

# Normalizing or Breeding Social Evil? Painful wading in the Ghosted Cost of Corruption in Kenya

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## Abstract

Despite the Kenyan government taking a number of steps to fight corruption, such as establishing an Ethics and Anti-Corruption Commission, there is still much work to be done to address this issue. It is heartbreaking to witness the virtual cost of corruption in Kenya. Thus, the purpose of this article to establish whether corruption in Kenya is being normalized regardless of the social costs it brings. The research questions were centred around the corruption effects on public services delivery, cost of products and services, educational opportunities and on employment opportunities. The investigation approach adopted in this study was systematic literature review. This study followed the Population, Intervention, Comparison, Outcome, and Context (PICOC) framework to develop the review protocol. The in-depth review employed a combination of the assessment framework; the SALSA model and the PRISMA guidelines. In the investigation phase, the analyst employed coding and categorization techniques to examine the structured data based on the pre-established groups. The study found that corruption leaves a generation ill-equipped to meet the challenges of a rapidly changing world, perpetuating a cycle of poverty and underdevelopment. The effects of corruption in Kenya are far-reaching and multifaceted, permeating every layer of society. However, the specific manifestations and intensity of these impacts may vary depending on the socioeconomic and political context of each thematic area - public services delivery, products and services, educational opportunities or employment opportunities. The study recommends that in order to fighting corruption, Kenya requires a comprehensive approach that includes strengthening institutions, promoting transparency and fostering a culture of accountability.

**Key words:** *Bribes, Corruption, Cost, Kenya, Social Evil*

## Introduction

Corruption erodes the effectiveness and legitimacy of institutions, including government bodies, law enforcement agencies, and judicial systems. When institutions are compromised, citizens' trust in the government and public services diminishes. In terms of economy, corruption hampers economic development by distorting markets, deterring foreign investments, and diverting public resources away from essential services and infrastructure projects (Akkoyunlu & Ramella, 2020). It creates an uneven playing field for businesses, hindering fair competition. The largest percentage of existing social inequalities in society is also attributed to corruption. Corrupt practices often contribute to social inequality as resources intended for public welfare are diverted into the hands of a few. This exacerbates poverty and limits opportunities for marginalized communities (Hudson, González-Gómez & Claasen, 2022).

While corruption is a huge menace for developing countries, developed countries have had part of the social evil. In developed countries, corruption may manifest in various forms, including political corruption, corporate corruption, bribery, embezzlement, and collusion. While these countries often have stronger institutions, corruption can still occur in both the public and private sectors (Pluskota, 2020). Political corruption in developed countries may involve instances of bribery, campaign finance irregularities, lobbying influence, and conflicts of interest among public officials. Despite robust legal frameworks, some politicians may engage in corrupt practices.

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In the US, corruption also manifests in various sectors and within narrow spectrum of public service (Goel & Nelson, 2011). Examples being the College Admissions Scandal (2019) which involved wealthy individuals, including celebrities and business leaders, paying bribes to secure spots for their children at prestigious universities. Another one was the Rod Blagojevich Corruption Case (2011) where the former Illinois Governor Rod Blagojevich was convicted on corruption charges, including attempting to sell the U.S. Senate seat vacated by Barack Obama. Blagojevich was impeached and removed from office.

In the UK, Pasculli (2019) looks at post-Brexit exit and the systematic corruption cases. The cases in the United Kingdom have been relatively low compared to some other countries, but there have been instances of corruption and financial wrongdoing. The UK has robust legal and regulatory mechanisms to address corruption, and cases are thoroughly investigated and prosecuted. The country reported serious cases of corruption including involving Rolls-Royce, a major engineering company, faced allegations of bribery and corruption in its overseas business dealings. The company reached a deferred prosecution agreement with the authorities, agreeing to pay substantial fines. Another one was the operation Elveden (2011-105) which was part of the wider phone hacking scandal investigation. It focused on allegations of corrupt payments made by journalists to public officials. Several journalists and public officials were arrested and prosecuted. The operation resulted in convictions, including those of journalists from News of the World.

