the associated rewards that accompany such a choice). It can be argued, however, that these definitions are not relevant when discussing corruption committed by athletes.

In existing published research, there is a debate as to what actually constitutes corruption in sports. Sociologists Hughes & Coakley (1991) suggest that corrupt behavior (or 'positive deviance') in sports occurs when individuals want to be viewed as 'athletes' by peers and wider society – the use of PEDs may be one way of achieving this. According to Hughes & Coakley (1991) athletes do not tend to view their over conformity to the sports ethic as being deviant and suggest that "through

positive deviance people do harmful things to themselves and perhaps others while motivated by a sense of duty and honor". The instance of personal gains as contained in the definition cannot be all inclusive because the personal harm to the individual is completely omitted in the definition. Senior (2006) provides a classification of corruption that assists in the development of a Sports-focused definition, arguing that in order for corruption to occur, five conditions have to be met simultaneously "when a corrupter (1) covertly gives (2) a favor to a corruptee or to a nominee to impact (3) actions(s) that (4) benefit the corruptor or a nominee, and for which the corruptee has (5) authority". This appears to describe match fixing – the 'relationship' between the fixer and the player or players of the sports.

Maennig (2005), suggests that "corruption may take the form of behavior by athletes who refrain from achieving the level of performance normally required in the sports in question to win the competition and instead intentionally permit others to win, or behavior by Sports officials who consciously perform their allocated tasks in a manner at variance with the objectives and moral values of the relevant club, association, competitive Sports in general and/or society at large. Maennig (2005) fails to recognize or acknowledge doping as a form of corruption in sports. He argues that corrupt activity is a failure to perform, whereas using PEDs in sports leads to super-performance by an athlete and is an individual activity.

Within the field of management corruption there is also a diversification into new areas of activity. Early in the year 2004, for example, the South Korean official Kim Un- Yong, among his many official posts also Vice President of the International Olympic Committee, became the subject of investigations due to allegations of having received a total of some € 333,000 from other officials, who in return were allegedly accepted as members of the National Olympic Committee of South Korea. Since then, Kim has been sentenced to two and a half years imprisonment (Maening, 2005).

These explain the use of power for the personal benefit and those of others. It is clear that these two 'definitions' of corruption are at odds, how can an athlete be doing everything to over conform to the sports ethic, to be seen as an athlete, and allow an opponent to win? Chadwick (2010) said that the failure to acknowledge doping as a form of corrupt behavior also raises questions for the researcher in that it does involve more than one person. In most cases, athletes and other individuals, including coaches are involved in the use of these PEDs for example, the systematic doping of athletes in East Germany in the 1970s and 1980s .Neither definition offered mentions the importance of an exchange of money or benefits between parties involved.

According to Senior's (2006) definition, there has to be a benefit to at least one person in the arrangement. This might be tangible, in the form of a lucrative sponsorship or endorsement agreement, or intangible, the promise of higher status within a team. In further response to Maennig's (2005) omission of doping as a form of corruption, if doping causes one or more parties to receive money (in the form of bonuses and/or sponsorship and endorsement agreements) that they would otherwise not have received, then surely it is a corrupt behavior. Gamesmanship, for example using personal information about a referee or umpire to try and gain advantage in a game, is not seen as corruption. Measuring this type of behavior is troublesome referee reports of this type of activity would need to be quantified to be able to determine the extent to which a player is trying to impact the referee and would be subjective, based on the ideas or opinions of both the referee and those designing the scale utilized to quantify the behavior. Professional referees 'should' also be able to ignore this type of behavior and not let it affect their own performance. The types of behavior that are seen as corruption in this research can be both measured and recognizable as having a negative effect on a Sports contest.

After taking into account these concerns and the explanations of corruption offered in other

fields as well as the development of an extensive database of cases of corruption in sports, the author proposes a new definition upon which to build the research project: "Corruption in sports involves any illegal, immoral or unethical activity that attempts to deliberately distort the result of a Sports contest for the personal material gain of one or more parties involved in that activity" (Chadwick,2010).

2.4 General Overview of the Causes of Corruption

Not only is it difficult to define corruption, but there is also considerable debate concerning its causes. Research has identified a large number of factors that can lead to corruption; ranging from issues such as religion, the legacy of the past and the geographical position of a country, to economic and political factors such as the level of economic development, the size of the public sector, the type of political regime and the different types of political institution, as well as the quality of bureaucracy, which is at the centre of this research (for recent overviews, Rose, 2006; Lambsdorff, 2007).

Rose (1999) noted that the causes of corruption are numerous and the situation is often similar in many ways among developing countries especially so among African. According to him, patronage ties between political elites and those they represent often place heavy informal obligations and demands on the former. Typically, such elected representatives are not only overwhelmed with financial pressure from their family, but also from kin, clan, hometown and tribal or ethnic constituents. Such obligations are almost always fulfilled through corrupt means.

In many countries, State and local budgets are among the sources of Sports organizations financing. The mere fact that the money of tax payers is being spent on the activity of sports clubs and associations increases possibility for arbitrary allocation of the money and for favoring certain sports organizations and activities, which do not necessarily lead to the Sports development. Other,

internationally recognized risks of hampering the integrity in Sports also include corruption during construction and re-construction of sports facilities and during the public procurement procedures, difficulties in following the money trail and the way the international transfers of players are contracted and realized, as well as the match-fixing Danger of match fixing is closely related to the sports betting, and it often appears in the form of bribery of referees and players with the aim of reaching a certain result. Some estimation says that the money turnover at the global grey market of games of chances reaches even 1,000 billion euro7. Not even the countries with low corruption index are immune to match-fixing, and this phenomenon often represents an opportunity for money laundering. Additional challenge in tracking the dubious money flows is posed by the services of on-line Sports betting (Westberg, Stavros, Wilson, 2008).

Yusuf (2013) observed that 80 per cent of the socio-economic and political problems of the country are caused by corruption among leaders; all what's happening is because we allowed it to happen. We don't hold our leaders to higher moral values because we also lack it. We must not sell our franchise and we must be upright. We should vote right in order to have the moral right to ask them questions. When you sell your rights, you've mortgaged your rights,".in support to this assertion,) The logic of the Nigerian political leadership class has been that of self-service as some of the leaders are mired in the pursuit of selfish and personal goals at the expense of broader national interests Consequently, emphasis has been on personal aggrandizement and self-glorification with the result that corruption has become an euphemism for explaining political leadership in Nigeria in relation to the management of national wealth(Ribadu, 2006, Ogbeidi, 2012). Also Achebe (1984) insisted that the root cause of the Nigerian predicament should be laid squarely at the foot of bad leadership. “The trouble with Nigeria,” Achebe argued, is simply and squarely a failure of leadership.

Samura (2009) noted that there are numerous psychological factors that can help to explain some types of corruption. Internally, some people are 'naturally evil' and will commit criminal acts, including corrupt ones in any type of system. Pressure and peer comparison can contribute greatly to acts of corruption especially so where the socially revered are the corrupt ones. This presupposes that in an environment where an individual see others around him/her benefiting from corruption, they may well choose to indulge too. Nepotism, that is, helping others because they are closely related to you can also be related in psychological term. In Africa this could often apply or exist for the simple reason that people in power are the ones mainly charged with the responsibility governing. Thus, out of discretion they can expend such powers to perform acts of corruption as maybe dictated by their circumstances.

2.5 Application of Trust Violation Theory on Corruption in Sports

Corruption is often seen as a virus or a cancer that is eating away at the core of contemporary society (Wolfensohn, 1998). Correspondingly, international anti-corruption measures have risen to prominence over the last decade, exemplified by the UN Convention on Corruption and the UN Global Compact. In the 2000s, corporate scandals, such as Enron, Worldcom, and most recently the global banking crisis, have increasingly put corruption into the spotlight. Corruption has been studied as a problem of political, economic, cultural or moral underdevelopment. Much research has been conducted in to why and how corruption occurs in the filed out side sports, with particular focus on politics and business (Ttreisman, 2000; Den Nieuwenboer& Kaptei 2008; Shen& Willamson 2005; Lioyd& Walton1999; Palda, 2002, In Chadwic 2013). Some which can be studied together with such theories like Institutional mode theory, Game/ Negotiation theory and Trust violation theory, and applied to the issue of corruption in sports.

Nieuwenboer& Kaptei (2008) applied Cressy's (1953) trust violation theory to determine

why and how corruption takes place in sports, theyidentify three downward spirals of corruption within an organization each can be utilized to discuss why athletes or officials might choose to cheat to win or cheat to lose. Using Cressey's (1953) trust violation theory, the concept of the 'spiral of divergent norms' suggests that individuals might justify their behavior so as to be not their fault. In sports, this could describe the case of the 1919 World Series match fixing scandal, when, according to reports, Chicago White Sox players accepted funds from gamblers to lose matches after the owner of the team had refused to pay bonuses that had previously been promised.

In business, the pursuit of profit brings with it stresses and pressures on employees and management. The notion of a 'spiral of pressures' suggests that "high pressures on performance… seduce people to engage in any type of corruption that increases one's performance" (Den Nieuwenboer & Kaptein, 2008:). Individuals then feel that in order to continue to perform at the attained level, they have to continue to break the rules – "performing well through corruption will automatically increase the threat to identity, starting a self-perpetuating spiral of increasing pressures to commit corruption". Out of the three spirals of corruption, it is the opinion of the researcher that this has the most relevance in sports. Being successful in sports can increase the earning potential of athletes. If an athlete uses PEDs to attain the desired level of achievement, popularity or earning, what they choose to do to maintain this becomes an issue. In order to remain at the pinnacle of their sports and the public 'face' of organizations, an athlete might have to continue to use these substances, thus 'starting a self-perpetuating spiral'. This is perhaps also true of a sports like motor racing where the difference between victory and defeat is milli-seconds. During the 2006 and 2007 seasons, the two leading teams in Formula One, McLaren and Ferrari, accused each other of spying to give them access to top-secret technological information about their rival. As technology is developed and enhanced, so the need for continued spying becomes apparent (Nieuwenboer

&Kaptein, 2008).

The final spiral discussed by Den Nieuwenboer & Kaptein (2008), the 'spiral of opportunity', suggests that "the risk of getting caught and/or punished is such that it does not deter (potential) perpetrators" (139). This is particularly the case if managers within an organization are either failing to punish those conducting corrupt activity or, perhaps even more serious, if the managers are actually conducting the corrupt activity. It could be argued that this spiral of opportunity describes, to a certain degree, the match fixing scandal that rocked Italian football. Den Nieuwenboer & Kaptein (2008) also State that "the more corruption has been tolerated and is prototypical, the greater the difficulty to punish it" (139) this has definitely been the case with Major League Baseball's handling of steroid use in the sports.

2.6 Nigerian Values System and Corrupt Practices in Sports

The behaviors and actions of individuals in any nation such as Nigeria are greatly impacted by their values system. These values have both positive or negative effects on the social- economic, political, and cultural lives of the society. Some of the traditional Nigeria's values system have debased in the modern era. The Nigeria's debased values are exemplified in cheating and falsification of age, over-dependency on foreign goods, products and service delivery, un-patriotism, ethno -tribalistic sentiments and inclination, lack of time consciousness, excessive quest for materialism and worship of money, who do one know and mediocrity syndrome, among others. The Nigeria's debased values system is not good for the development of Sports at the local, State, national, and international levels (Adegoju, 2003, Ngwodo, 2007.

Swearing and use of court affidavit as official and legal document have aided falsification of age by most Nigerians including sports participants. Cheating and falsification of age have been synonymous with Nigeria's moral decadence such that Nigeria was once banned for some years from

participating in under- age tournaments (Adegoju, 2003). In the same vein Ngwodo (2007) reported that the perennial syndrome of age cheating which continues to dog age-grade football in African countries cast a pall over the golden eaglets. In 1989, Federation Internationale de Football Association (FIFA) placed a two year ban on Nigeria from participating in FIFA age-grade tournaments and also withdrew the country's right to host the 1991 World Youth Championship.

Harshman,(2011) observed that lack of time consciousness popularly known as "African time" as used by most Nigerians is the tendency to be relaxed, show indifferent attitude towards time and failure to start events or arrive at events or programmes at their scheduled time. It is the acceptance that nothing will start at the absolute time indicated on the schedule. Often times, athletic teams in Nigeria have been worked over for coming late for a competition. Sports competitions that are slated for 4 O'clock in the evening sometimes start behind schedule and spectators do not arrive before the announced or fixed time due to the average Nigerian mentality of "African time" meaning that the game will not start at exactly 4 O'clock in the evening(Harshman, 2011).

According to Nwabuisi (2000), money is capable of buying anything and everything and everything else is a means of obtaining money including human life. Okolo (1993) noted that Nigerians are largely drawn to things of immediate material gain, advantage or pleasure. She further noted that an average Nigerian strongly believes that money is almighty and can achieve anything and everything. This excess quest for materialism often exposes Sports administrators to misappropriation or embezzlement of Sports fund thereby retarding the growth and development of Sports in the country. Some Sports equipment is vandalized by Nigerians thereby leaving the athletes with little or nothing to train with for competitions. Lack of these Sports equipment due to vandalization mar the effective organization and administration Sports competitions (Nwabuisi, 2000, Bello,2005)

Nwabuisi (2000) Stated that Nigerians are very unpatriotic. Most Nigerian elite athletes especially football players are more patriotic, dedicated, and committed when it comes to playing for their foreign football clubs than playing for their country in international competitions. The unpatriotism of most Nigerians could be seen in Sports spectatorship and fanship, where most Nigerians support English Premier Leagues or clubs (Chelsea FC, Manchester United FC, Barcelona FC, Arsenal FC, etc) than Nigerian leagues or clubs like Enyimba FC, Dolphin FC, Sharks FC, Sunshine Stars FC, Kano Pillars FC, etc.). Stadia are always close to being empty when Nigerian football clubs are playing with little publicity.

Who does one know and Mediocrity Syndrome Meritocracy has almost been sacrificed to mediocrity because of "who one knows" popularly known in Nigerian context as "IM". The access to certain facilities, positions and services have been associated with who one knows in the society irrespective of his or her qualifications. If one is looking for appointment, it is no longer surprising that some employers in Nigeria expect and respect complimentary cards of personalities such as political leaders and wealthy individuals. This encourages mediocrity which affects the sectors of the society including Sports. Some Sports administrators at the local, State and national levels are appointed based on who they know in the society. The use of mediocre in Sports industry affects Sports administration and development in Nigeria (Adegoju, 2007).

2.6.1 Corruption prone areas in sports

UN agencies and international organizations, the media, the general public as well as young people are increasingly interested in the potential of sports as a tool to reach personal, community, national and international development objectives. They are also interested in how sports can be used as a tool for addressing some of the challenges that arise from humanitarian crises and in conflict and post-conflict settings. As sports becomes increasingly part of humanitarian and

development work, as well as a part of the corporate social responsibility practices of some private sector actors, interested parties are anxious to explore the potential, as well as the limitations, of sports in their work (Unite Nation, 2012). These trends have resulted in more and people and organizations involvement on Sports in order to achieving one objective or the other.However TI (2008) observed that sports attracts money. With money commercialization of sports grows. This leads to contradictory trends: On the one hand possibility of development of sports, build new sports arenas, transmit sports games to TV screens of billions of spectators, and generate funds for providing sports opportunities for youngsters. On the other hand it leads to alienations with all its adverse reactions like sports spectators violence. It opens a possibility to corruption which always goes hand in hand with huge money. It attracts doping, trade of athletes or political abuse of sports

Roger (1969) assert that "the rise of spectator Sports to their present importance coincides historically with the rise of mass production, which intensifies the needs sports satisfies while at the same time creating the technical capacity to promote and market athletic contests to a vast audience. But according to a common criticism of modern sports, these same developments have destroyed the value of athletics. Commercialized play has turned into work, subordinated the athlete's pleasure to the spectator's and reduced the spectator himself to a State of passivity the very antithesis of the health and vigor sports ideally promotes. The mania for winning has encouraged an exaggerated emphasis on the competitive side of sports, to the exclusion of the more modest but more satisfying experiences of cooperation and competence. The cult of victory, loudly proclaimed by such football coaches as Vince Lombardi and George Allen, has made savages of the players and rabid chauvinists of their followers. The violence and partisanship of modern Sports lead some critics to insist that athletics impart militaristic values to the young, irrationally inculcate local and national pride in the spectator, and serve as one of the strongest bastions of male chauvinism".

