

# Crime Drills In Human Resources (A Case Study Of Nigeria)

Samira Ibrahim<sup>1</sup>, Daniel Ikechukwu Nnamani<sup>2</sup>

<sup>1</sup>Texas Southern University, Barbara Jordan- Mickey Leland School of Public Affairs,  
3100 Cleburne Street, Houston, Texas 77004. America, PH- +1 346-401-7062  
mirakaf@gmail.com

<sup>2</sup>Texas Southern University, Barbara Jordan- Mickey Leland School of Public Affairs,  
3100 Cleburne Street, Houston, Texas 77004. America, PH- +1 832-946-1426  
dnamani13@gmail.com

**Abstract:** The human resource sector has been a key area of focus in Nigeria due to its responsibility of recruiting and developing an effective and reliable workforce to drive the country's economy forward. However, this sector has not lacked significant grey areas with the major ones being on the issues of corruption, nepotism, Harassment, and gender discrimination. with the help of data from reliable secondary sources, this paper presents a detailed analysis on how these human resources crimes have been propagated in Nigeria as well as the Poverty, Low literacy levels, decline in ethical standards, Fragile policies within the country, and vague HR-related laws as the major contributing factors.

**Keywords:** Nigeria, Human Resources, Recruitment, Policies, Corruption, Crimes.

## Introduction

In Nigeria, there are distinctive laws that govern how organizations are supposed to operate when it comes to the matters of human resource. These laws/policies are firmly instituted in the constitution and are formulated to control workplace recruitments, management, and remuneration practices. Therefore, going against these policies is usually treated as a constitutional violation and is readily punishable in a court of law. This paper therefore seeks to analyze different human resource crimes, their prevalence in Nigerian, and the governmental policies set to deal with such violations].

## Prevalence of Crime in HR Practices in Nigeria

### 1. Gender Discrimination

Discrimination against gender is an illegal practice under the Nigerian and international labor laws. However, this has not stopped its prevalence in the recruitment phases amongst Nigerian public and private organizations. In fact, recent data by ILO revealed a significant gender gap in labor participation in the country. The labor participation rate of women was about 65 % when compared to men who had a participation rate of 71%. Another statistic by ILO showed that 21% women between the ages of 15 and 65 were unemployed and actively looking for work in comparison to 16% of men. Such inconsistent, unethical, and illegal practices have spread to other key human resource departments and practices as well. Such practices include staff promotion, transfer, and dismissals. [7] This discrimination of women in work places can be attributed to societal stereotypes in the country that view women as a lesser gender. They also view them as "unreliable" and not flexible enough due to their roles in the family, requiring them to leave work early, unlike the case of men. These attitudes have influenced recruiters into overlooking female candidates. In other cases, over qualified women have not been promoted and often overlooked in the favor of men that are less qualified. In some organizations you may also find female employees receiving less pay than male counterparts

working in the same position. All these direct and indirect discriminations are against the Nigerian laws that treat such practices as crime

### 2. Corruption/Bribery

All corrupt practices in Nigeria are illegalized under the Corrupt Practice and Other Related Offences Act of 2000 [4]. This has not stopped bribery and other forms of corruptions to spread in key sectors including human resource departments of various organizations. Among the most common illegal practices include bribery in return for an employment opportunity. In such cases, candidates looking for employment sometimes often bribe the recruiting officers to get a job, either monetary or by kind. This act is comprehensively criminalized under the current Nigerian laws. This means that any public or private official who receives any form of payment or token in return for an employment favor has violated the law, and can be prosecuted under the current corrupt practice acts. Third parties of other payment facilitators can also be prosecuted for aiding bribery. The purpose for all this is to discourage the act of bribery that has significantly penetrated the current recruiting systems in the country. It also discourages acts such as employment sexual favors and briberies for promotions that have compromised the recruitment, promotion and wage policies in most organizations.

### 3 Nepotism

There are no Nigerian laws that prohibit people from hiring their own family members [6]. However, overlooking qualified personnel in favor of a relative can be substantiated into a form of corruption or discriminatory act. The vagueness in the law has encouraged this form of illegal and unethical practice in most Nigerian corporations. This has been greatly felt in the public service and also private organizations, for their lenience in background-checking their candidates. The favoritism is not only felt in the recruitment process but also evident in other key human resource activities. Among them include promotions and wage unfairness in the public service. The most popular

nepotism acts in the country has been traced back to powerful politicians who have influenced the civil service recruitment and promotion services by recommending their own kinsmen [2]. Other common types of nepotisms include skill-induced recruitments, where the recruiters take it on their own to instinctively select a candidate and overlook others on the basis of his instincts as a recruiter. Such and other favoritism are not only against the Nigerian constitution but also ineffective.