On the overarching levels, African countries have faced corruption that largely affects development. For instance, Nigeria has faced longstanding challenges with corruption, and several high-profile corruption cases have been reported over the years. The issue of corruption has had significant social, economic, and political implications for the country. The recent cases being Malabu Oil Scandal (OPL 245) (ongoing), Ikoyi Apartment Cash Seizure (2017), The Nigerian Maritime Administration and Safety Agency (NIMASA) (2016) and the Arms Procurement Scandal (2015), among others. Most of these cases are pointed at political corruption (Ogundiya, 2009).

In Kenya, where corruption is a persistent problem, the negative consequences are even more severe. The absence of strong institutional frameworks and effective anti-corruption measures has allowed corrupt practices to permeate various aspects of society, with adverse consequences for welfare and people's opportunities. According to the Ethics and Anti-Corruption Commission, Kenya loses about KSH 608 billion (7.8% of the country's GDP) to corruption every year (National Ethics and Corruption Survey, 2021). This has led to a significant increase in the cost of doing business in the country and has also contributed to the country's slow economic growth.

Despite the Kenyan government taking a number of steps to fight corruption, such as establishing an Ethics and Anti-Corruption Commission, there is still much work to be done to address this issue. It is heartbreaking to witness the virtual cost of corruption in Kenya, and it is important to raise awareness of the issue. Corruption is not just a government problem; it affects everyone in the country. It is important that individuals take responsibility and speak out against corruption. By working together, we can help reduce corruption in Kenya and create a better future for all Kenyans. The normalization or increase in social ills, especially corruption, can have profound and devastating effects on society, both in developed countries and in Kenya. Thus, the purpose of this article to establish whether corruption in Kenya is being normalized regardless of the social costs it brings. The research questions were centred around the corruption effects on public services delivery, cost of products and services, educational opportunities and on employment opportunities.

## Literature Review

Corruption within the health sector is a pervasive issue that hinders the achievement of Universal Health Coverage (UHC) goals, including equity, quality, and financial protection. In the regions of South and Southeast Asia, characterized by a pluralistic health system, a large informal sector, and a poor regulatory environment, corruption poses significant challenges. In their scoping review,

Naher et al. (2020) examined the current situation of health sector corruption at the frontline of service delivery in these regions, along with policy perspectives and alternative strategies to address this phenomenon.

The examination employed a broad research method in accordance with the PRISMA guidelines. In total Fifteen articles and documents regarding corruption and eighteen on governance were picked for analysis. The findings revealed frequent categories of malpractice such as unofficial payments, bribing, and nonattendance, primarily driven by monetary aspects. Factors like low wage and perks, lackluster rewards and drive, and poor leadership negatively impact medical outcomes and the standard of medical care. Consequently, these issues contribute to high out-of-pocket expenditure, reduced trust in the system, and decreased service utilization.

The study highlights the challenges faced in implementing regulations to combat corruption. These challenges stem not only from a lack of institutional capacity but also from political commitment. Frontline healthcare providers often circumvent centrally designed anti-corruption measures due to poor governance, rendering them ineffective. However, the review also identifies promising results from a few bottom-up community-engaged interventions, underscoring the importance of scaling up successful approaches for measurable impact.

Moving to the African context, Mlambo (2019) emphasizes the widespread occurrence of corruption on the continent, leading to underdevelopment, marginalization, and a lack of socio-economic progress. More specifically, the research examines South Africa after 1994, where corruption has obstructed the country's progress (Mlambo, 2019). The ANC (ANC) regime, particularly during the former president Zuma era, has been embroiled in major graft scandals enriching a chosen group to the detriment of the impoverished.

Shifting attention to Kenya, Kabiru and Muthinja (2022) explore the link between occupational fraud and public service delivery. Through a descriptive research design, the study finds a statistically significant negative correlation between occupational fraud and public service delivery. The implications suggest the need for the government to formulate and implement policies that effectively address occupational fraud, while also providing education to employees regarding the consequences of engaging in fraudulent activities.