According to Maleeva, (2013) modern games and Sports had been ruined by a "fatal shift toward over seriousness." At the same time, he maintained that play had lost its element of ritual, had become "profane," and consequently had ceased to have any "organic connection whatever with the structure of society." The masses now crave "trivial recreation and crude sensationalism" and throw themselves into these pursuits with intensity far beyond their intrinsic merit. Instead of playing with the freedom and intensity of children, they play with the "blend of adolescence and barbarity" that Maleeva calls pluralism, investing games with patriotic and martial fervor while treating serious pursuits as if they were games. "A far-reaching contamination of play and serious activity has taken place."

T I (2013) notes how the close-knit relationship among Sports officials, politicians, business people, sponsors and the media can create a high-risk context for corruption to occur. The low levels of managerial, organizational, financial and marketing skills create an environment in which risks and abuses are more likely. These problems are most apparent when it comes to how the industry deals with match-fixing, the impact of organized crime, governance, infrastructure construction, sponsorships, and the media (UNCC, 2013).

Some of the typical characteristics of a major sports event may increase the risks of corruption during its organization and delivery. The authority responsible for sports event may become particularly vulnerable to corruption, given the number and potential magnitude of the risk factors at play. Some of these risk factors may simply result from the unique opportunities created by the organization of such events the significant sums of money and often huge resources involved, the large number of contracts to be issued, or the special sources of revenue, such as royalties, sponsorship contracts, branding and marketing opportunities, and broadcasting rights. Other risk factors may result from the "unique character" of major events and the fact that their organization

faces an imperative to complete all the necessary preparations under difficult conditions, unusual constraints and pressing time lines (UNCC 2013).

Major Sport's events usually require the recruitment and management of numerous staff. This not only renders the Authority vulnerable to certain forms of corruption, but also to recruiting undesirable or corrupt staff, to nepotism, and to conflicts of interest. Merit, equity, and aptitude should continue to govern all human resource decisions and adequate selection and promotion procedures should be in place and respected. Certain individuals represent a greater degree of risk of corruption. This is the case for example with politically exposed persons (PEPs) who may be involved with the organization of a major event. Politically exposed persons, who have been entrusted with prominent public functions, represent a higher risk because they are in a position to exert undue impact on decisions regarding the major events or its personnel, procurement or financial management. They may have a higher risk of corruption due to their access to State accounts or funds. The Authority must identify such persons and take appropriate risk mitigating measures (UNCC, 2013).

Given the significant amounts of public funds usually required to organize a major international event, it is usual to plan for the eventual transfer of venues and infrastructure to public authorities for public use. The transition to legacy use of the venues, equipment and infrastructure offers countless opportunities for fraud and corruption. The risk is often accentuated by the fact that the transition is often poorly planned and often managed by a different organization than the Authority which was responsible for the event.

Public-private partnerships normally involve the granting of various concessions and advantages. That process creates additional risks of corruption Procurement involves discretionary decision-making on behalf of the organization. Individuals having this discretionary authority fall within the

high-risk group of members vulnerable to corruption. This function requires a higher level of assurance against abuse and it is important to identify specific vulnerabilities (UNCC, 2013). The sale of broadcasting rights is often a major source of revenue for the organizers of major events. Given the enormous revenues associated with the sale of broadcasting rights for many major events, particularly Sports events, it is necessary to have a strong, fair, and well managed process for allocating and selling these rights and obtaining fair value for them. The competitive process and the contract negotiation process are both complex and vulnerable to corruption (UNCC, 2013).

2.7 Empirical Reports of Corruption and Corrupt Practices in Modern Sports

In view of the many Sports events that take place every day throughout the world, the number of proven cases of corruption in sports can be put into perspective, even if the considerable percentage of unknown cases are taken into account. By the way: even the extent of corruption at the IOC discovered in the late Nineties can be relativised. Following intensive internal investigations, just fewer than 10% of the members of the IOC were either cautioned or punished (within the space of one year). The overwhelming majority of the approximately 100 members behaved correctly. The most recent of all corruption scandal is that involving the FIFA president `Sepp Blatter's controversial 17-year reign over world football appears to be all but over after FIFA's ethics committee banned him for 90 days along with the man who hoped to succeed him, Michel Platini.The UEFA president was favourite to succeed Blatter when he stands down in February, until he toobecomes embroiled in corruption allegations. Platini has also been provisionally banned for 90 days, dealing a huge blow to his presidential ambitions. The latest twist in the FIFA crisis came as the International Olympic Committee added to the growing cries for independent reform, with its president, Thomas Bach, declaring "enough is enough" and calling for an external candidate to take over. Both Blatter and Platini have been under extreme pressure since the Swiss attorney general,

Michael Lauber, opened a criminal investigation into allegations the Swiss Fifa president mis-sold a World Cup TV rights contract to the disgraced former official Jack Warner in 2006.He is also alleged to have made a "disloyal payment" of £1.3m to Platini, against the interests of Fifa, in 2011. Blatter and Platini, who has been interviewed as "somewhere between a witness and the accused", deny any wrongdoing

Maennig (2005) described three major categories of corruption on sports, within the cases of competition judges and other officials are increasingly becoming involved in corruption, there is also the tendency towards an increased number of cases of management corruption in sports, and the third category the athletes and trainers that are now directly involved.

2.7.1 Corrupt practices in management of sports personnel

There are a number of factors that contribute to the success of any organization, these factors include: capital, equipment, manpower, etc. All these factors are important but the most significant factor is the human factor. Since it is people that will put the other resources to work, the vital nature of any organization therefore does not only rest on the availability of capital utilization but also on the quality of human resources that will combine other resources-time materials, technology etc in the most appropriate manner (Margerson,2001). There is no way participation in sports can improve without having well trained Sports personnel and coaches these has not be giving priority and attention by Nigeria leaders at federal States and local government level which is vital to Sports development. Most of them are not in tune with the current trends in rules regulation and techniques of events (Audu, 2009).

Recruiting and retaining Sports personnel including athletes and officials is a vital component in maintaining and increasing levels of sports development, abuse and harassment may not be the only reasons that the number of Sports personnel is declining. Recruitment and management of Sports personnel today is prone to corrupt practices. UNCC (2013) said that Sports

events usually requires the recruitment and management of numerous staff. This not only renders the Authority vulnerable to certain forms of corruption, but also to recruiting undesirable or corrupt staff, due to nepotism, and to conflicts of interest. Merit, equity, and aptitude should continue to govern all human resource decisions and adequate selection and promotion procedures should be in place and respected. UNCC (2013) observed that certain individuals represent a greater degree of risk of corruption.

Okolo (1993) relate the problem to Enthno-tribalistic sentiments and inclination, he said that a Nigerian in position of power or who has some material advantage usually means a material life-line to his families, relatives, or friends. The roots of Nigeria's unpatriotic can be traced to ethnocentrisms and ethno-nationalism which account for the development of Nigeria's gross neglect for merit and equity which are reflected in "appointment to offices, promotions, provision of infrastructure and general development". Most Nigerians are still interested in the ethnic group, tribe or religion of who becomes the sports minister, sports commissioner, sports association president than on the capability of the individual to service delivery. With emphasis on tribe and ethnicity, unqualified person may assume sports positions even when it is clear that they are not fit for such position. The appointment of sports leaders based on ethnicity or tribe has a lot of negative implications on sports development in Nigeria (Nwabuisi, 2000).

According to Adegoju (2007) “the use of mediocre in sports industry affects sports administration and development in Nigeria. Corrupt practices are eminent in the recruitment and selection of Sports personnel; many of them lack relevant professional qualification and academic experience”. Audu (2009) further pointed out that there are precedents already of professional holding professional key position. One cannot imagine a teacher being made the chairman of Medical profession. In medicine a pharmacist will not be allowed to be a doctor of medical services.

The reason is simple there are professional cause in law medicine and accounting. There are also professional courses in physical education and sports management. Bur Nigerian people feel that participation in sports in whatever from, as athletes' steward or even spectator is sufficient criterion for holding key post management or coaching.

2.7.2 Corrupt managing of Sports Associations practicein

The International sports federations with their often-enormous wealth and limited external control are of an especially high risk of corruption. Corruption here can take different form from simple misuse or embezzlement of federation funds though corruption related to media rights up to corruption of federation members… The Federal Council's report notes the anti-corruption efforts that have already been made by the IOC and FIFA and the reforms these two governing bodies still need to be put in place (T I C R, 2008). Within the field of management corruption there is also a diversification into new areas of activity… Sepp Blatter has repaid the necessary votes with fees of 50.000 dollars each year to the voluntary officials in the Executive Committee; all travel expenses paid plus 500 dollar allowances per day to about 300 committee members. Not to mention promises to developmental help to third world countries with gentle control that the million dollar amounts are distributed to the right purposes" (Maennig, 2005). This is a good example of an acting that lies in a grey zone between clear corruption defined and punishable according to penal law in respective countries and normal acting within the autonomy and self-governing of the organization. Above mentioned acting as such, if it were true may be absolutely justified or may represent a corruption case. Corruption in election of sports governing bodies, are numerous and cannot be neglected. In any way this is an area where risk of corruption is high. For this reason it may be reasonable to mention this area into the list of areas of corruption in sports (Maennig, 2005).

Jeroh (2012) noted that in Nigeria part of the administrative malady is the constant power tussle between the Ministry of Sports/Commission and the Sports Associations. Elections into the various Associations are allegedly manipulated by Ministry officials to enthrone members loyal to them. A classic example is the tussle between the Nigerian Football Association (NFA) and the Nigerian Football League (NFL) on who should control the appointment of referees for football matches. There is no unity in the football house and this makes it difficult for policy formulation and implementation. Further, more some men and women who manage these bodies have questionable integrity. Many see their position as avenue for personal enrichment at the detriment of goals' achievements (Ehiametalor, 2003).

Corrupt practices have been the order of the day. One wonders why Nigerians cannot live beyond self and make some sacrifices for their father land. The attitude of many Nigerians to national service is quite undesirable. Recently Nigerian Government wants Maigari to account for N2. 6 billion released to him for the 2014 World Cup, the N2.8 billion left in the Federation coffers by his predecessor, Sani Lulu Abdullahi, as well as hundreds of millions naira he receives as monthly as allocation from government (Ehiametalor, 2003). This could be the main reason why the Senate President, David Mark has described the Nigerian Football Federation, NFF as the most corrupt government agency in the country. Mark made the claims in which it was revealed that the NFF embezzled over N2.16 billion proceeds given to Nigeria by Federation of International Football Association, FIFA (Umoru & Shaibu, 2012).

2.7.3 Corrupt practices in the provision of Sports facilities/equipment

Stadium finance has changed dramatically since the early 20th century, when baseball's Chicago Cubs began playing in the privately financed Wrigley Field, writes Judith Grant Long, a professor at Harvard University in Cambridge, Massachusetts. After World War II, prosperity

spurred a wave of municipal stadium construction as cities considered them an economic boom. This provides a good avenue for corruption. Construction and re-construction of Sports facilities is another area susceptible to the misuse of public interest given the strategic orientation of the Government to increasingly employ the concept of Public- Private Partnership (PPP) in important infrastructure projects (Zimmerman, 1997).

Maenni (2008) gave the instance of the corruption in connection with the construction of the new football stadium for Bayern Munich and TSV Munich, currently under way at the time of writing, a number of members of the club's management team now dismissed are alleged to have received bonuses of some € 2.8 million for passing on inside information to the Austrian construction firm Alpine-Mayreder Bau Salzburg GmbH, enabling it to make a successful tender for the construction works worth over € 280 million. Alpine-Mayreder has meanwhile confirmed that on the successful conclusion of the deal it was prepared to pay "an arrangement fee" to those "who drew the attention of the management to this prestigious project and who put us in touch with a highly creative team of architects", yet considers this behaviour to be "neither legally problematic nor dishonest.

Mosquera (2014) reported the "World Cup collusion construction 'scandal" he also said that South Africa's leading construction firms are facing charges of collusion over the construction of stadia built for the 2010 World Cup…A case of collusive tendering in respect of tenders for the construction of 2010 FIFA World Cup stadia… The charges are against Wilson Bayly Holmes - Ovcon Ltd 0.00%, Group Five Limited 0.00%, Stefanutti Stocks Holdings Limited 0.00% and Basil Read Holdings Limited 0.00%. Murray & Roberts Limited has been granted leniency in respect of this conduct. "The Commission's investigations found that these firms colluded when bidding for tenders for the construction of 2010 FIFA World Cup Stadia."

2.7.4 Corrupt practices in organization of sports events

Sports event involve a number of activities and thus as we have seen it present a great risk for corrupt practices, in the area of funding the construction of Sports facilities/equipment, of competitions by government and private sectors, of bidding to for the hosting and media broadcasting right.

Large-scale international Sports events produce specific risks for corruption and other abuses. These can occur in the bidding process to secure the events and in trying to deliver the events on time. The documenting of problems has been extensive in recent major Sports events including the Olympics in Beijing 2008, Sochi 2014 and Rio 2016; the Commonwealth Games in New Delhi 2010; and the World Cups in South Africa 2010, Brazil 2014, Russia 2018 and Qatar 2022. These different events have suffered from allegations of corruption, human rights violations, breaching of international labour standards, environmental problems, land-grabbing and other issues (Wikipedia, 2008).

The bidding process for major events costs large sums of money for the countries and cities interested in hosting the event. They must submit detailed plans for how the event will be staged and also canvass for votes from decision- makers. This canvassing can cause problems. For example, IOC members were charged with bribery (though not convicted) following the awarding of 2002 Winter Olympics Games to Salt Lake City, 28 prompting significant changes in how the IOC manages the bidding process(Wikipedia, 2008).

The highly controversial awarding of the 2018 and 2022 FIFA World Cups to Russia and Qatar, respectively, has been followed by allegations that votes were bought and manipulated. FIFA suspended two members of its executive committee before the vote was taken and started an investigation. Overall the bidding process used for awarding games, which involves courting

international delegates and the use of well-connected, high-priced consultants, is now under increased criticism. Australia, for example, which lost its bid to host the 2022 World Cup, allegedly spent millions of dollars of tax payers' money trying to sway the votes (Wikipedia, 2008).

Once a bid has been won, the winner whether a country or city is under extreme pressure to provide the required infrastructure and logistics on time to deliver the event, this combined with the large amounts of money involved creates a situation in which corruption can thrive. In the case of India, what should have been a source of national pride turned sour when top Indian officials involved in staging the Commonwealth Games were arrested on corruption charges just days before the event opened in New Delhi in 2010.33 In Russia, the escalating construction costs for the 2014 Sochi Winter Olympics, estimated at US$ 51 billion, are under scrutiny for possible corruption. In Brazil, the rising costs of staging the World Cup and allegations of corruption, combined with poor working conditions and higher living costs, have contributed to wide-spread street protests (Wikipedia, 2008).

Number of International Olympic Committee (IOC) members accepted bribes from Salt Lake City officials, who thus tried to convince them to vote for the city to host the Winter Olympic Games. The city had previously tried to host the Olympics, but without success. The IOC members were given presents, paid scholarships, ski trips, car repairs and such like. In 1995, the city was indeed chosen to host the 2002 Olympics. The scandal broke in 1998, when an IOC member informed about the bribery. "Although nothing strictly illegal had been done, it was felt that the acceptance of the gifts was morally dubious" (Wikipedia, 2008).

