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## Policy Implementation and Good Governance for Sustainable Development in Nigeria

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## **POLICY IMPLEMENTATION AND GOOD GOVERNANCE FOR SUSTAINABLE DEVELOPMENT IN NIGERIA**

Akinseye Olowu\*

### **ABSTRACT**

Desirable sustainable development goals are implemented by policies. However, right from its outset as a sovereign state, Nigeria has had a plethora of remarkable policies. The essence of these policies has not been sufficient for delivering good governance. In addition, there have been no major and significant developments associated with the implementation of these policies to date. This scenario rightly suggests that Nigeria's problem is not the formulation of policies in itself, but a structural requirement for dynamic change that has been lacking in the policy design, formulation, and implementation. Hence, there is a lacuna in actualising sustainable development through good governance in Nigeria. This article explores the logical explanation for policy failure in Nigeria. The recurring decimal of the lack of continuity in governance, corruption, lack of human capacity and resources, lack of standard leadership, and political will to implement policy effectively are irrationalities in policy implementation. This article argues that until the policies in Nigeria are implemented effectively and taken to their designed conclusion, there will be no sustainable and achievable development and good governance in Nigeria. The study contributes to a framework that integrates strategic alignment, continuous professional development, adaptive management, and technological integration to enhance the effectiveness and efficiency of the public sector in achieving sustainable governance and development goals.

**Keywords:** Sustainable development, good governance, implementation, Nigeria, Policy

### **1. INTRODUCTION**

Good public policy implementation is essential for the enhancement of good governance in the actualisation of sustainable development goals. The aim of the United Nations' (UN) sustainable development goals is to set a common line of action to meet up with emerging economic, political and

environmental challenges facing the world. Building on the framework of the millennium development goals, the SDGs' quest is rather urgent with a near approaching delivery date. However, in the wake of excruciating global challenges, the world has no option but to swiftly adapt to more sustainable pathways. The UN on its part has made bold commitment by setting 17 goals, but the actualisation is dependent on individual countries' ability to implement such goals through policies.

Policy is the medium by which the government addresses the quests of its populace, through specific actions defined by its laws, mandates, or regulations established through political processes. The quest of the populace is centred on whatever engenders their wellbeing and combats the challenges facing human existence such as it is embedded in the 17 UN's SDGs which are interconnected. The overall framework within which government actions are implemented to achieve public goals and to deal with matters of public concerns. Specifically, it is a decision made by government to either act, or not act, in order to resolve a problem through policy statements, enactment of policies and declaration of policy interventions. However, government commits much time, energy and resources to the development of policies. Some even take years to develop, but once finalised, it is left for the populace to determining whether the outcome of such policies are good or bad.

Good governance as a concept is defined as principles, tactics and standards used by government agencies to encourage, interact and build political will in respond to social and technological changes. Good governance does not happen by chance; therefore, citizens must work towards it, and actualise it with support coming from the nation-state which feeds it clearly and purposefully. The complexity of public policy and its implementation in Nigeria has, in recent times, become an area of interest to scholars and the general public. This situation is corroborated by the fact that with the global emphasis on transparency and accountability by Western governments, the reality is getting closer and closer that citizens can only expect good governance within their political system if they are aware of this, and participate in making decisions that affect their lives.

Moreover, the current democratic framework, which emphasises ideal public policies that originate with the people, has also added impetus to the people's interest in the process of law-making and policy implementation. Indeed, for an emerging economy like Nigeria, with its developing private sector, public policies, if well formulated and implemented, can prove to be a necessary antidote to inertia. Until recent calls for greater engagement with the private

sector, Nigerian governments were the largest employers, retaining some of the best-trained human resources in their fields. Unfortunately, not all of this translates into the formulation or implementation of policies that have a positive impact on ordinary people.

Some studies have argued that effectual policy implementation is reliant on the effectiveness of its design. This position invariably appears valid in theory, but it lacks empiricist backing in most practical circumstances. Taking into context a developing economy like Nigeria, policy proposal and successful implementation oftentimes produce a divergence due to non-compliance to ethical requirement of the implementation processes. This is evident in distributive inequity and injustice often displayed during allocation of government benefits through policy programs that frequently derail due to inherent malpractices within the process, especially among personnel of ministries, departments and agencies of government where patron politics or clientelism is prevailing, and bigoted inclinations like party membership, religion, favouritism, and personal instinct and individualities are dominant predominantly due to initial lack of political will for active and effectual service delivery. Desirable Sustainable Development Goals (SDGs) are implemented by policies. However, right from its outset as a sovereign state, Nigeria has had a plethora of remarkable policies. The essence of these policies has not been sufficient for delivering good governance. Additionally, there have been no major and significant developments associated with the implementation of these policies to date. This scenario rightly suggests that Nigeria's problem is not the formulation of policies in itself but a structural requirement for dynamic change that has been lacking in the policy design, formulation, and implementation. Hence, there is a lacuna in actualizing sustainable development through good governance in Nigeria.