The impact of bribery on the expense of items is an crucial domain of research, particularly in the context of developing economies and African nations south of the Sahara. Numerous research has examined the relationship between malpractice and different aspects of business results, shedding light on the consequences of fraudulent activities on the expense and excellence of goods.

In the context of emerging economies, Xie and coauthors (2019) investigated the relationship between bribery and innovative product creation using data from Chinese market. Their findings suggest that corruption has a positive effect on firms' new product innovation. They argue that this beneficial outcome is a consequence of intrinsic organizational deficiencies in emerging economies. As institutional progress increases, the impact of malpractice on novel product development gradually decreases. The study emphasizes the need for pro-market institutional reforms to reduce the potential benefits of corruption and address ethical dilemmas faced by firms in transition economies.

Examining the effects of governance effectiveness on exports in countries of sub-Saharan Africa, Bah and colleagues (2021) find that governance indicators such as participation and responsibility, stability in governance, quality of regulations, legal framework, and corruption control have a positive impact on overall exports, service exports, and goods exports. The study highlights the importance of improving government effectiveness and boosting the entrepreneurial ecosystem to increase overseas sales in the African region below the Sahara.

In the context of revenue mobilization and spending quality in Kenya, Wawire (2020) identifies various constraints including the existence of a large informal sector, perceived corruption, inefficient use of public resources, political interference, and untaxed

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online businesses. The study suggests policy implications for revenue performance, such as expanding the tax base through property taxes and capital gains taxes, leveraging development partners for technical assistance in areas like transfer pricing and monitoring illicit financial flows, and utilizing technology for increased efficiency. In terms of expenditure, the study emphasizes the need for efficient utilization of tax revenues, implementation of digital technologies, adherence to long-term planning, and adoption of standardized reporting systems.

Corruption has infiltrated various sectors in Nigeria, including the education system, with detrimental effects on educational opportunities, particularly in basic education administration. Ogunode and Shofoyeke (2021) highlight the consequences of corruption in basic education administration in Nigeria. The authors identify several effects, including a lack of funding, insufficient educators, an insufficient facility, substandard educational quality, a significant dropout rate, restricted skill-building, ineffective policy execution, and rising expenses for educational administration. These challenges restrict educational possibilities and worsen the state of the education system. To address these challenges, the paper suggests establishing anti-corruption units within the ministries and agencies of education to monitor and prevent corrupt practices. Regular auditing of education-related commissions, agencies, and ministries can also help combat financial corruption within the system.

In a different context, Kidd (2018) introduces the concept of "epistemic corruption" and examines its implications for the negative effects of education on students' epistemic character. Epistemic corruption occurs when individuals develop or exhibit epistemic vices due to their interactions within a social environment. This phenomenon is particularly relevant considering the growing emphasis on cultivating students' epistemic virtues through education. The paper presents case studies documenting various forms of epistemic corruption in educational practices and policies. By exploring these instances, it becomes evident that the study of epistemic corruption is vital within the realms of virtue and vice epistemology.

In Nigeria, malpractice within the schooling system limits educational opportunities through resource depletion, undermining the quality of education, and sustaining inefficiencies. The lack of funding hinders capital expenditure on infrastructure, staffing of educators, and skill enhancement, resulting in insufficient school resources and staff. The low quality of learning and the presence of a large number of children not attending school limit chances for students to obtain the information and abilities essential for their upcoming years. Moreover, bribery leads to a rise of the expense of elementary school management, creating more difficulties for people, specifically those from disadvantaged circumstances, to acquire quality learning.

To combat corruption in education, Ogunode and Shofoyeke (2020) recommend the establishment of anti-corruption units and regular financial audits within education-related institutions. These measures can help curb corrupt practices, enhance transparency, and ensure proper utilization of resources. By addressing corruption, Nigeria can work towards improving the educational system, providing equal educational opportunities for all, and fostering national development.