Both FIFA and the International Olympic Committee are reviewing their criteria for hosting major events following claims of corruption during the bidding for World Cup 2018 and 2020, and the ballooning costs associated with hosting Olympic Games. UEFA, Europe's football governing

body, avoided this type of controversy for its 2020 European Football Championship, which will be held in 13 different countries in cities that already have football stadiums. UEFA will announce the cities on 19 September. Nevertheless, its evaluation report of the bidding cities did not include a corruption risk assessment (Wikipedia, 2008).

One other flaw in our Sports administration is the crazy urge to host competitions (national and international) by governments. It is not bad craving to host competitions because of the economic, political and social benefits accruing from such competitions but our administrators tend to mislead government into asking for hosting rights because of vested interests which is not short of crude ways of enrichment. Imagine the efforts put in to secure the hosting right of the Commonwealth Games in 2014 which was eventually won by Scotland. We did not show interest whether it would be possible for the country to produce teams for a competition of this magnitude. Our Sports administrators are aware that the National Stadia in Abuja and Lagos are yawning for repairs. After colossal sums of money had been used to construct them, their maintenance was neglected by our administrators. A way out is to garner support for the hosting of competitions so that government can release money for refurbishment and construction of facilities. We are all aware where these monies go-private pockets (Jeroh, 2012).

a) Television (TV) rights and marketing

Media rights and other marketing activities represents one of major income source of sports, namely of a top international sports. A clear example is that of International Sports and Leisure Company where a Swiss court produced evidence that in the period from 1989 to 2001, the now defunct International Sports and Leisure company (ISL) paid officials from a number of Sports federations 87.5 million euros to obtain profitable broadcasting rights. Yet, when the court's verdict was published last week, six former ISL executives indicted in the case were cleared of

most of the charges against them. What has been called one of the biggest corruption scandals in sports ended with only three minor convictions. Jean-Marie Weber, described in court documents as the strongman behind the ISL group, was convicted of embezzlement of 90,000 Swiss francs that he transferred into his personal account. And two other ISL executives, Hans-Juerg Schmid and Hans-Peter Weber, were found guilty of deviously obtaining false documents to set up sham companies with the aim of diverting funds from the mother company (Sparre, 2008).

The crux of the other charges was whether the payments were considered bribes or not. There are no doubts that payments were made but they were justified as necessary commissions. "It was the style of the business. If we didn't pay, we would have had to close our company,' one of the ISL executives, Christoph Malms, told the court. The money was shipped out to secret accounts in Lichtenstein and the Caribbean and from here they were removed in suitcases full of cash and delivered to sports officials. Paying officials to secure television and marketing rights would be considered bribery by most people - particularly when such payments are not visible in accounts anywhere but in the 1990s bribery of this kind was not illegal in Switzerland, although it is now. According to the Associated Press, the judges in the court case concluded that there was no evidence that the payments had been bribes, but they were clearly linked to the sale of marketing and television rights for major sports events. The defendants were acquitted of most charges and awarded compensation by the court (Sparre, 2008).

Hartmann, et al (2004) reported bribery in the allocation of the rights for the TV marketing of the 2002 and 2006 football World Cup Championships, allegations have also surfaced concerning the payment of bribes to association officials So far however these allegations have had no legal consequences. It should also be mentioned that "modern public relations" mean that Sports clubs and associations tend to treat journalists in a way that, at the very least, brings with it the danger

of corruptive effects. Thus for example selected journalists, whose subsequent articles are closely scrutinized, receive flights in the private jets of sponsoring companies to games, as well as generous food and lodging at the sponsors' expense So-called PR advertisements, i.e. paid articles, which at first glance seem indistinguishable (or at least hard to distinguish) in terms both of appearance and content from other normal articles, are not unusual, particularly in connection with large-scale Sports events. In the case of some major events such as the Biathlon World Championships, the main sponsor has in the past paid for (overpriced) advertising on the Sports pages to ensure "adequate" coverage of the event. However this is a phenomenon that not only affects sports but also industry, etc., and which for this reason should be dealt with at greater length in an analysis of corruption in the media.

In summary, the cases in which corruption in Sports is used to attain certain positions (honorary or otherwise), impact the allocation of television or other rights, or acquire construction contracts, represent "innovations", which until recently were considered unthinkable. It seems possible that all the areas of activity relating to sports will in future be affected by corruption, in as much as this has not happened.

b) Trading of players

Trading of players was seriously investigated in England in 2006 after some allegations and call for English football to clean up its act. Lord Stevens of Kirkwhelpington, former Metropolitan Police Commissioner, and his investigative team of Quest, looked into 362 transfer deals involving 26 Premiership club. Final report on June 2007 may have posed more questions than answers but at least the finally delivered the names of his chief suspects. Five clubs, three managers and 15 agents were all listed by Lord Stevens and his investigative team from Quest. There was no any hard proof that club chairmen or chief executives have been on the take. "But, there, for the first time in black

and white, we had a senior public figure of unquestionable authority and reputation telling us that certain individuals in the Premier League, the richest and most successful club competition in the world, had been involved in suspicious transfer dealing"(Mason, 2006)

Sponsorship involves providing funds for an event or a team in return for branding and advertising opportunities or some special privileges. The value of sponsorships is sometimes difficult to measure. Sponsoring, for example, can be used as a subterfuge for bribery or exercise of undue impact. Policies need to be developed and adhered to for granting and receiving sponsorships. A sponsorship policy should provide that any actual or potential conflicts of interest posed by a sponsorship arrangement be identified as part of the assessment process.

Transparency International – Czech Republic (2008) noted that the private sector plays a huge role in the preparation of a major event. The potential for sizeable profits attracts various segments of the private sector. As was mentioned before, the procurement of goods and services and the development of the infrastructure required for a major event directly involve the participation of the private sector. The financial services sector is involved in financing various aspects of both the public and the private sectors' activities in relation to the organization of a major event. Given the sound business basis that motivates most corporate involvement, the private sector has its own reasons for wanting to prevent corruption.

Chadwick (2013) said that Sports activities has traditionally received considerable attention from major companies in the form of sponsorship because of the desire to associate with the benefit sports provides to the socio cultural and economic character of a region and country in turn 21 century Sports organizations are concerned by their commercial interest, a factor that impact their financial income and the external pressure in the period of global recession. For example golfer Tiger wood have multiple sponsorship and the estimated of his 2007 deal with sports drink

manufacture Gatorade was reportedly worth over $100million. When a sponsee is involve in controversial matter such as corruptive behavior, sponsors are one of the biggest losers as they are linked with competitor that bring the sports in to dispute, often the result in sponsor dropping them such as baseball players Barry Bond and Jason Giambi who lost sponsorship from MasterCard and Pepsi (respectively) due to scandal involving steroid. As such a series of scandal involving athletes has produced a boom of disgrace,

Until now, the issue of corruption in sports and the relationship with sponsors has rarely been connected to broader concerns of corporate responsibility and transparency. This is starting to change. In 2013 the United Nations Global Compact launched guidelines for sports sponsorship and hospitality, which recognize the corruption risks inherent in these relationships. Risks include the use of bribery and corruption in securing sponsorship, the potential of conflicts of interest, and the use of Sports tickets to impact business decisions. But risks also touch on the potential reputational and financial damage that a sponsor faces when a particular sports is found to be corrupt or a high-profile athlete behaves unethically Chadwick,2013).

UN (2012) stressed that some might argue that sponsors helped to create the problem. The influx of money from commercial partners has come to engender among some the sense that sports must be won at all costs. T I CR (2008) observed that the relative strength of the private sector's own corruption prevention policies and practices is very relevant to the Authority responsible for major events. According to UN (2012) sponsors now have the opportunity to counter that perception, by becoming part of the solution and hitting corrupt sports where it hurts most in the pocket. The threat of losing an important source of revenue stream and the negative publicity that would come with the loss of prominent sponsors should push Sports bodies to deal with corruption more urgently than they have hitherto. For some sponsors, therefore the step towards a more moral stance on may

be a small one. Clearly many corporations seek to maintain the highest standards of behavior and would be unlikely to associate themselves with corrupt sports in the first place. But some have managed to become entangled in Sports that have let themselves down and would be lost to carry on sponsoring Sports and events that might detract from their core values (UN, 2012).

In Nigerian funding of Sports event is a major and prominent area of corruption presently, the chief financier and policy formulator on Sports is the government. The government is the greatest stakeholder in the outcome of Sports in Nigeria. Consequently, it must finance and monitor the progress (Amuchie, 1999). Funding of Sports is sick. The private sector is not ready to stake its hard earned money in the risky venture of Sports. The current imbroglio in the National Sports Commission is not unconnected with the use funds by our Sports czars. In spite of the heavy allocation by government, no meaningful result has been achieved hence some proposed sponsors are asking for the restructure of the National Sports Commission before they can invest. It has been suggested that success in Sports confers quick international recognition to a country.

Czula (1978) observed that a gold medal at an international meet is a national pride and a symbol of success for the masses of the country; it is a political wedge in international relations; and it is used as a justification and/or glorification of a political revolution or system. Based on these views, government may never withdraw completely from Sports administration and funding since he who pays the piper must dictate the tune. Money invested by government is not judiciously used. It had been alleged that there has not been any audit report for the National Sports Commission for upward of ten years hence those who are there fight tenaciously to remain there even for life. Omorodion (2008) pointed out, that money is released at the zero hour and such money is not always ploughed into use for the overseas training of athletes but instead would be used to sponsor a large contingent of government functionaries who ensure that money is released for bogus assignments.

Their share is guaranteed through sponsorship of family members to international functions where they constitute distractions to the real men at work. Money meant for the actors and actresses is annoyingly slashed to pay those whose main business is to shop all in the name of representing Nigeria at an international competition.

2.7.5 Corruption on the field of play during competition

Corruption on the field of play, according to Chappelet (2012) concerns athletes, their entourage and sometimes judges/referees. It involves cheating with respect to the rules of the sports in order to win (doping), to lose voluntarily (tanking), or to manipulate part of a competition (spot-fixing). The Federal Council's report focuses on the manipulation of results in relation to irregular or illegal betting. On this issue, and despite opposition from some States (UK, Scandinavian countries), the report pins its hopes on the Council of Europe Convention that is currently being formulated.

a) Manipulation of sports competitions

The manipulation of sports competitions is now acknowledged as a serious problem in many Sports and at many levels. This relates both to the fixing of events within matches (spot-fixing) and manipulating the final results to ensure higher gambling pay-outs. Fixing of competitions also relates to the tradition of clubs colluding on end-of-season games to impact how teams are promoted and relegated within leagues. This may be done for prestige or, in the case of the higher leagues, access to millions of dollars in sponsorship and TV monies (Maennig 2005).

The recent increase in match-fixing is primarily linked with the rise of global, cross-border betting, via the Internet. Match-fixing can affect all Sports from horseracing and football, to cricket and snooker. Athletes, referees, and other match officials most often are the means by which match-fixing occurs. These individuals abuse their positions to impact results for personal gain, but often under duress. For example, in 2012 the world players' union for football (Federation of International

Football Players) published a survey conducted in Eastern Europe on how vulnerable players can be to match-fixing, particularly in leagues where salaries are not paid on time and organised crime syndicates target players(Maennig, 2005).

Steans (2014) observed that match fixing, in combination with betting scams, is nowadays one of the biggest dangers in sports. If the outcome of a game is determined in advance, then sport is deprived of its soul, namely the tension of not knowing who wins. Sports federations have long recognized this risk and regularly order severe sanctions against players who are involved in match-fixing. The reasons for match fixing may be also numerous. Perhaps the most commonly match fixing is connected with betting, legal or illegal. In this cases match fixing is connected with financial profit and it may be connected with organized groups or we can even directly speak about links to organized crime. Match fixing may also occur in direct links with "sports" life. Matches can be fixed in order to gain better position in sports competition. It often occurs in cases where a club is in a risk of falling to lower league. While the visible purpose is of a purely "sports nature" the underlining causes are often again financial – remaining in a higher league can generate higher income for the club and its owners (TV rights, better value for players). Devastating impact to sports is the same (Steans, 2014).

Match fixers, According to Steans (2014) use anything they can find to apply pressure and rig results Disputes over wages, non-payment of players, or individuals with a particular problem. Our investigation shows that match fixers are confident about how to rig games. They suggested using referees to guarantee scores, which is an approach I have seen before. Match-fixing is taking pace even in more developed countries. United Nation (2008) sited clear example of the case of match fixing in German Football where the German national-league referee Robert Hoyzer admitted fixing matches in 2003 and 2004. Hoyzer, , allegedly received 50,000 and a plasma TV to fix four

matches by inventing penalties and sending off a player who complained. The Berlin State court found Hoyzer guilty of fraud and sentenced him to 29 months in prison Hoyzer acted on behalf of three Croatian brothers, who paid him to rig matches. The mastermind of the scheme, Ante Sapina, also was convicted of fraud and sentenced to 35 months in prison for fixing or attempting to fix games. He started his prison term in May 2007. His brothers Milan and Filip were given suspended sentences. The scam earned them at least €2 million. The three bothers later agreed to compensate the State-run Berlin lottery agency. `Robert Hoyzer started to co-operate with authorities. As a result the Berlin prosecutor's office says it's investigating 25 people, including four referees and 14 players, for possible fraud

T I CR (2008) also explains the role of betting in match-fixing as contains in an article in the International Herald Tribune of 25 May 2008 by Joe Drape who describes the issue of sports betting industry on the example of UK based betting company Betfair. Both threads and opportunities derived from recent development of on-line betting together with some suggestions for solution express in this article are describes below. With Internet gambling predicted to surpass $20 billion in 2008, the temptation for those seeking to impact the outcome of games has never been greater. As Internet gambling has boomed from a $6 billion industry in 2003 to the more than $20 billion wagered today, according to the Maine-based research firm Christiansen Capital Advisors, Betfair's revenue has grown to $372 million from $64 million in 2003. Last year, by taking 2 percent to 5 percent commissions on winning bets, Betfair posted a profit of $64 million, according to its annual report. Its founders wanted to transplant the fundamentals of investment banking to Sports. Now, Betfair handles 15 million transactions a day or more than all of the European stock exchanges combined.

2.7.6 Corrupt practices in Sports officiating

Brander (2011) stressed that official and referees those with added responsibility to uphold the integrity of Sports are also proven to be involved in corrupt behaviors. Corruption in sports, according to Obaseki was not only in collecting money, but having exceeding passion for a team and trying all available means to assist the same to undeservedly win a match. In this case, Obaseki said trust has been destroyed and innocent teams and their managers are made to suffer untold hard ship. "This is bad and inhuman (Bastian 2006). As an example Brander (2011) reported that the 2002 winter Olympics witness corruption from France judge Marie Reme La Gouge who voted for Russia pair in the figure skating competition in order to help France pair competing in the ice dancing competition later in the game. In January 2005 the Germen football association exposed referee Robert Hoyzer for betting and fixing several matches.

Far back in the Olympic boxing competition in Seoul 1988, referees received bribes amounting to around U.S. $5,000. The person most affected was the American super-middle-weight Roy Jones, already mentioned above in another context, who "only" won silver behind the Korean Park Si-Hun (Jennings, 2000; Townsend, 2002). The IOC subsequently threatened the Amateur International Boxing Association (AIBA) with cancellation of the sports of boxing from the Olympic program unless there were drastic improvements in the assessment of performances of boxing referees.

Odigbo (2014) observed that in Nigeria the issue of bad officiating is not new in the league. It has been there and it does not give the league a good image neither does it give the country positive image in the international community. "The truth is that the Referee Committee is corrupt and the referees themselves are not better. I make bold to say that the Referees' Committee is corrupt because I worked with them when I was the Chairman of the NPL. "Many of the members of the Referees Committee have clubs that they support. Many of them are on the pay role of some of the

clubs and they make sure that they appoint referees that will do their bidding to officiate in matches involving such clubs. “The referees are not better. They are as corrupt as the Referees Committee. Some of these club officials pay them heavily for doing the dirty jobs for them.