#### 4. Harassment

According to Johnson [3], about half of women in Nigerian workplaces have at least once experienced sexual harassment at workplace. The most common form of sexual harassment has come as *Quid pro quo* where female workers have been approached to give sexual favors in return for employment advances. Such favors include recruitment, promotion, or job entitlements. Others have experienced toxic sexual environments where they have received indecent remarks on their body or clothes. Some employees also record receiving “awkward” sexual questions from their male counterparts or bosses. In some extreme cases, these incidents progress to physical aggressions. The common types of sexual aggressive activities included unwanted caressing, touching, hugging and rape. All these are not only illegal in human under human resource practice guiding laws but also illegalized in the general laws of the land.

#### FACTORS PROMOTING CRIMES IN HR IN NIGERIA

There are different promoting causes of HR crimes in Nigeria. Among them include but not limited to;

- Poverty and low income levels: The country has one of the lowest income levels in the world. This means that a lot of people are living in below poverty line. As a result, they are forced to accept any condition as long as they get an employment opportunity [5]. This gives the recruiters and human resource managements a chance to exploit them, without the fear of prosecution.
- Low literacy levels: Although the country has continuously invested in education, the low literacy levels have meant few people understand their fundamental rights. Some have even committed bribery acts unknowingly.
- Decline in ethical standards: The negative attitudes toward ethical accountability has spread across all key institutions. People sensitivity toward ethical expectations has reduced, forcing them to ask for bribes and sexual favors. Others who have witnessed or experienced the same have gone ahead and practiced them in their areas of work.
- The current cordoning cultural environment has also encouraged employers in taking advantage of their workers.
- The current Nigerian structures lack transparency. People who have been asked for bribes or sexual favors for employment opportunity have found it difficult reporting such incidents. Their fear emanates from compromised structures such as the police departments.

- Fragile policies within the country: Few people have been prosecuted and convicted of human resource-related crimes. This can be attributed to the slow judicial systems that have made the prosecution process significantly slow. The government has also formulated few policies that control and regulate workplace crimes. All these fragilities within the Nigerian system have only encouraged crime commission in HR practices.

- Incomplete and vague HR-related laws: Most of the laws governing HR practices have been borrowed from the general laws that prohibit discrimination, sexual violence, harassment, and corruption. There are no specific workplace laws that have clear guidelines on recruiter's expectations and limitations. Such inadequacies have always played in the benefit of the crime committers who often use the law to their defense. Their defense is also reinforced by the incomplete law interpretations dealing with sexual crimes, discrimination, and harassments. These crimes are also difficult to substantiate without the support of strong, well defined laws and regulations.

#### POLICIES LAID TO PREVENT HUMAN RESOURCE RELATED CRIMES

There are few Nigerian policies which have been set to deal with human resource-related crimes. Actually, most of the existing policies in this area are formulated to operate on a general level. However, some progress is being witnessed especially with the current commitments to strengthen the anticorruption agencies in the country. These agencies are tasked with a role of dealing with any type of economic crime including recruitment bribes. The set policies advocate for the empowerments of these agencies to enable them receive, investigate, and prosecute all types of corruption-related crimes. The policies also push for collaboration and cooperation structures between these organizations. As a result, the investigative agencies are likely to have a smooth cooperation with the prosecuting bodies, allowing for successful prosecution of corrupt individuals and organizations. While there are few anti sexual harassment policies, the government main policy has been to push for organizations to formulate their own anti-discriminative and anti-sexual policies. In this, Nigerian organizations are expected to insert their policies in work contracts to discourage any type of unethical and illegal practice. The contracts should also include the consequential punishments in case of any violations. The Nigerian government has also encouraged public and private corporations to input transparency measures to encourage people to out against sexual harassments, nepotisms, corruption, and other forms of criminal activities involved in human resource environments.

#### Conclusion

As much as HR crime practices in Nigeria require setting of policies to address them, implementation and enforcement should also be given priority. This will ensure the policies are not only in paper form but they will also be felt in the

real-world environment. However, this is not possible without an effective multi-sectorial collaboration especially amongst organizations, police department, and the justice system. Additionally, individual efforts are also necessary with the perspective of improving the attitude of integrity and upholding professional and business ethics at all times.

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