Corruption has significant implications for employment opportunities, affecting entrepreneurship, cultural heritage management, and overall unemployment rates in various contexts. Audretsch et al. (2021) examine the impact of government size, corruption, and tax policy on entrepreneurship in 52 countries. The study finds that the influence of tax policy and corruption on entrepreneurship depends on the size of the government. The authors emphasize the importance of considering formal and informal institutions, such as corruption, when studying entrepreneurship. They suggest that changes in tax policy, public spending, and anti-corruption measures can have implications for the allocation of necessity and opportunity-driven entrepreneurship.

Nomishan et al. (2021) discuss the effect of corruption on the conventional management of cultural heritage resources in Nigeria. They highlight mismanagement, theft, illicit trafficking, and general mishandling of cultural heritage resources due to corruption. Wrongful appointments and inadequate attention from the government and stakeholders contribute to the deterioration of cultural

heritage. The study recommends that the government and relevant stakeholders take action to improve the management of cultural heritage for sustainable development.

In Kenya, Onchari (2019) explores the relationship between corruption and unemployment. The investigation uncovers that corruption has a persistent influence on employment figures in the country. The extreme level of bribery, coupled with the view that unethical rulers are the reason for joblessness, has led some individuals to involve in illicit behaviors. In spite of Kenya's relatively better economic growth, the country is experiencing a high level of unemployment in comparison to other East African nations. The study suggests that bribery is a primary reason resulting in joblessness in the nation.

### **Methodology**

The investigation approach adopted in this study involves a thorough review method, employing a cross-sectional questionnaire design in accordance with the guidelines provided by PRISMA guidelines. The examination is controlled by predefined measures for adding and removing, that have been set by the investigator.

### **Review Protocol**

The systematic literature review was initiated by formulating a comprehensive review protocol. As highlighted by Abutabenjeh and Jaradat (2018), a review protocol serves as a vital tool that outlines the guidelines and methodologies for conducting a thorough review. It encompasses crucial aspects such as framing the review question, establishing inclusion criteria, devising an effective search strategy, selecting appropriate studies, extracting relevant data, evaluating the quality of the included studies, synthesizing the findings, and planning the dissemination of the results.

This study followed the Population, Intervention, Comparison, Outcome, and Context (PICOC) framework to develop the review protocol. By adopting this framework, the researchers ensured that the review process was well-defined and guided by the specific parameters relevant to the Kenyan context. The PICOC framework facilitated the identification and refinement of the inclusion and exclusion criteria, as well as enabling a comprehensive exploration of the various dimensions associated with the ghosted cost of corruption in Kenya.

This careful method aimed to reveal on the complex connection between bribery and its social outcomes in the nation. By thoroughly examining the existing research, this study endeavors to uncover the extent to which malpractice has penetrated society in Kenya and investigate the likely effects it has on the ethical foundation, political terrain, and general progress of the society.

### **Description of Research Instruments**

The in-depth review employed a combination of the assessment framework; the SALSA model and the PRISMA guidelines. The decision to use a integrated methods approach stems from the mutual advantage of these investigation methods.

The software framework was instrumental in the task of identifying, evaluating, and organizing research papers and practical studies. It ensured precise methodology and extensive coverage of the investigation. However, the PRISMA 2020 protocol improved the uniformity and meticulousness of the research. This statement includes of a list of 27 items and a flow chart with 4 phases, which include the process of identifying, screening, determining eligibility, and including papers.

The integration of these frameworks provided a robust foundation for conducting a systematic review. The following section presents the framework utilized in this study:

### **Steps in Systematic literature search and review framework**

### ***Search***

The exploration encompassed both internet databases and traditional libraries, with a focus on collecting data related to the topic of Kenyan corruption. To discover relevant information, the investigator used platforms including Google Scholar, government portals, and journal repositories.

Specific keywords were employed during the search, including terms such as "bribes," "corruption," "cost," "Kenya," and "social evil." These keywords were selected to target literature that explores the various facets of corruption, its impact, and the societal consequences it engenders in Kenya. By conducting a comprehensive search across different sources, the researcher aimed to gather a wide range of scholarly material to inform the study on the normalization or breeding of corruption as a social evil in Kenya.