Nigerian football had continued to slide despite huge resources invested in it by the Federal Government and corruption has been the major impediment to the development of football the referee has been behind these problems. The Former chairman of the Nigeria Premier League (NPL), Chief Oyuiki Obaseki, in his blunt manner did not spare the referees and the referees committee. He descended on them, accusing them of corruption. Obaseki, who admitted that he had a tough time trying to battle the menace, while in office, called on the corrupt referees to have a rethink and tow the part of honour. This, he said, was necessary for the good image of the league and of the country Nigeria. Odigbo (2014) further lamented that there was national outrage when world football governing body, FIFA, late last year, named referees and assistant referees for the forthcoming World Cup in Brazil without a Nigerian named. The outrage was understandable because no Nigerian referee has ever refereed at any of the World Cup finals. Stakeholders thought the jinx will be broken with the 2014 World Cup. Alas, it was not to be. As if this was not bad enough, the last Africa Cup of Nations in South Africa held with only an assistant referee from Nigeria invited by the Confederation of African Football (CAF).The referees were not looked at by both FIFA and CAF because they were not good enough for the world stage. Against the backdrop of both FIFA and CAF disdainfully spurning of Nigerians referees, which is a serious indictment, two club officials in the ongoing Nigeria Premier League, Crown FC General Manager, Fatai Olayinka and Warri Wolves Technical Adviser, Paul Aigbogun have raised the issue of poor refereeing in the league.

2.8 Sports Development in Nigeria

According to Imhonopi & Urim (2010), national development is the ability of a country or countries to improve the social welfare of the people, namely, by providing social amenities like good education, power, housing, pipe-borne water and others. The national development includes economic development, socio-cultural empowerment and development and how these impact on human development. (Ogboru, 2007; Ranis, Stewart, & Ramirez, 2000).

The mission of the National Sports Policy of Nigeria, 2009 is to develop the Sports sector to a world class level where it would provide continuous improvement of quality of life for the entire citizenry to the extent that Nigeria would be recognized as one of the leading Sports countries in the world." Thus sports development is an essential component of national development this is so because Sports perform social, cultural, economic and political functions in every society world." Orunaboka and Elendu (2009) viewed sports as any highly organized physical activity, which has its equipment, definite boundaries and rules made by a professional body. Sports refers to any physical activity that is highly organized within definite boundaries of a standard facility, with its equipment and specified official rules and regulations made by a professional body which every participant must adhere to.

Sports development is a multi- dimensional concept. It refers to a positive improvement and change in the status of Sports facilities and equipment, Sports organization and administration, welfare of Sports personnel, officiating officials, athletes, spectators, and fans irrespective of one's sex, age, religion, race, ethnicity, and economic status, to the realization of Sports goals in a given society. Sports development requires the coordination of material and human resources to ensure a safe environment for all citizens to participate and enjoy Sports either for recreational or competitive purposes (Orunaboka and Elendu, 2009).

Sports development in relation to Sports facilities, supplies and equipment entails the construction of new Sports facilities, and maintenance of the existing Sports facilities, supplies and purchase of new Sports equipment in line with international standards and guidelines .Sports development in relation to Sports organization and administration involves positive improvement in the number of Sports participants for either competitions or recreation For competition, it requires ensuring increase in the number of competitions, increase in number of competitors, and ensuring that the competitions are conducted in line with the stipulated official rules governing each sports. It involves ensuring a level playing ground for all Sports participants irrespective of sex, age, religion, race, ethnicity, and economic class.(Orunaboka and Elendu, 2009). In relation to athletes, coaches and officiating officials involves positive improvement in their welfare, payment of salaries and allowances, proper nutrition, provision of security, accommodation, and medical attention. Sports development in relation to spectators and fans requires making provision for their enjoyment of Sports with proper safety and security, crowd control, sitting arrangements and zero incidence of violence at Sports venue Sports development in terms of personnel has to do with having the right types of man power that will manage the other resources. The availability of professional personnel in good proportion is reciprocal to Sports development, this is because whatever the objective of Sports development contains and the available resource the absent of effective and efficient man power could be an obstacle to it success (Elendu, 2009).

2.9 Effects of Corrupt Practices on Sports Development

Corruption in developing countries continues to be one of the greatest factors of poverty, development and internecine conflicts. Although many developing nations especially in Africa are endowed with priced natural resources, yet they continue to struggle and scramble for position in the lower rungs of the United Nations Development Index. Most developing countries continue to

grapple with the ever changing trends in global politics, economic and technological advancements having little or nothing to do due to the debilitating effects of corruption their very existence.

Corruption leads to the depletion of national wealth. It is often responsible for increased costs of goods and services, the funneling of scarce public resources to uneconomic high profile projects at the expense of the much needed projects such as schools, hospitals and roads, or the supply of potable water, diversion and misallocation of resources, conversion of public wealth to private and personal property, inflation, imbalanced economic development, weakling work ethics and professionalism, hindrance of the development of fair in market structures and unhealthy competition there by deterring competition. Large scale corruption hurts the economy and impoverishes entire population. Mschelia, 1986; Johnston, 2000).

Rose (1997) observed that corruption is a symptom of deep institutional weaknesses and leads to inefficient economic, social, and political outcomes. It reduces economic growth, retards long-term foreign and domestic investments, enhances inflation, depreciates national currency, reduces expenditures for education and health, increases military expenditures, misallocates talent to rent-seeking activities, pushes firms under- ground, distorts markets and the allocation of resources, increases income inequality and poverty, reduces tax revenue, increases child and infant mortality rates, distorts the fundamental role of the government (on enforcement of contracts and protection of property. Corruption has remained one of the most complex problems that have impeded development in Nigeria. According to Ogundun (2007), between 1960 and 2007, nothing more has ravaged the foundation of the nation than corruption

The latest of Transparency International Corruption Perception Index (CPI) placed Nigeria as the 32nd most corrupt country out of 147 countries that were assessed in 2007. This is an improvement over the 2005 and 2006 ratings which placed the country as 3rd and 17th most corrupt out of 146

countries, respectively. The improvement was attributed to the efforts of the anti-corruption institutions in Nigeria, especially the Economic and Financial Crimes Commission (EFCC), the Independent Corrupt Practices and Other Related Offences Commission (ICPC) and the National Extractive Industries Transparency Initiative (NEITI). In spite of these efforts, the level of corruption is still of serious concern and remains the greatest challenge. Majority of Nigerians are yet to buy into the anti-corruption programme of the Federal Government, particularly at the State and local government levels. Consequently, the negative consequences of the endemic corruption continue to impede development and threaten security of lives of the citizenry. Poverty, unemployment, insecurity of life and property and decaying infrastructure are the common features which are largely attributable to the high incidence of corruption which has reached an endemic level.

Corruption is a global threat. It is a serious roadblock to economic development," said the Executive Director of the United Nations Office on Drugs and Crime (UNODC),. "Corruption aggravates inequality and injustice, and undermines stability, especially in the world's most vulnerable regions (Rose,1996). "The General Assembly has also recognized that corruption is a barrier to development and diverts resources away from poverty-eradication efforts and sustainable development and has urged States which have not yet done so to ratify and accede to the UN Convention against Corruption (UNCAC, 2014).

In Nigeria the costs of corruption are readily apparent in the economy and the polity and early systematic analysis of corruption produced economic and political studies of the nature and quality of corruption (Rose- 1998; Klitgaard 1988; Mauro 1998; Tanzi 1998). The costs of corruption identified in this period included lost resources wasted on unproductive expenditure (such as bribes) and misallocated to those with power or money, public official effort diverted from the

public interest to self-dealing and, at the political level, unstable government and alienated citizens (Klitgaard 1988: 46).

Without doubt, the unpardonable failure of the political leadership class managing the affairs and wealth of the country had inevitably brought severe misery to many voiceless and helpless Nigerians (Ogbeidi, 2012)a noticeable consequence of corruption on the political and economic wellbeing of Nigerians has been the distortion of governmental expenditure. This often results in diversion of public investment on large-scale projects, typically military or infrastructure projects, rather than on the provision of necessary public services such as health, roads, housing, and education. Mostly, the Nigerian government at all levels spends relatively more on large and hard-to-manage projects, such as airports or national stadia, to make room for fraud because execution of such project makes fraud easy. Consequently, development projects are made unnecessarily complex so as to justify the corrupt huge expenses on them (Akpan,& Emem, 2008, Rose, 1999Alexandra, 2012).

Jovanka, 2013) noted that the harmful effects of corruption in Sports are twofold. Apart from the financial aspect, and that is the danger of irrational and illegal waste of public resources, emergence of corruption in Sports, given its popularity and public interest for its promotion, can have a negative impact on the whole society. Lawal (2012) corruption has a major effect on those that keep professional sports functioning Spectators' athletes and sponsors. Corruption put spectators off attending events watching them on television and sponsor from giving them money they needed for competition. However as the relationship of sports sponsorship is one which is mutually beneficial, it is in the interest of multinational organizations who engaged in such activities to become more heavily involved, looking at the impact of corruption to the value of sports have undoubtedly diminished in the past years. The action of athletes and officials, association and

national bodies have damage the moral of Sports. This has happened because of desire to win both nationalism and material values (Gorse & Chadwick 2009; Jovanka, 2013).

Among the costs of more narrowly defined corruption we first of all find the costs of the victims. In the case of event corruption these are, for example, the unrealized gains in image, income and employment of those cities which were unfairly not selected. In the case of competition corruption they comprise the unrealized pecuniary and non- pecuniary benefits of the athletes robbed of victory, e.g. in the form of lost prize money and marketing profits as well as the missing victory honors. (U.N. 2003; Johnston, 1997; Jovanka, 2013).

According to Jovanka (2013) not only does corruption affect Sports development in terms of infrastructure, Sports organization, administrative efficiency and national image it also affects equitable allocation of resources among the Sports federation and associations, increasing inequalities, and undermining the effectiveness, efficiency and their achievement. This, in turn, may undermine long-term sustainable Sports development; Corruption leads to over invoicing of the cost of construction of Sports facilities and lack of adequate maintenance many of the contracts awarded for upgrading playing pitches to mini stadiums in Nigeria by the National Sports Commission for years were either poorly done or abandoned entirely, this in effect has a serious consequences in the standard and performance of the athlete.

2.9.1 Efforts at Fighting Corrupt Practices in Sports

When you fight corrupt practices you are directly fighting corruption. noted that eradicating corruption has become increasingly important to stakeholders in sports, from governing bodies and federations through to event-owners, clubs and teams. Organisations such as the International Olympic Committee have seriously sought to tackle financial corruption. The World Anti-Doping Agency and others have made great strides in confronting the use of drugs. Yet corruption remains,

despite their actions Maennig, 2002; Chadwick ,2013)

In recent time several efforts have been put in place in order to fight and eradicate corruption in Sports. Over the past few years, governments and multilateral organizations have joined anti-corruption groups and the media in calling for improved governance and regulatory measures to address the corruption challenges which have tainted the image of sports. Problems in the governance of Sports organisations, fixing of matches and staging of major Sports events have spurred action on many fronts. Yet attempts to stop corruption in sports are still at an early stage (Shah, 2007).

Much can be done to break the ties between sports and corruption. But we need to get everyone involved to work together. Openness in decisions and policies is vital. Governments must work closely with the international gaming industry and anti-fraud organisations. Then they can follow the money in betting. Sports organisations can write anti-corruption measures into their constitutions and codes of conduct. And clear regulations and openness in player transfers will protect the employment market. But we must make sure rules are actively enforced at international level, the issues of integrity in Sports and fight against corruption in the field, only recently started having a more comprehensive treatment. In the European Union (EU), the first step in that direction was the adoption of the White Paper on Sports in 2007. This document recognized key threats to the contemporary Sports in the member States, among them being corruption and money laundering. The EU, based on previously conducted analyses, undertook the whole range of other activities aimed at increasing integrity in Sports – the efforts of European Council to adopt conclusions on match-fixing in late 2012 being the last such activity in a row (Kaufmann, 1999).

The pace to build integrity in sports must be quickened in order to produce the urgent and strong response that is demanded already several arrest and prosecutions and other legal action have

been passed on athletes and sports officials at national and international level. The measures taken Include fines, imprisonment, suspension, banning, withdrawal of licenses, as well as withdrawal of sponsorship Club owners, members of OIC and FIFA were all involved in one form of corrupt practices (Johnston, 1997).

With regard to corruption in the sponsorship of Sports, (Chadwick,2013) reported that a new solution to the problem is emerging: market driven morality Sponsors and other commercial partners, sometimes dissatisfied with the progress made by Sports' governors, are using their financial power and Sports impact to bring about faster change. Corrupt sports can have a serious impact on the companies and brands that are associated with it. There are growing concerns that a corrupt sports's tarnished image could be transferred to a partner or sponsor and those consumers might boycott a sponsor's products. There is already ample evidence of this market-driven morality taking hold. Several companies have taken remedial action, or at least considered it. For example, ING, a Dutch bank, terminated its sponsorship of the Renault Formula 1 team after a proven race-fixing incident at a recent Singapore Grand Prix. Skins, a Sportswear manufacturer, have instigated a movement called "Change Cycling Now" in response to doping in the sports and the damage this caused to its brand. Emirates Airlines has reportedly requested evidence that FIFA is rooting out corruption before it extends its sponsorship of the World Cup (Chadwick, 2013).

Some might argue that sponsors helped to create the problem. The influx of money from commercial partners has come to engender among some the sense that sports must be won at all costs. But now sponsors have the opportunity to counter that perception, by becoming part of the solution and hitting corrupt sports where it hurts most—in the pocket. The threat of losing an important source of revenue stream and the negative publicity that would come with the loss of prominent sponsors should push Sports bodies to deal with corruption more urgently than they have

hitherto.For some sponsors, the step towards a more moral stance on may be a small one. Clearly many corporations seek to maintain the highest standards of behaviour and would be unlikely to associate themselves with corrupt sports in the first place. But some have managed to become entangled in Sports that have let themselves down—and would be loath to carry on sponsoring Sports and events that might detract from their core values (Chadwick,2013).

For sponsors like ING, disassociating the company or a brand from corruption in sports simply makes good business sense, protecting reputation and image from the negative perceptions of consumers. For banks, this matters especially. Domestic banking is built upon customer trust; how then could such an organisation be associated with a team that was demonstrably untrustworthy? It is such incongruence that is at the heart of the newly emerging market-driven morality: sponsors do not want to be associated with corruption and hence recoil from it. Sports' relationship with its sponsors is therefore starting to change: if sports cannot clean up its act, then its commercial partners and sponsors will do the job instead. Concerned by the damage that doping and fixing can do to their image in consumers' eyes, and hence to their bottom lines, companies are bringing pressure to bear. There is some irony in this, because big money is claimed by some to have corrupted sports in the first place. Yet it seems that what was once the problem may ultimately be part of the solution.

According to TI CR (2012) On 19 September the first World Summit of Ethics in Sports conference brings together different sports stakeholders, including athletes, sponsors, academics and politicians, at the headquarters of FIFA, world football's governing body. This has raised eyebrows because of FIFA's reputation and numerous ethics scandals. But FIFA is far from the only Sports organization that needs to reform. Transparency International's key recommendations for governance in sports organizations include:

- A zero-tolerance approach against corruption – with adequate and proportionate responses in all potential cases – to show that corruption is not welcome in Sports.
- The enforcement of codes and guidelines to ensure ethical behavior, including on conflicts of interest. We recommend using Transparency International's Business Principles for Countering Bribery.
- An independent non-executive or a lead director on governance issues to preside over a governance committee.
- Sports organisations should adopt best business practices. Term limits for top jobs and independent oversight should be the rule not the exception (TI CR, 2012)

Sports and anti-corruption reform in sports are high on the agenda of sports organizations, governments and the media. Civil society can play an important role in advocating for reform and holding those involved in sports to account by providing oversight and demanding accountability. This can only happen if there is coordinated and systematic stakeholder involvement through stronger partnerships between civil society organizations, governments, sponsors, fans and Sports organizations. Transparency International and other civil society organizations, for example, are taking part in the IOC's Agenda 2020 review of its activities, including its governance.