### ***Appraisal***

During the evaluation phase, the guidelines guided the movement of knowledge, including the processes of detection, reviewing, suitability, and choosing articles. The scientist diligently evaluated the suitability of the papers through analyzing their summaries. Only investigations performed in Kenya were included in the assessment. Moreover, a method called snowballing was used, in which the reference lists of applicable studies were investigated to find extra sources that could enhance the review. This rigorous evaluation process ensured that the chosen articles were related to the theme and offered valuable perspectives into the acceptance or propagation of corruption as a cultural wrongdoing in the Kenyan context.

### ***Synthesis***

In the synthesis phase, the scholar developed a data extraction template to categorize the gathered information. The PRISMA statement, which includes a 27-item checklist, was utilized as the methodological guide for this process. This checklist ensured that key aspects of the extracted data were systematically recorded and organized. By employing this synthesis approach, the researcher aimed to effectively analyze and summarize the relevant findings regarding the normalization or breeding of corruption as a social evil in Kenya.

### ***Analysis***

In the investigation phase, the analyst employed coding and categorization techniques to examine the structured data based on the pre-established groups. Theme analysis involved detecting repeated themes or patterns within the data, while document analysis focused on examining the precise content and context of the gathered data.

The researcher performed a comprehensive examination of the research outcomes to uncover resemblances, disparities, and connections among the observations. This comparative study aided in acquiring a thorough understanding of the challenges associated with the endorsement or propagation of corruption as a societal menace within Kenya.

Based on the analysis, the researcher drew conclusions and formulated recommendations. These conclusions were based on the synthesized information and insights derived from the data analysis process. The recommendations aimed to address the identified issues, provide potential solutions, and guide future actions in combating corruption and mitigating its adverse effects on Kenyan society.

### ***Reporting***

In the reporting phase, the researcher recapped the conclusions of the experiment. The results were shown in a brief and thorough way, complying with the recommendations outlined by the PRISMA statement's 27-item checklist. This checklist ensured that the

reporting process was detailed, open, and conforming to established criteria for systematic reviews. By following the standard guidelines, the researcher aimed to provide a concise and structured overview of the experimental outcomes, showcasing the primary revelations related to the promotion or propagation of corruption as a societal menace in Kenya

## **Results and Discussions**

### ***Corruption and public services delivery***

Mbate (2018) reports that the bearer of the corruption costs in Kenya is the public who pays taxes. This happens through the misallocation of resources. Funds that are meant for public services, such as healthcare, education, and infrastructure development, may be diverted for personal gain. This misallocation hampers the effective delivery of essential services to the public. This also directly affects the standard of public services. For example, in sectors like healthcare and education, where resources are critical, corrupt practices may lead to the supply of inferior medicines, inadequate facilities, and compromised educational standards. Corruption in a country can lead to a decline in the quality of public services. Resources that should be allocated for the betterment of society can be diverted through corrupt practices, leaving public infrastructure projects exposed to inflated costs and shoddy construction due to transactional transactions corruption, leading to poor service delivery. This draws the evidence from Indonesia by Setyaningrum, Wardhani and Syakhroza (2017). This is also cemented by the Nigerian evidence through the work of Kayode, Adagba and Anyio (2013).

Through study in the ministry of lands, Maina (2013) reported how corruption had flowed delivery of public service in Kenya. Through such evil dealings in the land transactions, corruption undermines the rule of law as individuals engage in corrupt practices with impunity. This can lead to a culture of lawlessness and diminish the effectiveness of institutions responsible for upholding justice and accountability. Similarly, corrupt practices, such as bribery and embezzlement, led to delays in infrastructure development projects. Public projects stalled at a slower pace due to corrupt practices, affecting the timely delivery of services to communities. This is supported by the findings from South Africa where Sebake and Sebola (2014) found a significant effect of corruption on public service. Similar effect is reported in Uganda by Basheka (2009).

Orina, Were and Muturi (2018) reported that corruption had swallowed major stakeholders in public service which consequently affected service delivery. The findings coincide the study findings in Burundi on whether anti-corruption messages improved public service delivery. (Falisse & Leszczynska, 2022).

The findings show that corruption in Kenya is a significant obstacle to the effective delivery of public services. Bureaucratic processes can be hampered by corruption and favoritism, thereby limiting the benefits enjoyed by the general population. Infrastructure projects may face delays and rising costs due to corruption, affecting the timely delivery of essential services. Corruption in developed countries and Kenya has similar fundamental impacts on public service delivery, product costs, educational opportunities and employment opportunities.

Corruption, like a pervasive and insidious toxin, courses through the veins of many African countries, leaving a trail of detrimental effects in its wake. Its tendrils infiltrate every facet of society, from the highest echelons of government to the most vulnerable communities, leaving no corner untouched. At the heart of this issue lies the erosion of trust in public institutions. When corruption flourishes, citizens lose faith in their leaders and government, breeding cynicism and disillusionment. The very institutions designed to protect and serve become instruments of exploitation, exacerbating social inequality and stifling economic progress. Economically, corruption acts as a formidable roadblock to development. Funds intended for public projects and services are siphoned off, leaving infrastructure crumbling and essential services compromised. This misallocation of resources hampers economic growth, perpetuating a cycle of poverty that is difficult to break. Moreover, corruption distorts the business environment,

creating an uneven playing field where success often hinges on bribery rather than merit. This discourages foreign investment and stifles entrepreneurship, hindering the potential for innovation and economic diversification. In the realm of justice, corruption undermines the rule of law, leading to a culture of impunity. Those with power and wealth can manipulate the legal system, escaping accountability for their actions while the less privileged are left vulnerable and marginalized. This fosters an environment where crime goes unchecked, perpetuating a cycle of insecurity and lawlessness.

### ***Effect of corruption on cost of products and services***

Nyakobo (2021) reported significant effect of corruption on manufacturing sector in Kenya. This consequently trickles down into the market prices of the products. Apparently, the evidence is also reported in emerging and developed nations by Budak and Vizek (2015). Cemented by findings from Uganda by Svensson (2001) that corruption increased cost of doing business. This also affects the pricing of products and services. This affects the markets and thus the entire economy in varied forms.

Corruption can contribute to increased costs of goods and services because businesses may engage in corrupt practices to receive favorable treatment or avoid regulatory scrutiny. For example, industries with close ties to regulatory agencies may engage in corrupt practices to circumvent the law, which can lead to lower standards products entering the market.

Kimuyu (2007) also reported on the effect of corruption on export propensity and firm growth in Kenya. This implies that the cost of exporting goods and services would be hiked thus directly affecting profitability. As such, growth margins become slim progressively. In a product market competition, Alexeev and Song (2013) provide evidence of the effect of corruption on prices of goods and services as well as profitability of firms. Similar results are reported from a cross-national study (Lambsdorff, 2007). Corruption can contribute to rising prices of goods and services, thereby affecting the cost of living for ordinary people. Illegal transactions in the supply chain can distort market dynamics. Basic products can become more expensive due to corrupt procurement and distribution practices.

Olabi (2022) conducted a study in sub-Saharan Africa on how corruption affects household food security. The findings evidenced the unethical practices affecting household economy in terms of prices and affordability. Similar results are depicted in the work of Uddin and Rahman (2023) on corruption and economic growth in developing countries. Systemic corruption can undermine overall economic growth. When corruption is deeply ingrained, it can lead to inefficiencies, resource misallocation, and reduced productivity, negatively impacting the economy and contributing to higher costs.

Foreign investors may be deterred by a corrupt business environment. When corruption is perceived as widespread, investors may fear that the costs associated with bribery or other corrupt practices will erode their returns on investment. Consumers may be exploited when corruption leads to price manipulation. In sectors where competition is undermined, consumers may have limited choices, and businesses may charge higher prices without the pressure of market forces.