Gorta (2008), outlined the doctrine of the separation of powers, indicating the danger of oppressive and arbitrary rule when all functions of government are exercised by a single person or institution. According to Lawa (2006) the growing corruption in Nigeria can be traced to people holding power at the federal, State, and local government levels. Corruption does not involve just people in government, but also to people in both private and public positions and even traditional rulers.

Elendu, (2012) observed that fight against corruption in Nigerian Sports is underdeveloped and implementation of the existing anti-corruption measures is inefficient. This result in a greater susceptibility to corruption especially among sports organizations and the stakeholders. Economic and Financial Crimes Commission (EFCC), and Independent Corrupt Practices and Other Related Offences Commission (ICPC) should arrest and prosecute Sports leaders who embezzle Sports funds, and Nigerian primary, secondary and tertiary education should strengthen and emphasize moral and proper value education in their curriculum

Governments are expected to establish codes of conduct for public officials and to develop standards applicable to the duties and functions of the various categories of civil servants. Some governments have adopted dedicated codes of conduct targeting specific sectors, such as public procurement staff, the judiciary, law enforcement staff, or members of legislative bodies. Where they exist, these codes of conduct and public service standards should be applied to the Authority. These standards should be reviewed and adapted as necessary with a view to strengthening their application to the organization of the event (ACBF, 2007).).

The UNCAC (2013) recommended that the Authority must pay attention to the rigorous financial control and oversight mechanisms required for the major event. Five main aspects should be considered: the accountability structure and process for budgeting and financial management; the integrity of the budgeting and financial planning process; the strength of financial control mechanisms; the need for frequent and thorough internal and external audits; and, the importance of accurate, comprehensive and transparent financial reporting. The Convention requires States parties to consider adopting legislation and other measures not only to prevent bribery of public officials and bribery in the private sector, but also to establish it as a criminal offence (articles 15 and 21). Some of these laws make a commercial organization liable to prosecution if a person associated with

it bribes another person intending to obtain or retain an advantage in the conduct of business for that organization (consistent with article 26). There are now many examples of national legislation which achieve that goal, as well as examples of specific guidance to the private sector about how they may achieve compliance with these laws.

2.9.2 Preventing Corrupt Practices in Sports

T I CR (2014) believed that much can be done to break the ties between sports and corruption. But we need to get everyone involved to work together. Openness in decisions and policies is vital. Governments must work closely with the international gaming industry and anti-fraud organizations. Then they can follow the money in betting. Sports organizations can write anti-corruption measures into their constitutions and codes of conduct. And clear regulations and openness in player transfers will protect the employment market. But we must make sure rules are actively enforced. For Transparency International, tackling the roots of corruption in Sports requires coordinated stakeholder actions. This must happen and be driven from within the Sports for example new regulations, reforms and initiatives in sports should target the areas where the risk of misconduct is high and levels of transparency and accountability are low. Open, competitive bidding processes will help prevent corruption when host cities or venues are chosen for Sports events. They're also essential in bids for major projects, such as building stadiums. Bids need to be monitored to make sure they're fair. Sponsors can play their part by promoting ethics in sports as part of their corporate responsibility programs. The media also has the power to raise awareness about corruption in sports. With these changes to the rules of the game, the sector can regain its reputation for fair play. Go back to the problem (T I, 2014).

The Authority must have a clear legal mandate and an effective, transparent, and accountable governance structure. It must have the capacity to manage the whole process of organizing and staging a major event, including an oversight capacity to monitor the flow and expenditure of public funds, monitor the effectiveness of preparatory work and the development of the necessary infrastructure, and to review all major decisions made by or on behalf of the Authority. If the responsibility for these oversight functions is assigned to existing government departments or agencies, the respective roles of each institution/agency must be clearly defined and effective coordination and cooperation mechanisms must exist between them (Maennig, 2008).

The successful organization of sports event untainted by corruption requires a competent and accountable leadership team. The selection and appointment of those who are responsible for leading it must be above reproach. They must activate and monitor an effective corruption risk management strategy and should be held accountable for all key decision making related to the risk of corruption. They must be capable of resisting unacceptable political interference or other undue pressure and be able to mitigate the risk of corruption as part of a broader risk management strategy. The leadership team must set the tone for the entire organization and foster a culture of integrity in which bribery and corruption are unacceptable (UNCAC, 2013).

The Authority should develop its own anti-corruption policies and regulations and ensure that they are well understood, implemented and complied with throughout the organization. If the Authority is established by way of special legislation, the legislation should specify the anti-corruption rules and standards to which the Authority is subjected. A responsibility centre should also be established, at a high level within the Authority, for anti-corruption assessment, planning and monitoring. The responsibility centre should coordinate the Authority's anti-corruption activities with those of other stakeholders (UNCAC, 2013).

It is crucial for the Authority to proceed as soon as possible, and regularly thereafter, with a proper assessment of the risk of corruption it faces. Every Authority faces a variety of risks from external and internal sources. A risk assessment involves a dynamic and iterative process through which the authority can identify and assess the risks to the achievement of its objectives, including the risk of corruption and fraud. It forms the basis for determining how risks will be managed. In assessing the risk of corruption and determining what level of risk may be acceptable, it is important for the Authority to understand not only the chances that corruption may occur, but also the cost of corruption if it does occur. Most importantly, the assessment should be updated regularly to identify any unmitigated or emerging risks (UNCAC, 2013).

Compliance monitoring, at the highest level of the Authority, also includes: monitoring the results of both internal and external audits; examining and following-up on allegations and reports of fraud or corruption; reviewing accounting policies and practices used and monitoring the implementation of changes to these policies; and, assessing the adequacy of anti-corruption procedures particularly in high risk areas. The Authority should periodically test its corruption prevention and risk prevention measures, properly document the results of such tests and take corrective action as necessary. Many countries have already implemented laws and systems to facilitate access to information concerning public administration. These countries often have legislation to guarantee the right of citizens to access information on public administration, and rules and procedures regulating such access (UNCAC, 2013).

UNCAC (2013) recommend the following actions as a means to prevent corruption in Sports.

- Every Authority should establish clear policies and procedures for public access to information and for public reporting of all significant transactions. This can be done with due

regard for the protection of privacy and personal data and the protection of the integrity of the procurement and public tendering processes

- The Authority must undertake and document due diligence reviews before appointing agents, consultants or intermediaries and only appoint them if they contractually agree to comply with the organization's anti-corruption policies, keep proper books and records available for inspection by the organization and its auditors, and are not suspected of engaging in corrupt activities. Potential conflicts of interest must be addressed. All transactions with agents, consultants or intermediaries must be well documented and any compensation paid to them for legitimate services must be commensurate with the nature of the services offered.
- If national laws, policies and procedures governing public sector human resources management apply to the Authority, their implementation must be treated as a priority. Deviations from these policies for any reason should be avoided. If national laws, policies and procedures in these matters do not apply directly to the Authority, the latter must develop its own policies and identify appropriate measures and administrative systems to ensure the efficient, transparent and accountable recruitment, retention and promotion of the personnel it requires to achieve its goals. Proper personnel recruitment policies must be in place very early in the process of shaping the authority's personnel.
- Governments are expected to establish codes of conduct for public officials and to develop standards applicable to the duties and functions of the various categories of civil servants. Some governments have adopted dedicated codes of conduct targeting specific sectors, such as public procurement staff, the judiciary, law enforcement staff, or members of legislative bodies. Where they exist, these codes of conduct and public service standards should be

applied to the Authority. These standards should be reviewed and adapted as necessary with a view to strengthening their application to the organization of the event.

- Governments are expected to adopt measures to facilitate reporting by public officials or members of the public of acts of corruption or conflicts of interest. Protecting whistle-blowers ranks high among priorities in States' anti-corruption efforts. Article 8 (4) of the Convention requires States parties to consider "establishing measures and systems to facilitate the reporting by public officials of acts of corruption to appropriate authorities, when such acts come to their notice in the per- formance of their functions
- The Authority must pay attention to the rigorous financial control and oversight mechanisms required for the major event. Five main aspects should be considered: the accountability structure and process for budgeting and financial management; the integrity of the budgeting and financial planning process; the strength of financial control mechanisms; the need for frequent and thorough internal and external audits; and, the importance of accurate, comprehensive and transparent financial reporting.
- The Authority's public procurement rules must be published and establish the conditions of participation, including selection and award criteria. In particular, time pressures and calls for efficiency and expediency should not in any way weaken existing procedures to properly document procurement decisions and allow for the subsequent verification of the application of the relevant rules and criteria (The United Nations Convention against Corruption, 2013).
- The role and authority of anti-corruption bodies in relation to the Authority should be clear and non-contentious. The statutory authority of these bodies in relation to each other should be well established. The obligation of the agency (and its leaders) to cooperate with the anti-corruption bodies should be stipulated in the agency's own mandate. These bodies may

actually be instrumental in helping assess the risk of corruption and developing a strategy for the prevention of corruption in relation to the organization of major events.

2.10.Summary of Related literature reviewed

This section highlights various issues related to corrupt practices in sports , The most prominent and common definitions of corruption is that shared by the World Bank (1997) which emphasis on the abuse of public power or position for personal advantage. There are two types of corrupt practices in sports, the management and competition corruption. Corruption covers a broad spectrum of activities ranging from fraud (theft through misrepresentation), embezzlement, misappropriation of corporate or public funds, to bribery payments made in order to gain an advantage or to avoid a disadvantage.Corruption has been categories as either being Systemic, sporadic (individual), political (grand), or petty in dimension.

Empirical cases of corruption in sports in recent time are the involvement of the Executive members of the world football governing body FIFA in various corruptions scaled, other empirical case were identified in the area of personnel management. Provision of sports facilities and equipment's, management of the sports association organization of sports competition and sports officiating. Today Sports and anti-corruption reform in sports are high on the agenda of sports organizations, governments and the media. Civil society can play an important role in advocating for reform and holding those involved in sports to account by providing oversight and demanding accountability. This can only happen if there is coordinated and systematic stakeholder involvement through stronger partnerships between civil society organizations, governments, sponsors, fans and Sports organizations. Transparency International and other civil society organizations, for example, are taking part in the IOC's Agenda 2020 review of its activities, including its governance.

Mason (2006) noted that preventing corruption in relation to the organization of a major sports event is certainly made easier when the Authority can rely on strong national anti-corruption laws and other mechanisms to prevent corruption in the public sector. When such national mechanisms are inexistent or inadequate, the organization of a major event can provide an opportunity to showcase in a highly visible manner some new and effective anti-corruption strategies. UNCAC (2013) recommend the establishment of specific policy framework for the organization of major events could be developed and adopted by a Member State, perhaps with the assistance of its anti-corruption body. The framework, updated regularly, could become the repository of lessons learned and good practices to be emulated during the organization of future events.

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter contains the method, and the instrument that was used to conduct the research. Specifically, it contains a description of the research design, population of the study, sample and sampling procedure, instrument for data collection, validation of the instrument, reliability of the instrument, procedures for data collection and procedures for data analysis.

3.2 Research Design

The Ex-post facto research design was used for this study. Because the study is not an experimental research and no variable was manipulated; this design is intended to survey the opinions that are

held among the population for the research study on the perceived Impact of Corrupt Practices on Sports Development in Nigeria.

3.3 Population

The target population for this study comprised of all 4,352 athletes, 912 coaches.738 organizing secretaries and 1,447 management staff, from the thirty six states sports council and the Federal capital territory (FCT) Abuja totaling 7,449, (see Appendix v)

3.4 Sample and Sampling Procedure

The following sample and sampling procedure was adopted for this study;

The states sports councils were grouped according to the six geo-political zones of Nigeriaout of which two states sports council were selected from each of the six geo-political zones. Thus a total of twelve (12) states sports councils with a sample size of 2,457 personnel were selected. Out of this total, four hundred and twenty (420) respondents representing 17% of the sample size were thus selected for the study as follows Twenty (20) athletes, five (5) coaches; five (5) organizing secretaries and five (5) from management staff, making total thirty five (35) respondents from each of the twelve states sports councils as indicated in tale 3.2

The state sports councils were selected through a simple randomly sampling technique by dip, pick record and return method. The State Sports council's names were written on piece of papers differently and drop in a bag and the research assistants picked one at time, the researcher recorded the name on a paper, the piece of paper was refolded and returned to the bag on each occasion a Sports council was picked until the two sports councils required for each zone are recorded,

A simple random sampling technique was also used in the selection of the respondents for the study; however both the technical and administrative staff were further split into two groups each From the technical section; coaches and athletes were sampled separately while from the

administrative staff; organizing secretaries and management staff were sampled separately. The justification for the use of simple random sampling techniques, is to ensure that every state Sports council and member of the population have equal probability of being selected and represented in the study.

Table 3.2 Number of respondents sample from each of the state sports councils selected for the study.

DEPARTMENTS						
		Technical division		**Administration division**		
S/N	State	**Athletes**	**Coaches**	**Org Sec**	**Managt**	**Total**
1	Kebbi	20	5	5	5	35
2	Zanfara	20	5	5	5	35
3	Taraba	20	5	5	5	35
4	Bauchi	20	5	5	5	35
5	Benue	20	5	5	5	35
6	Kogi	20	5	5	5	35
7	Ekiti	20	5	5	5	35
8	Ogun	20	5	5	5	35

9	Edo	20	5	5	5	35
10	Akwaibom	20	5	5	5	35
11	Enugu	20	5	5	5	35
12	Anambra	20	5	5	5	35
	TOTAL	**240**	**60**	**60**	**60**	**420**

3.5 Instrumentation

The instrument for this study was questionnaire which was developed by the researcher. The questionnaire was made up ofnthe following sections.

a) **Section A**; contains Statement which solicited for demographic informationof the respondents.

b) **Section B**; Statements on corrupt practices and the performance of the personnel of the state sports council in Nigeria

c) **Section C**; Statement on corrupt practices and sports facilities and equipment in of the state sports council in Nigeria

d) **Section D**; Statements on corrupt practices and the Management of sports associations in of the state sports council in Nigeria

e) **Section E**; Statements on corrupt practices and the organization of sports competitions in of the state sports council in Nigeria

f) **Section F**; Statement of corrupt practices and the sports officiating in of the state sports council in Nigeria.

All statements in sections B-F were presented on 5 points likert scale of measurement; the respondents were requested to express their feelings on each of the items

Strongly Agree (SA) 5 points,

Agree (AG) 4 points,

Undecided	(UD)	3 points,
Disagree	(DA)	2 points
Strongly Disagree	(SDA)	1 point.

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3.6 Validation of the Instrument

In order to determine the face validity and internal consistency of the questionnaire a draft copy of the questionnaire was prepared and vetted by five different professional experts in Sports management, within and outside the Department of Physical and Health Education Ahmadu Bello University, Zaria. To determine the instrument suitability and adequacy especially in content and construct, on the basis of their observations, suggestions, recommendations and corrections a final copy of the questionnaire was prepared for pilot study

3.7 Reliability of the Instrument

A pilot study was conducted in three states of North South and West which were not part of those selected for the main study, but had similar characteristics of all other state sports councils in Nigeria. These were Niger, Delta and Ondo states. In each of these states sports councils, thirty five (35) copies of the questionnaire were distributed. The data gathered from the pilot study were analysis using the statistical package for social science 21 (SPSS) to determine the reliability coefficient of the statements and also ascertain whether the questionnaire used was appropriate for the study.

The instrument was tested through pilot study. A total of 105 questionnaires were administered which were dully filled and returned. The date collected were coded using statistical package for social science 21 (SPSS) and subjected to reliability procedure. Among the reliability procedures selected were the Cronbach's Alpha, Spearman's Brown equal length procedures and Guttmann Split-half coefficient method.

The reliability coefficient obtained from the data revealed that the instrument is reliable as the Cronbach's alpha was 0.91, while the Spearman's Brown gave an equal length reliability coefficient of 0.85, for the Guttman split-half; the reliability coefficient was 0.83, while the consistency index was 0.92. These are indications that the instrument wasa reliable for the study and other studies of similar nature. Tuchman (1975) and Anastasi (1980) were of the view that when a reliability coefficient of an instrument is above 0.5, that instrument is said to be reliable for study.