Similarly, businesses may be compelled to engage in corrupt practices, such as bribery, to expedite processes or secure favorable treatment. These illicit payments add to the overall operational costs for businesses, and these costs are often passed on to consumers. Corruption in public procurement can lead to inflated contract prices. When public officials or contractors engage in corrupt activities, the cost of projects or the prices of goods and services may be artificially inflated to accommodate kickbacks and bribes.

### ***Corruption and costs on educational opportunities***

Kiryia (2019a) studied on how corruption had infiltrated the Kenyan universities thus affecting quality of education. This stretched into the inequalities that come with induced disparities in enrolment, assessment as well as graduation. This is also evidenced in the work of Kidd (2019) who described the act as epistemic. Kirya (2019b) argues about some of the strategies and ways of handling



corruption in the education sector by emphasizing the need to look at its effect. From the findings it is clear that corruption can also affect the education system, affecting the quality and accessibility of education.

Asiyai (2020) explored corruption cases in secondary schools and ways of strategizing against it. The findings showed that corruption in secondary schools led to skewed services delivery with favoritism and thus affecting the equality in educational opportunities. Oindo and Ouma (2022) complement the findings that showed that corruption affect the quality of education in Kenyan educational institutions. Nepotism and corruption can hinder equal opportunities for students, as evidenced by the fact that the admissions process at prestigious institutions can be affected by corruption, limiting access to education of deserving individuals.

Stretching from educational institutions, Mocetti and Orlando (2019) found that corruption affected the quality of the labor capital hence causing a mismatch between labour and market. This is also evidenced by Latin America findings that showed how corruption affect human development (Borja, 2020). This also relates to the findings by Reisberg (2021) about how academic corruption has affected education quality where undergraduate students sell essays online.

In what Thomson (2020) terms as school scandals, corruption is evidenced having caused disparities in education sector. Most educational aspects – gender, performance, completion as well as graduation, are affected by corruption. The author suggests that whistle blowing would be a solution to the menace in the education system. Related to the study, Effendi, Fatmawati Octarina and Hardianto (2020) propose using education as a ladder in fighting corruption. This makes it a two-way traffic for corruption and education.

Associating the findings to Kenya case, the education sector can lead to lack of access to quality education, especially for those who cannot afford bribes or lack influential connections. Admissions to educational institutions can be affected by corruption, limiting opportunities for talented students from disadvantaged backgrounds class.

Corruption may manifest in the form of bribery during the admissions process. Individuals with financial resources may pay bribes to secure admission for themselves or their children, disadvantaging those without such means. Nepotism and favoritism can lead to unequal opportunities. Positions, scholarships, or educational resources may be unfairly distributed based on personal connections rather than merit, limiting access for deserving individuals.

Still in education, funds allocated for education, such as scholarships or grants, may be embezzled by corrupt officials. This misappropriation deprives deserving students of financial support and educational opportunities (Noor, 2019). Corruption among teachers can impact the quality of education. For example, teachers may engage in exam malpractice, compromising the integrity of assessments and denying students the opportunity for a fair evaluation of their knowledge and skills.

Corruption can lead to the creation of "ghost" schools or students on paper to siphon off funds. This results in a diversion of resources from genuine educational institutions, affecting the quality of education (Hallatu, 2022). When corruption is pervasive in the government, funds allocated for education may be diverted for personal gain or other purposes. This can result in a lack of investment in educational infrastructure and resources, limiting opportunities for students. Widespread corruption erodes trust in educational institutions. This can discourage students and parents from actively seeking educational opportunities, especially if they believe that the system is rigged.

### ***Corruption costs and employment opportunities***

Onchari (2019) found an association between corruption and the growing unemployment rates in Kenya. Corruption can discourage entrepreneurship by creating an environment where success is often linked to corrupt practices. This discourages honest entrepreneurs and limits the growth of businesses that could otherwise contribute to job creation. High levels of corruption erode

trust in public institutions responsible for economic policies and job creation. This lack of trust can discourage individuals from actively seeking employment opportunities.

Similar findings are posted in Iraq by Dodge and Mansour (2021) and how it inhibited economic growth. This has implications in varied dimensions. Corruption can distort labor markets by favoring individuals with connections over merit. This creates a sense of injustice and reduces the efficiency of the labor market. Employment opportunities may be distributed unfairly, with positions given to those who engage in corrupt practices rather than those with the necessary skills and qualifications.

Kulmie, Hilif and Hussein (2023) reported on how corruption affected socioeconomic growth which is the job availability. Corruption can involve the creation of fictitious or "ghost" jobs on the payroll. Public funds may be allocated for these non-existent positions, diverting resources away from genuine employment opportunities. When corruption is prevalent in public institutions responsible for job creation and economic development, resources may be misallocated. Instead of being used for job-generating projects, funds may be siphoned off for personal gain, hindering economic growth and job creation.

Similar results are seen in the work of Rizki and Solihati (2022) inflation, growing unemployment was attributed to corruption in Indonesia. Corruption can lead to inefficiencies in public sector employment. Individuals may secure government jobs through illicit means rather than merit, leading to a less competent and capable workforce. Corruption can disproportionately affect small businesses that lack the financial resources to engage in corrupt practices. This creates an uneven playing field, limiting the growth and sustainability of small enterprises and the jobs they could create.

Still in Indonesia, Alfada (2019) report that corruption has inhibited economic growth. Corruption can perpetuate a system in which employment is based on relationships rather than merit, thereby exacerbating the problem of unemployment and underemployment. Job opportunities may be limited to those with connections to those in power, denying qualified candidates' equal access to jobs. High levels of corruption can deter both domestic and foreign investment. Businesses may be reluctant to invest in environments where corruption is pervasive due to concerns about fair competition and the rule of law. This can hinder job creation. Corruption can undermine overall economic growth, which is essential for job creation. When resources are mismanaged or embezzled, the economy may stagnate, leading to a lack of new job opportunities.

Zumba, Abab, Adeshlaa and Jamesc (2021) found that corruption had affected employment in Sub-saharan Africa. Corruption can lead to unfair hiring practices where jobs are not awarded based on merit but on bribery or nepotism. This denies qualified individuals the opportunity to secure employment. Job seekers may face bribery demands during the application and recruitment process. Those unable or unwilling to pay bribes may find it difficult to secure employment, leading to a distorted job market.

## **Conclusion and Recommendations**

Education, a cornerstone of societal progress, also bears the brunt of corruption. From embezzlement of funds to bribery in admissions, corruption jeopardizes the quality and accessibility of education. In Kenya, this leaves a generation ill-equipped to meet the challenges of a rapidly changing world, perpetuating a cycle of poverty and underdevelopment. On the international stage, corruption tarnishes a country's reputation, diminishing its standing in the global community. Foreign aid and investment may be withheld, exacerbating the economic challenges already faced by these nations. In essence, the effects of corruption in Kenya are far-reaching and multifaceted, permeating every layer of society. Until concerted efforts are made to address and eradicate corruption, the potential for growth and prosperity in the country will remain stifled, leaving millions trapped in a cycle of poverty and despair. However, the specific manifestations and intensity of these impacts may vary depending on the socioeconomic and political context of each thematic area - public services delivery, products and services, educational opportunities or employment opportunities.

Combating corruption requires a comprehensive and multi-stakeholder approach involving government institutions, civil society, the private sector, and international organizations. Implementing transparent and accountable governance practices, strengthening anti-corruption institutions, and promoting a culture of integrity are essential components of anti-corruption efforts. For instance, the legal system and law enforcement agencies in the US play a crucial role in investigating and prosecuting such cases to maintain public trust and the integrity of government institutions. For the UK, a strong legal framework, including the Bribery Act 2010, to combat corruption is put in place. The Serious Fraud Office (SFO) plays a key role in investigating and prosecuting cases of bribery and corruption. The UK government and regulatory bodies are committed to maintaining integrity in business and public life.

The study recommends that in order to fighting corruption, Kenya requires a comprehensive approach that includes strengthening institutions, promoting transparency and fostering a culture of accountability. Concerted efforts are needed to root out corruption and establish a system that ensures fair and equitable access to public services, educational opportunities and employment.

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