3.8 Procedure for Data Collection

To obtain the data for this research, the researcher employed the services of twelve research assistants in the admonitions of the questionnaire in the selected States. An official letter of introduction was collected from the Department to each of the State to enable the researcher administer the questionnaire. Four hundred and twenty (420) questionnaires were distributed to the technical and administrative staff of the state sports councils. Enough time was given to the respondents for completion of the questionnaire. Efforts were made to retrieve the completed copies of the questionnaire from the States, and all the returned copies were duly used for the analysis.

3.9 Procedure for Data Analysis

The following statistics were used in the analysis of the data collected

a) Descriptive statistics of frequency and percentage was used to analyze the demographic information of the respondents and the mean scores obtain from the dependent and independent variables was used to answer the research questions

b) Mean and standard deviation scores of the responses to the items of the questionnaire were calculated to answer the research questions.

c) One- Way Analysis of variance (ANOVA) was used to test the null hypotheses at 0.05 alpha level of significance.

CHAPTER FOUR

4.0 RESULTS AND DISCUSSION

4.1 Introduction

The purpose of this study was to determine the perceived impact of corrupt practices on sports development in Nigeria, as perceived by the staff of the States Sport Councils in Nigeria. To achieve this purpose, the data collected was statistically analyzed and the result presented and discussed in this chapter.

4.2 Results

A total of four hundred and twenty (420) questionnaires were administered to the respondents and only four hundred and three (403) was returned. The returned questionnaire represents 96%; which is considered adequate and will not influence negatively the result of this study. The collected data was presented according to the research questions and hypotheses

The demographic characteristics of the respondents are analyzed and the results are presented according to the hypotheses. The results are shown in table 4.2:1

Table 4.2:1 Classification of the respondent's by demographic Characteristics

Variables	Option		Frequency	Percentage
Designation	Athletes		223	55
	Coaches		60	15
	Organizing secretaries		60	15
	Administrative staff		60	15
		Total	**403**	**100%**
Gender	Male		317	79
	Female		86	21
		Total	**403**	**100%**
Age range	18-22years		54	13
	23-27years		157	39
	28-32years		88	22
	33-37years		40	10
	38yeras and above		64	16
		Total	**403**	**100%**
Qualification	Secondary		196	49
	NCE/ND		97	24
	HND/BSC		61	15
	M.sc		49	12
		Total	**403**	**100%**
Working experience	1- 5years		55	14
	6-10 years		60	15
	11-15years		89	22
	16-20years		114	28
	21 & above		85	21
		Total	**403**	**100%**

Table 4.2:1 above shows the demographic data of the respondents. Several observations may be noted from the demographic information as drawn on the table above, 223 (55%) of the respondents were athletes this constitute majority of the respondents 60 (15%) were Coaches, 60 (15%) were organizing secretaries and 60 (15%).management.

An overwhelming majority of the respondents317 (79%) were males. While only 86 (21%) were female. 54 (13%) of the respondents were between the age range of 18-24years 157 (39 %) of the respondents were between 23-27years of age 88 (22%) were between 28-32year of age 40 (10%) were those between the age range of 33-37 years, while those within the age range of 38 years and above were 64 (16%). From the table also 196 (49%) of the respondents hold secondary school

certificates while 24% were those with National Diploma,97(24%) of the respondents hold NCE/ ND 61 (15%) of the respondents hold either HND or BSC and 49 (12%) respondents were those with MSC and above. Information about the years of working experiences of the respondents indicated that 55 (14%) of the respondent had working experience between 1-5 years 60 (15%) fall within 6-10years working experiences. also 89 (22%) had working experience between11-15 years, those whose working experience were between 16-20 years of experience were 114 (28%) and those respondents whose year of working experience were 21year and above were 84 and represented 21%

Table 4.2.2: Mean and standard deviation (SD) scores of the responses on the perceived impact of corrupt practices on the personnel of State Sport Councils in Nigeria

S/N	Statement	Mean	SD
1	Lack of due process in staff recruitments, has resulted to appointment of unqualified personnel in State Sports Councils in Nigeria	4.402	.97082
2	Recruitment of staff is not based on needs, as a result there is over staffed in State Sports Council in Nigeria	3.933	1.24108
4	Staff recruitment has been politicized, as a result there is gross indiscipline among the staff of State Sports Council in Nigeria	4.280	.96108
5	Vacancies meant for athletes are filled in by other cadres, this led to decline in number of athletes in the State Sports Council in Nigeria	4.228	.90466
6	Much money is used in payment of ghost workers, at the detriment of other important functions in State Sports Councils in Nigeria	3.888	1.17813
7	Staff training Fund is misappropriated, as a result personnel are not sponsored for training in State Sports Councils in Nigeria`	4.074	1.10828
8	Absent of staff training has led to inefficiency among them in State Sports Councils in Nigeria	4.132	1.09729
9	Mismanagement of fund has made it impossible to promptly implemented staff promotions in State Sports Councils in Nigeria	3.804	1.18607
10	Non implementation of promotions has led to stagnation among the staff in the State Sports Councils in Nigeria	4.022	1.23868
11	Lack of effective personnel, has retarded the pace of sports development in State Sports Councils in Nigeria	3.950	
	TOTAL	40.713	

Aggregate mean score 4.0713

The result in table 4.2:2 shows that the respondents perceived impact of corrupt practices on the performance and productivities of the personnel of the State Sport Council in Nigeria is very high, the aggregate mean scores obtained is 4.0713which is above 3.5 the minimum mean of acceptability. The respondents were more unanimous in their opinions that lack of due process in staff recruitments have resulted to the appointment of unqualified personnel in State Sports Councils in Nigeria as indicated by the highest means scores obtained ($X\square$=4.40). They also highly

perceived that Vacancies meant for athletes are filled in by other cadres, this led to decline in number of athletes in the State Sports Council in Nigeria (X□=4.23). While staff recruitment has been politicized, as a result there is gross indiscipline among the staff of State Sports Council in Nigeria (X□=4.28). The respondents however perceived low that lack of effective personnel, has retarded the pace of sports development in State Sports Councils in Nigeria (X□=3.95). This might be so because the same respondents are the major stakeholders and actors in the State Sports Councils in Nigeria.

Table 4.2.3: Mean and Standard deviation scores of responses on the impact of corrupt practices on sports facilities and equipment

S/N	Statement	Mean	SD
1	Lack of due process in awarding of contracts for sports facilities/equipment development has led to fraud in State Sports Councils in Nigeria	4.409	.7152
2	Award of contracts for facilities /equipment to political loyalists, has led to payment of projects not executed in State Sports Councils in Nigeria	4.526	.7060
3	There is over concentration on sports facilities that involved huge amount of money, in order to maximized kickback in State Sports Councils in Nigeria	4.567	.5914
4	Payment of kickback on contracts for facilities /equipment has paved way for violations of contract agreement in State Sports Councils in Nigeria `	4.419	.5955
5	Fraud in provision of sports facilities /equipment has led to abandoning of projects in State Sports Councils in Nigeria	4.272	1.0364
6	Misappropriation of funds has hampered the maintenance of sports facilities/ equipment, in State Sports Councils in Nigeria	4.512	.5654
7	The condition of sports facilities/ equipment, has made it difficult for athletes to train effectively in State Sports Councils in Nigeria	4.467	.6115
8	Lack of good training facilities/equipment has affected the level of performance of athletes in State Sports Councils in Nigeria	4.562	63610
9	Conversion of sports facilities /equipment into personal use by the individuals, has led to acquit shortage in State Sports Councils in Nigeria	4.512	.5654
10	Bad condition of facilities/ equipment has retarded the pace of sports development in State Sports Councils in Nigeria	4.178	1.031
	TOTAL	44.424	
	Aggregate mean score 4.4424		

The result in table 4.2.3 shows that the respondents' perceptions on the Impact of Corrupt Practices on Sports Facilities /Equipment in the State Sports Councils in Nigeria are very high. The aggregate mean score obtained is 4.4424 which is above 3.5 the minimum mean of acceptability. This high perception might have been as a result of their long acquaintance with the ongoing practices in terms of the general process and procedures of provision and maintenance of sports facilities/equipment in their State Sports Councils. Their perception was much higher on the concentration of sports facilities that involved huge amount of money, in order to maximized returns' in their State Sports Councils (X□=4.57). Their perception was also positive on the condition of sports facilities/ equipment, which made it difficult for athletes to train effectively in their respective State Sports Councils (X□=4.57). This might be as a result of their experiences as end users of the sports facilities/equipment.

Table 4.2.4: Mean and standard deviation scores of responses on the impact of corrupt practices on the sports Associations in Nigeria

S/N	Statement	Mean	SD
1	Lack of due process in the elections of Sports Associations, has led to bad leadership in State Sports Councils	4.567	.59144
2	Membership of the Associations is not based on merit, this led to high involvement of nonprofessionals in State Sports Councils	4.512	.56540
3	Political loyalty has influenced division which hampered the activities of Sports Associations in State Sports Councils	4.419	.59554
4	Members of Sports Associations used all means to retained their positions, without commensurate achievement in State Sports Councils	4.178	1.0306
5	The members of Sports Associations gives more attention to their personal interest than the welfare of athletes in State Sports Councils	4.409	.71520
6	Much money is used in seminar and overseas trips by members, than organization of sports competitions in State Sports Councils	3.733	1.0997
7	Members spent more time in conflicts that are counterproductive to the achievement of Sports Associations in State Sports Councils	4.272	1.0364
8	More attention is accorded to sports Associations where there is higher financial gains at the expense of others State Sports Councils	4.333	1.0466
9	Lack of regular sports competitions has led to low performance by the athletes in State Sports Councils	3.733	1.1629
10	Lack of effective leadership in the Sports Associations has retarded the pace of sports development in State Sports Councils	4.392	.63610
		42.548	
	Aggregate mean score	4.2548	

Table 4.2.4 shows that the respondents perceived the impact of corrupt practices onmanagement of sports Association in Nigeria was generally positive. The aggregate mean score of 4.2548 was obtained, which is above 3.5 the minimum mean of acceptability. They also perceived positively that lack of due process in the elections processes that produces of the various sports associations lead to

bad leadership (X=4.57) This might further help to explained why the respondents also believed that membership of the associations is not based on merit, as a result, there are nonprofessionals personalities that involved in the administration of sport in their respective Sports Councils (X=4.51). They were also in agreement that political loyalty has led to division and conflicts among the personalities involved which have hampered the activities of Sports Associations in the State Sports Councils. The respondent equally agreed that members of Sports Associations used' all means' to retained their positions, without commensurate achievement. Although all the mean scores were above 3.5, by comparison a low mean score was recorded in their responses to items 6 and 9, which states that much money is used in seminar and overseas trips by members, than organization of sports competitions in State Sports Councils and that lack of regular sports competitions have led to the low performance of the athletes in State Sports Councils. The mean score calculated was (X= 3.73). The low perception on these items might have been as a result of lack of much experience on the part of the respondents about the functions of their sports association.

Table 4.2.5: Mean scores and standard deviation of responses on the impact of corrupt practices on sports officiating in Nigeria

S/N	Staminate	Mean	SD
1	Due process is not followed in appointment of referees/umpires for sports competitions in State Sports Councils	3.880	1.3805
2	Lack of consideration for merit, has led to engagement of referees /umpires that are not competent to officiate sports competitions in State Sports Councils	3.6580	1.4661
3	Close relationship between referees/umpires and athletes/clubs, has resulted to favoritism in officiating of sports competitions in State Sports Councils	4.636	.59554
4	Referees /umpires often received bribe from athletes /clubs, as a result they are never fair in officiating sports competitions in State Sports Councils	4.381	.52321
5	Athletes /clubs often bribed the referees /umpires to get favor thereby robbing others of their victories in sports competitions in State Sports Councils	4.505	.55938
6	Referees/umpires often connived with athletes/ clubs to fixed matches, this affects the standard of sports competitions in State Sports Councils	4.498	.61237
7	Poor sports officiating have reduced spectator's confidence on Referees /umpires, in State Sports Councils	4.577	.49484
8	Match fixing has reduced spectator's interest in sports, as a result there is less patronage of sports competitions in State Sports Councils	4.419	.50739
9	Lack of patronage of sports competitions, has reduced the chance of generating revenue for sports development in State Sports Councils	4.471	.52687
10	Poor sports officiating has retarded the pace of development of sports	4.4090	.77152
	TOTAL	43.434	
	Aggregate mean score 4.343		

The result in table 4.2.4 shows that the respondents highly perceived the impact of corrupt practices on sports officiating, the aggregate mean scores obtained was 4.343; this is above 3.5 the minimum mean of acceptability. The respondents perceptions that close relationship between referees/umpires and athletes/clubs, have resulted to favoritism in officiating of sports competitions in State Sports Councils was very high, (X□ 4.64) This high perception might be

due to experiences of the respondents, the general feelings and outcry about poor sports officiating in sports officiating.. The respondents equally perceived that poor sports officiating have reduced spectator's confidence on referees /umpires, in State Sports Councils ($X\square$= 4.58). The result however shows that respondents perceptions on the lack of consideration for merit, which has led to engagement of referees /umpires that are not competent to officiate sports competitions organized by State Sports Councils was rated low ($X\square$=3.66).

Table 4.2.6: Mean scores and std. deviation of responses on the impact of corrupt practices on sports competitions in Nigeria

S/N	Items	Mean	SD
1	Lack of due process has paved ways for involvement of nonprofessionals in to competition organizing committee in States Sports Councils in Nigeria	4.437	.59144
2	Appointment of political loyalists as members of organizing committee, has led to poor organization of sports competitions in States Sports Council	4.312	.56540
3	Selection of coaches for sports competitions is sentimental, this led to poor performance among coaches in State Sports Councils in Nigeria	4.316	.59554
4	Selection of athletes for sports competitions is sentimental, this resulted in low performance among athletes in States Sports Councils in Nigeria	4.456	1.0307
5	Athletes are not often fully paid their allowances during sports competitions, this led to low level of motivations in States Sports Councils in Nigeria	4.419	.71520
6	Athletes bribed the organizing committee to get better fixtures this affects the standard of sports competitions in States Sports Councils in Nigeria	4.058	.70603
7	Athletes are lodged in bad accommodations during sports competitions, this affected the level of their determinations in States Sports Councils in Nigeria	4.3015	1.0365
8	Mismanagement has led to lack of improvement in the standard of organization of sports competitions in States Sports Councils in Nigeria	4.7327	.51532
9	lack of improvement in the standard of sports competitions, has discouraged investment in to sports, in States Sports Councils in Nigeria	4.1723	1.6058

10	The absent of a well-organized sports competitions has retarded the pace of sports development in States Sports Councils in Nigeria	4.3918	.63610
	TOTAL	43.596	

Aggregate mean score 4.3596

Table 4.2.5 shows that the respondent's perception on the impact of corrupt practices on organization of sports competitions in Nigeria is positive. The aggregate mean score of 4.3596 was obtained, which was above 3.5 the minimum mean of acceptability. The respondents perceived that mismanagement has led to lack of improvement in the standard of organization of sports competitions in States Sports Councils i ((X□=4.73). They were also unanimous that Selection of athletes for sports competitions are based on other sentiments, this have resulted in the low sports performances among athletes in States Sports Councils, as indicated by that value of ((X□=4.46). This might be as a result of nepotism that exists in dealing with individuals and groups in the State Sports Councils.

4.3 Hypotheses Testing

Sub-Hypothesis 1

Table 4.3.Summary of Analysis of variance (ANOVA) for differences between the different categories of respondents in their perceived impact of corrupt practices on the personnel of state sport councils in Nigeria

Sources of Variance	Sum of squares	DF	Mean square	F	Sig
Between Group	28.62	3	9.543		
Within Group	6.464	399	16.200	0.588	0.800
Total 6.492 402					

F (3,399) = 2.62> 0.05

Table 4.3.1 shows that significant difference was not established among the categories of the respondents in their perceived impact of corrupt practices on the personnel of state sport Councils The calculated F-value is 0.588, lower that the critical value of 2.62; at 0.05 level of significance. This means that Sub-hypothesis 1 which states that 'there is no significant difference between the technical and administrative staff in their perceived impact of corrupt practices on the personnel of State Sport Councils in Nigeria, is retained. This implies that all the categories of the respondents perceived corrupt practices to be affecting performance of the personnel of the State Sport Councils in Nigeria.

Sub-Hypothesis

Table 4.4Summary of Analysis of variance (ANOVA) for differences between the different categories of respondents in their perceived impact of corrupt practices on sports facilities /equipment in the State Sport Councils in Nigeria

Sources of Variance	Sum of square s	DF	Mean s square	F	Sig
Between Group	71.763	3	23.921		
Within Group	15,549	399	38.969	0.614	0.858
Total	**15,621**	**402**			

F (3,399) =2.62; P > 0.05

Information from the ANOVA Table 4.3.2 above did not indicate any significant difference between the four categories of respondents in their perceived impact of corrupt practices on sports facilities/equipment in States Sports Councils in Nigeria. The calculated F-value is 0.614 which is less than the critical value of 2.62; at alpha level of 0.05 and degree of freedom (3,399). This means that the Sub-hypothesis 2 which states that there is no significant difference between the technical and administrative staff in their perceived impact of corrupt practices on sports facilities/ equipment in States Sports Councils in Nigeria is retained. This means that all the categories of the respondents maintained a common view that corrupt practices has adversely affected the provision and maintenance of sports facilities/ equipment in States Sports Councils in Nigeria.

Sub-Hypothesis 3

Table 4.5Summary of Analysis of variance (ANOVA) for differences between the different categories of respondents in their perceivedimpact of corrupt practices on the sports associations in the States Sports council in Nigeria.

Sources of Variance	Sum of squares	DF	Mean squares	F	Sig
Between Groups	73.373	3	24.577	0.516	0.930
Within Groups	19,009	339	47.641		
Total	**19,082.373**	**402**			

F (3,399) =2.62; P > 0.05

Table 4.3.3 indicates that significant difference was not established between the categories of respondents in their perceived impact of corrupt practices on the sports associations in State Sport Councils in Nigeria. The calculated F-value is .516, which is less than the critical value of 2.62, at 0.05 level of significance. This means that the Sub-hypothesis 3 which states that there is no significant difference between technical and administrative staff in their perceived impact of corrupt practices on the management of sports associations is retained. This implies that all the categories of the respondents believed that sports associations are involve in corrupt practices that affects sports development in the state sports councils.

Sub-Hypothesis 4

Table 4.6Summary of Analysis of variance (ANOVA) for differences between the different categories of respondents in their perceivedimpact of corrupt practices on Sports competitions in States Sports Councils Nigeria

Sources of Variance	Sum of square s	DF	Mean s square	F	Sig
Between Groups	78.912	3	26.304		
Within Groups	17,412	339	43.640	0.603	0.789
Total	**17,490.912**	**402`**			

F (3,399) =2.62 P > 0.05

Table 4.3.4 above indicates no significant difference among the four categories of respondents in their perceived impact of corrupt practices on organization of sports competitions in the States Sports Councils Nigeria. The calculated F-value is 0.603, at the degree of freedom (3,399) and alpha 0.05 level of significant while the critical value is 2.62; which is greater than calculated f-value. This indicates that Sub-hypothesis 4 which states that there is no significant difference between technical and administrative staff in their perceived impact of corrupt practices on organization of sports competitions in the States Sports Councils Nigeria is retained. This implies that the respondents were in agreement that corrupt practices are hindrance to the effective organization of sports competitions in state sports councils in Nigeria.

Sub-Hypothesis 5

Table 4.7Summary of Analysis of variance (ANOVA) for differences between the categories of respondents in perceivedimpact of corrupt practices on Sports officiating in States Sports Councils Nigeria

Sources of Variance	Sum of square s	DF	Mean s square	F	Sig
Between Groups	127.753	3	42.584		
Within Groups	18,611	339	46.644	0.9130.565	
Total	**18,738.753**	**402**			

F (3,399) =2.62 P > 0.05

Table 4.3.5 above indicates no significant difference between the four categories of respondents in their perceived impact of corrupt practices on sports officiating in States Sports Councils in Nigeria. The calculated f-value is 0.913, at the degree of freedom (3,399) and alpha 0.05 level of significant and the critical value was 2.62; which is greater than calculated F-value. This means that Sub-hypothesis5 which states that there is no significant difference between technical and administrative staff in perceived impact of corrupt practices on Sports officiating in the States Sports Councils in Nigeria is retained. The means that sports officiating is being mitigated by the prevalent of corrupt practices among officiating officials in the States Sports Councils in Nigeria

4.4 Discussion

The primary purpose of this study was to find out the perceived impact of corrupt practices on sports development in Nigeria as perceived by athletes, coaches, organizing secretaries, and management staff in the State Sports Councils in Nigeria. The study was undertaken because of the assumption that corrupt practices have negative impact on sports development in Nigeria. The result of this study shows that the respondents highly perceived corrupt practices as major hindrance to sports development in Nigeria. This might have been as a result of their long experiences and collective judgment as major stakeholders in the sports sector in Nigeria.

The finding of this study indicated that no significant difference existed between the categories of the respondents in their perceived impact of corrupt practices on personnel of the States Sports Councils Nigeria. The findings revealed that various forms of corrupt practices are brought to bear in the recruitment and training of personnel, thereby leading to the recruitment of staffs that are not desirable in the State's Sports Councils. This is in agreement with the opinion held by UNCC (2013) that sports event usually requires the recruitment and management of numerous staffs. This not only renders the authority vulnerable to certain forms of corruption, but also to recruiting undesirable or corrupt staff, due to nepotism and conflicts of interest.

. The result of this study revealed that vacancies meant for athletes are filled in by other cadres; thus leading to decline in the number of athletes in the State Sports Council. No wonder majority of the athletes used for sports competitions are not employees of the State Sports councils but individuals from various works of life, making sport to look as an open field for everyone. This might help to further explains why sports have been dominated by non-professional in Nigeria, and it does not encourage any motivation and productivity. This finding is in supports of Audu (2009) who noted that most of the personnel in the State Sports Councils are not in tune with the current technical trends of events. The finding has also retained the assertion made by with Adegoju, (2007)

who noted that “corrupt practices are eminent in the recruitment and selection of sports personnel; many of them lack relevant professional qualification and academic experience”. The investigation also revealed that staff recruitment has been politicized; thus leading to the marginalization of professionals in the State Sports Council, This is in support assertion made by Adedoja (2007) who posited that the ‘use of mediocre in sports industry affects sports administration and development in Nigeria’ the findings is also in agreement with UNCC (2013), who opined that the availability of professional personnel in good proportion is reciprocal to sports development, this is because whatever the objective of sports development contains and the available resource the absent of effective and efficient man power could be an obstacle to it success.. The findings further revealed that lack of effective personnel has retarded the pace of sports development in State Sports Councils. This further confirms the statement accredited to Audu (2009) which stated that, there is no way participation in sports can improve without having well trained sports personnel and coaches, It is in the opinion of researcher that recruiting and retaining of sports personnel including athletes and officials are vital components in maintaining and increasing levels of sports development, however This have not been giving priority attention by Nigeria leaders at federal, states and local Government levels which are vital to Sports development.

The finding of this study revealed no significant difference between the categories of respondents in their perceived impact of corrupt practices on sports facilities/equipment in the States Sports Councils in Nigeria. Although it is generally agreed that the provision of sport facilities and equipment is very vital to the overall success of sports development. The result of this investigation indicates that various forms of corrupt practices such as lack of respect for due process and consideration of merit inthe selection of contractors for construction and maintenance of sports facilities/equipment, has paved ways for misappropriation and misused of fund. This revelation is in

conformity with previous assertions made by Zimmerman, (1997) who noted that construction and re-construction of sports facilities is another area susceptible to the misuse of public funds. It is in the opinion of the researcher that when corrupt practices are brought to bear in the construction and maintenance of sports facilities /equipment, the organization will lack the credibility to effectively supervise the projects in order to ensure conformity with the specifications and standard.

The investigation revealed that the respondents were in congruent that there is preference for gigantic projects for sports facilities/equipment that involve huge amount of money, at the detriment of smaller projects, thus leading to distortions of expenditures and disregard to equity in the provision of facilities/equipment among the various sports. The above revelation is understandable in view of the practical experiences of the respondents and their personal judgments as major actors and the end users of the sports facilities/equipment in the State Sports Councils, Both Akpan, and Emem, (2008), Rose, (1999) and Alexandra (2012) have previously maintained that, "a noticeable consequence of corruption on the political and economic wellbeing of Nigerians have been the distortion of governmental expenditures, which often results in diversion of public fund on large-scale projects".

The finding equally showed that the respondents were in agreement that misappropriation of funds has hampered the maintenance of sports facilities/ equipment. No wonder Nwabuisi, (2000), and Bello, (2005) both previously maintained that "excess quest for materialism often exposes Sports administrators to misappropriation or embezzlement of Sports fund thereby retarding the growth and development of Sports in Nigeria". In concurring with the finding of this study, the researcher is of the opinion that corrupt practices in provision and maintenance of standard sports facilities/equipment remain one of the great challenges to effective training by the athletes and a major hindrance to overall sport development in Nigeria.

From the result of this research finding a significant difference was not established between the categories of respondents in their perceived impact of corrupt practices on the management of association in Nigeria. This is in agreement with the assertion accredited to Maening, (2005)who maintained that corruptions in the election of sports governing bodies are numerous and cannot be neglected. The finding further revealed that there is no adherence to due process in the elections of the executives of sports associations'; this encourages elections based on political loyalty which influenced division and conflicts thataffects the smooth running of Sports Associations. The finding is in conformity with the assertion of Jeroh (2012) who noted that elections into the various associations are manipulated to enthrone members loyal to the top sports management. The finding is also in support of Nwabuisi (2000) who stressed that most Nigerians are still interested in the ethnic group, tribe or religion of who becomes the sports minister, sports commissioner, sports association president than on the capability of the individuals' ability to delivery service. The researcher is equally of the opinion that with emphasis on tribe and ethnicity, unqualified persons may assume sports positions even when it is clear that they are not fit for such position, and the appointment and election of sports leaders based on political loyalty, ethnicity tribe or any other sentiment will have a long lasting negative impact on sports development in Nigeria.

The findingsfurther revealed that members of sports associations used' all means' to retain their positions, without commensurate achievement and rather than expending money on sport development programs,much money is used in seminar and overseas trips at the detrimental to sport development. This view have previously been held by Omorodion (2008) who posited, that within the sports environment, money is released at the zero hour and such money are not always ploughed into use for the overseas training of athletes but instead would be used to sponsor a large contingent

of government functionaries. It is in the opinion of the researcher that the revelations of the above findings are counterproductive to sports development in Nigeria.

The finding of this investigation revealed no significant differences between the categories of respondents in their perceived impact of corrupt practices on sports competition. The respondent perceived that the absent of a well-organized sports competitions has retarded the pace of sports development in States Sports Councils in Nigeria. The findings in support of the notion that organization of sports competitions are areas that are always prone to corrupt practices. This have previously been enunciated by Westberg, et all (2008) who stressed that for the mere fact that the money of tax payers is being spent on the activity of sports clubs and associations increases possibility for arbitrary allocation of the money and for favoring certain sports organizations and activities, which do not necessarily lead to the Sports development. |This is also in agreement with TI (2008) who noted that sport events open a possibility to corruption which always goes hand in hand with huge money. The finding revealed that the respondents were unanimous in their believe that the appointment of political loyalist as members of sports organizing committee and the selection of players for competitions based on nepotisms and meritocracy have led to poor organization and standard of sports competitions. The finding is in supports of the statement accredited to Adegoju (2007) who stated that, the access to certain facilities, positions and services have been associated with who one knows in the society irrespective of his or her qualifications.. This encourages mediocrity which affects the sectors of the society including Sports.

The finding equally shows that selection of athletes for sports competitions is sentimental; this also resulted in low performance of the athletes, this is in agreement with the statement accredited to Chiagozie (2012) who maintained that corruption in sports in Nigeria is not just in the financial section, it is even in the selection of players. The respondents as revealed by this finding

perceived that mismanagement has led to lack of improvement in the standard of organization of sports competitions. The welfare of athletes are not adequately taking care of, they are lodged in places that are not conducive during sports competitions; this does affect their determinations, which in turn affects their performance and the standard of sports competitions in States Sports Councils in Nigeria.

This study revealed no significant differences between the categories' of respondents in their perceived impact of corrupt practices on sport officiating in the State Sports Councils in Nigeria.

The finding of this study revealed that corrupt practices in sports officiating have dented the image of referee/umpires; as a result people do no longer have confidence on sports officiating in Nigeria. This is a further confirmation of the similar opinion previously held by Gorse & Chadwick (2013), that the actions of athletes, officials, and association and national bodies have damaged the image and moral of Sports. The respondents from this research study were generally in agreement that referee/umpires are favoring some clubs and athletes against the other thereby affect the standard and results of sport completions in Nigeria. .This result findings confirm the observation of Odigbo (2014) who posited that in Nigeria the issue of bad officiating is not new in the league. It has been there and it does not give the league a good image neither does it give the country positive image in the international community. The findings is also in turn with the statement accredited to Obaseki (2015) which stated that corruption in sports, was not only in collecting money, but having exceeding passion for a team and trying all available means to assist the same to undeservedly win a match. Thus corrupt practices in sport officiating is another major hindrance and obstacles to the pace of sports development in Nigeria.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Summary

Corrupt practices in sports simply denoteany illegal, immoral or unethical activity that attempts to deliberately distort the result of a sports contest or management for the personal material gain of one or more parties involved in that activity. Sports attract money. With money commercialization of sports grows, sports opens a possibility to corruption which might significantly result to negative impact on sports development. It was to that effect that this study was conducted to find out how respondents perceived the impact of corrupt practices on sports development in Nigeria.

. To achieve the purpose of this research study, five research questions were revised from which one major hypothesis and five Sub- hypotheses were formulated. The major instrument used for collection of relevant information for this study was a questionnaire designed and validated for its face and content validity. The population for the study comprised the athletes' coaches, organizing secretaries and management staff of the State sport councils in Nigeria. The sample population was 420 who were given questionnaire to fill 403(96 %;) were duly filled and returned. The data collected were analyzed using descriptive statistics of frequency mean and standard deviation and one way analysis of variance (ANOVA) to test the hypotheses at 0,05 level of significance. All the five hypotheses were retained.

5.2 Conclusions

Based on the finding of this study the following conclusion are drawn

1. There was no significant difference among athletes, coaches, organizing secretaries and management staff in their perceived impact of corrupt practices on performance and productivity of the staff of the States Sports Council
2. There was no significant difference among athletes, coaches, organizing secretaries and management staff in their perceived impact of corrupt practices on sports facilities and equipment in the States Sports Council
3. There was no significant difference among athletes, coaches, organizing secretaries and management staff in their perceived impact of corrupt practices on on the sports associations in the States Sports council in Nigeria.
4. There was no significant difference among athletes, coaches, organizing secretaries and management staff in their perceived impact of corrupt practices on organization of Sports competitions by States Sports Councils Nigeria.
5. There was no significant difference among athletes, coaches, organizing secretaries and Management staff in their perceived impact of corrupt practices on Sports officiating in States Sports Councils Nigeria.

5.3 Recommendations

On the basis of this findings the following recommendations are made

1. There should be due process in the staff recruitment, training and development to ensure that only those who are qualified are employed and trained to serve in the State Sport Councils

2. There should be due process in the award of contract for sports facilities/ equipment to ensure compliance with the specifications and standard.
3. Members of the sports associations should respect the constitutions of the associations, to ensure real democracy, free and fair election that will lead to the emergence of good leadership
4. In, order to restore the integrity and the standard of sports competitions only people with proving integrity and technical knowhow should be allowed to serve as members of the organizing committee of sports competitions
5. There should be training and retraining of our referees umpire and the entire officiating official, so that they can meet up with international standard
6. There should be zero-tolerance approach against corruption with adequate and proportionate responses in all potential cases to show that corruption is not welcome in sports in Nigeria.

5.4 Suggested area for further study

1. The study can be replicated in other categories of sports organizations such as the national sports commission and tertiary institutions
2. Study may also be conducted on impact of corrupt practices on sports programs and sponsorship.

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APPENDIX 1

DEPARTMENT OF PHYSICAL AND HEALTH EDUCATION FACULTY OF EDUCATION AHMADU BELLO UNIVERSITYZARIA

PERCEIVED IMPACT OF CORRUPT PRACTICES ON SPORTS DEVELOPMENT IN NIGERIA

The investigator is a doctoral/PHD student of the above named department. In partial fulfillment of the award of PHD degree he is conducting a research on perceived impact of corrupt practices on sports development in Nigeria.

You have been selected to take part in this study. In this regard, your cooperation is solicited to honestly complete this questionnaire by ticking the alternatives and fill the information that best describe your filling to each statement relating to the research topic

There are no wrong or right answers. Your responses' simply represent your internalized feelings/opinions. Your responses' to the items in this questionnaire would be kept strictly confidential and only for the purpose of this study.

The questionnaire is divided into two sections. Section A, contain items seeking demographic information of the respondents While section B contain statement reflecting the variables of the study which you are requested to tick (√) your response to each statement on a likert scale. For example;

Strongly agree	(AS)	5 points
Agree	(AG)	4 points
Undecided	(UD)	3 points
Disagree	(DA)	2 points
Strongly disagree	(SD)	1 point

SECTION A:

Demographic information of the respondents

Rank

Athletes ( )

Coach ( )

Organizing secretary ( )

Administrative staff ( )

Gender

Male ( )

Female ( )

Qualification

Secondary school certificate ( )

National Diploma/NCE ( )

HND/B.Ed/B.Sc Degree ( )

M.Sc Degree and Above ( )

Age

18-24years ( )

23-27years ( )

28-32year ( )

33-37years ( )

38yeras and above ( )

WorkingExperience

1- 5years ( )

6-10 years ( )

11-15years ( )

16-20years ( )

21 and above ( )

SECTION `B

Please tick (√) against each of the response that best represents your feelings

Impact of corrupt practices on the staff of State Sports Councils in Nigeria

S/N	**STATEMENTS**	**SA**	**A**	**UD**	**D**	**SD**
1	Lack of due process in staff recruitments, has resulted to appointment of unqualified personnel in State Sports Councils in Nigeria					
2	Recruitment of staff is not based on needs, as a result there is over staffed in State Sports Council in Nigeria are					
3	Staff recruitment has been politicized, as a result there is gross indiscipline among the staff of State Sports Council in Nigeria					
4	Vacancies meant for athletes are filled in by other cadres, this led to decline in number of athletes in the State Sports Council in Nigeria					
5	Much money is used in payment of ghost workers, at the detriment of other important functions in State Sports Councils in Nigeria	`				
6	Staff training Fund is misappropriated, as a result personnel are not sponsored for training in State Sports Councils in Nigeria`					
7	Absent of staff training has led to inefficiency among them in State Sports Councils in Nigeria					
8	Mismanagement of fund has made it impossible to promptly implemented staff promotions in State Sports Councils in Nigeria					
9	Non implementation of promotions has led to stagnation among the staff in the State Sports Councils in Nigeria					
10	Lack of effective personnel, has retarded the pace of sports development in State Sports Councils in Nigeria					

SECTION `C

Please tick (√) against each of the response that best represents your feelings

Impact of corrupt practices on sports facilities/equipment

S/N	**STATEMENTS**	**SA**	**A**	**UD**	**D**	**SD**
1	Lack of due process in awarding of contracts for sports facilities/equipment development has led to fraud in State Sports Councils in Nigeria	`				
2	Award of contracts for facilities /equipment to political loyalists, has led to payment of projects not executed in State Sports Councils in Nigeria					
3	There is over concentration on sports facilities that involved huge amount of money, in order to maximized kickback in State Sports Councils in Nigeria					
4	Payment of kickback on contracts for facilities /equipment has paved way for violations of contract agreement in State Sports Councils in Nigeria `					
5	Fraud in provision of sports facilities /equipment has led to abandoning of projects in State Sports Councils in Nigeria	`				
6	Misappropriation of funds has hampered the maintenance of sports facilities/ equipment, in State Sports Councils in Nigeria `	`				
7	The condition of sports facilities/ equipment, has made it difficult for athletes to train effectively in State Sports Councils in Nigeria					
8	Lack of good training facilities/equipment has affected the level of performance of athletes in State Sports Councils in Nigeria					
9	Conversion of sports facilities /equipment into personal use by the individuals, has led to acquit shortage in State Sports Councils in Nigeria					
10	Bad condition of facilities/ equipment has retarded the pace of sports development in State Sports Councils in Nigeria					

SECTION `D

Please tick (√) against each of the response that best represents your feelings

Impact of corrupt practices on of Sport Associations

S/N	**STATEMENTS**	**SA**	**A**	**UD**	**D**	**SD**
1	Lack of due process in the elections of Sports Associations, has led to bad leadership in State Sports Councils in Nigeria					
2	Membership of the Associations is not based on merit, this led to high involvement of nonprofessionals in State Sports Councils in Nigeria					
3	Political loyalty has influenced division which hampered the activities of Sports Associations in State Sports Councils in Nigeria					
4	Members of Sports Associations used all means to retained their positions, without commensurate achievement in State Sports Councils in Nigeria					
5	The members of Sports Associations gives more attention to their personal interest than the welfare of athletes in State Sports Councils in Nigeria					
6	Much money is used in seminar and overseas trips by members, than organization of sports competitions in State Sports Councils in Nigeria					
7	Members spent more time in conflicts that are counterproductive to the achievement of Sports Associations in State Sports Councils in Nigeria					
8	More attention is accorded to sports Associations where there is higher financial gains at the expense of others State Sports Councils in Nigeria					
9	Lack of regular sports competitions has led to low performance by the athletes in State Sports Councils in Nigeria					
10	Lack of effective leadership in the Sports Associations has retarded the pace of sports development in State Sports Councils in Nigeria					

SECTION `E

Please tick (√) against each of the response that best represents your feelings
Impact of corrupt practices on sports officiating

S/N	**STATEMENTS**	**SA**	**A**	**UD**	**D**	**SD**
1	Due process is not followed in appointment of referees/umpires for sports competitions in State Sports Councils in Nigeria					
2	Lack of consideration for merit, has led to engagement of referees /umpires that are not competent to officiate sports competitions in State Sports Councils in Nigeria					
3	Close relationship between referees/umpires and athletes/clubs, has resulted to favoritism in officiating of sports competitions in State Sports Councils in Nigeria					
4	Referees /umpires often received bribe from athletes /clubs, as a result they are never fair in officiating sports competitions in State Sports Councils in Nigeria					
5	Athletes /clubs often bribed the referees /umpires to get favor thereby robbing others of their victories in sports competitions in State Sports Councils in Nigeria					
6	Referees/umpires often connived with athletes/ clubs to fixed matches, this affects the standard of sports competitions in State Sports Councils in Nigeria					
7	Poor sports officiating have reduced spectator's confidence on Referees /umpires, in State Sports Councils in Nigeria					
8	Match fixing has reduced spectator's interest in sports, as a result there is less patronage of sports competitions in State Sports Councils in Nigeria					
9	Lack of patronage of sports competitions, has reduced the chance of generating revenue for sports development in State Sports Councils in Nigeria					
10	Poor sports officiating has retarded the pace of development of sports in Nigeria					

SECTION `F

Please tick (√) against each of the response that best represents your feelings
Impact of corrupt practices in sports competitions

S/N	**STATEMENTS**	**SA**	**A**	**UD**	**D**	**SD**

1	Lack of due process has paved ways for involvement of nonprofessionals in to competition organizing committee in States Sports Councils in Nigeria					
2	Appointment of political loyalists as members of organizing committee, has led to poor organization of sports competitions in States Sports Council					
3	Selection of coaches for sports competitions is sentimental, this led to poor performance among coaches in State Sports Councils in Nigeria					
4	Selection of athletes for sports competitions is sentimental, this resulted in low performance among athletes in States Sports Councils in Nigeria					
5	Athletes are not often fully paid their allowances during sports competitions, this led to low level of motivations in States Sports Councils in Nigeria					
6	Athletes bribed the organizing committee to get better fixtures this affects the standard of sports competitions in States Sports Councils in Nigeria					
7	Athletes are lodged in bad accommodations during sports competitions, this affected the level of their determinations in States Sports Councils in Nigeria					
8	Mismanagement has led to lack of improvement in the standard of organization of sports competitions in States Sports Councils in Nigeria					
9	lack of improvement in the standard of sports competitions, has discouraged investment in to sports, in States Sports Councils in Nigeria					
10	The absent of a well-organized sports competitions has retarded the pace of sports development in States Sports Councils in Nigeria					

APPENDIX II

DEPARTMENT OF PHYSICAL AND HEALTH EDUCATION FACULTY OFEDUCATION
AHMADU BELLO UNIVERSITYZARIA
(OFFICE OF THE HEAD OF DEPARTMENT)

VICE CHANCELLOR: Professor Ibrahim GarbaI B.sc M.Sc. (ABU), Ph.D (London)D.I.C)

HEAD OF DEPARTMENT: Professor T.N Ogwu B.sc(Missouri) M.Ed,Ph.D (ABU)

P13EDPE9001 16th May 2016

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Dear Sir/Madam

REQUEST TO VET A QUESTIONNAIRE

The bearer **Dahiru Abdullahi Dan'Asabe** with Registration Number P134EDPE9001 is a post graduate student (Ph.D.) Sports Management of this department. He is currently conducting a research on "Perceived Impact of Corrupt practices on Sports Development in Nigeria "

On the base of your professional expertise and experience, you have been selected to serve as a jurors to critically vet the questionnaire and make the necessary corrections for its improvement.

Please kindly return it to the researcher

Thank you

Yours faithfully

Prof. A. I Kabido
Major Supervisor

APPENDIX III

DEPARTMENT OF PHYSICAL AND HEALTH EDUCATION FACULTY OFEDUCATION
AHMADU BELLO UNIVERSITYZARIA
(OFFICE OF THE HEAD OF DEPARTMENT)

VICE CHANCELLOR: Professor Ibrahim GarbaI B.sc M.Sc. (ABU), Ph.D (London)D.I.C)

HEAD OF DEPARTMENT: Professor T.N Ogwu B.sc(Missouri) M.Ed,Ph.D (ABU)

P13EDPE9001 16th May 2016

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TO WHOM IT MAY CONCERN

The bearer **Dahiru Abdullahi Dan'Asabe** with Registration Number P134EDPE9001 is a post graduate student (Ph.D.) Sports Management of this department. He is currently conducting a research on "Perceived Impact of Corrupt practices on Sports Development in Nigeria "

Kindly assist him with information that may be of relevant to his study, you are assured that whatever information supplied will be treated with the utmost confidentiality required and for the purpose of this research only

Always counting on your co-operation

Thanks

Prof. A. I Kabido
Major Supervisor

APPENDIX IV

STATES SPORTS COUNCILS ACCORDING TO THEIR GEOPOLITICAL ZONES IN NIGERIA

NORTH WEST GEOPOLITICAL ZONES

1. Sokoto State Sports Council
2. Kebi State Sports Council
3. Niger State Sports Council
4. Zanfara State Sports Council
5. Katsina State Sports Council
6. Kaduna State Sports Council

NORTH CENTRAL GEOPOLITICAL ZONES

1. FCT Sports Council
2. Plataea State Sports Council
3. Benue State Sports Council
4. Kogi State Sports Council
5. Kwara State Sports Council
6. Nasarawa State Sports Council

NORTH EAST GEOPOLITICAL ZONES

1. Bauchi State Sports Council
2. Gombe State Sports Council
3. Adamawa State Sports Council
4. Taraba State Sports Council
5. Yobe State Sports Council
6. Barno State Sports Council

SOUTH EAST GEOPOLITICAL ZONES

1. Anambra State Sports Council
2. Enugu State Sports Council
3. Imo State Sports Council
4. Ebonye State Sports Council
5. Abia State Sports Council

SOUTH SOUTH GEOPOLITICAL ZONES

1. Edo State Sports Council
2. Delta State Sports Council
3. Rivers State Sports Council
4. Cross River State Sports Council
5. Bayensa State Sports Council
6. Akwoibon State Sports Council

SOUTH WEST GEOPOLITICAL ZONES

1. Oyo State Sports Council
2. Ogun State Sports Council
3. Osun State Sports Council
4. Ondo State Sports Council
5. Ekiti State Sports Council
6. Lagos State Sports Council

APPENDIX V
STATES SPORTS COUNCILS IN NIGERIA AND THEIR STAFF POPULATIONS

S/N	STATE SPORTS COUNCIL	ATHLETES	COACHES	ORG SEC	ADMIN	TOTAL
1	Abia	84	27	17	26	**154**
2	Adamawa	127	23	21	32	**203**
3	Abuja	134	21	20	37	**212**
4	Akwaibon	78	23	18	27	**146**
5	Anambra	132	24	22	43	**221**
6	Bauchi	106	29	15	46	**196**
7	Bayensa	88	23	16	31	**158**
8	Benue	131	26	23	48	**228**
9	Borno	112	24	21	32	**189**
10	Cross river	112	23	17	42	**194**
11	Delta	111	22	18	36	**187**
12	Ebonye	107	18	23	39	**187**
13	Edo	139	28	22	47	**236**
14	Ekiti	107	24	15	29	**175**
15	Enugu	127	26	22	41	**216**
16	Gombe	130	25	23	43	**221**
17	Jigawa	114	26	21	43	**204**
18	Kaduna	127	30	26	52	**235**
19	Kano	150	32	24	47	**253**
20	Katsina	132	26	22	41	**221**
21	Kebbi	103	29	20	46	**198**
22	Kogi	130	23	20	40	**213**
23	Kwara	136	26	23	42	**227**
24	Lagos	160	31	24	53	**268**
25	Nasarawa	118	26	21	43	**208**
26	Niger	130	27	23	41	**221**
27	Ogon	132	24	20	38	**214**
28	Ondo	104	23	20	39	**186**
29	Osun	110	23	19	40	**192**
30	Oyo	134	28	23	44	**229**

31	Plateau	129	28	20	39	**216**
32	Rivers	151	27	23	42	**243**
33	Sokoto	132	28	23	42	**225**
34	Taraba	115	23	17	42	**197**
25	Yobe	91	21	16	31	**159**
36	Zanfara	129	25	20	43	**217**
	TOTAL	**4,352**	**912**	**738**	**1,447**	**7,449**

Sources: Staff list of States Sports Councils in Nigeria 2016

APPENDIX V1I

CLASSIFICATION OF THE RESPONDENTS' BY THEIR DEMOGRAPHIC CHARACTERISTICS

Variables		Frequency	Percentage
Designation	Athletes	223	55
	Coaches	60	15
	Organizing secretaries	60	15
	Administrative staff	60	15
	Total	**403**	**100%**
Gender	Male	317	79
	Female	86	21
	Total	**403**	**100%**
Age range	18-24years	54	13
	23-27years	157	39
	28-32year	88	22
	33-37years	40	10
	38yeras and above	64	16
	Total	**403**	**100%**
Qualification	Secondary	196	49
	NCE/ND	97	24
	HND/BSC	61	15
	Master and above	49	12
	Total	**403**	**100%**
Working experience	1- 5years	55	14
	6-10 years	60	15
	11-15years	89	22
	16-20years	114	28
	21 & above	85	21
	Total	**403**	**100%**