A key scholarly debate in this area revolves around the efficacy of policy formulation versus implementation. Scholars argue that while Nigeria's policy formulation is theoretically robust, the implementation phase is marred by systemic issues such as corruption, lack of continuity in governance, insufficient human capacity and resources, and inadequate political will. These problems lead to a disconnect between policy design and policy outcomes. Some researchers posit that the root cause of policy failure in Nigeria is the weak institutional framework and lack of accountability mechanisms that impede effective policy execution. Others suggest that the issue lies more in the socio-political context, where policies are often hijacked by vested interests, undermining their effectiveness. What is missing in the current literature and policy framework is a comprehensive strategy that

addresses these multifaceted challenges holistically. There is a need for a dynamic approach that incorporates continuous professional development, adaptive management, strategic alignment, and technological integration. Furthermore, there is a lack of empirical studies that examine the interplay between these factors and how they can be optimized to enhance policy implementation

This article argues that until the policies in Nigeria are implemented effectively and taken to their designed conclusion, there will be no sustainable development and good governance in Nigeria. The study contributes to a framework that integrates strategic alignment, continuous professional development, adaptive management, and technological integration to enhance the effectiveness and efficiency of the public sector in achieving sustainable governance and development goals. Future research should focus on developing robust methodologies to evaluate the impact of these integrated strategies on policy outcomes, providing a roadmap for policymakers to overcome implementation challenges. This article has five sections comprising of the introduction where the objective and the problem statement is discussed, the literature review section comprising of the conceptual and the theoretical framework; the discussion of the gaps within the concept of policy implementations; followed by recommendation of sustainable development strategies and the conclusion.

## **2. CONCEPT OF POLICY IMPLEMENTATION: A REVIEW OF THE LITERATURE**

### **2.1 Public Policy**

Public policy is a document that contains an outline as well as a detailed description of the formulation and implementation of various government programs and plans carried for the public interest and executed by the constitutional bodies including ministries, departments and agencies of government in collaboration with civil society organisations<sup>1</sup>. It takes various forms such as laws, ordinances, court decisions, decrees, and decisions, among others. It is an authoritative statement of the government's intentions

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<sup>1</sup> Sigh, B., Sharma, M. (2022). Public Policy Making & Policy Analysis. <http://www.distanceeducationju>.

about what it plans to do as well as what it plans to not do<sup>2</sup>. The achievement of good governance in a country is related to the success of that country's public policy. Once a goal is defined, the government has to develop a policy document to show how that goal will be achieved, and then programs are developed that act as vehicles towards the actualisation of that goal.

There is no consensus on the definition of public order. However, public policy can be described as the general framework within which government actions are taken to achieve its objectives. It is a deliberate and coherent plan of action designed to address the perceived problem of a constituency, shaped by a particular political process and adopted, implemented and enforced by a public authority<sup>3</sup>. The value of public policies is that they create opportunities and remove barriers to attainment of good governance. The fundamental goal of public policy is to create opportunities for the inclusion and well-being of all members of an organisation or society. However, when public policy is biased and biased in favor of a particular section of society at the expense of others, it is no longer public policy but the decision of a privileged few<sup>4</sup>. A well targeted and precisely carried out public policy can protect the sustainable development of society and enhance its human and national security<sup>1</sup>.

## **2.2 Good Governance**

The concept of good governance has been around for many years and is widely used by many people, and it seems to be almost nonexistent, a consensus definition of what good governance represent as its use often depends on the intended purpose, the people involved and the sociopolitical environment of the term<sup>5</sup>. In the 1990s, the World Bank became the first international organisation to apply the concept of good governance in lending agreements to developing countries and thereafter did introduce the idea to the public, and in a 1992 report titled *Governance and Development*, the concept of good governance was written as the use of power to regulate a

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<sup>2</sup> Wilson, G and Epelle, A., (2018). Public Policy Formulation and Implementation in Contemporary Nigeria. <https://www.researchgate.net/publication/359685935>

<sup>3</sup> Dubakeme, E., Folarin, S., and Oni, S. (2023) The Role of National Assembly in Formulating Nigeria's Foreign Policy. *Open Journal of Social Sciences*

<sup>4</sup> Adeniyi, D. (2022). Governance and the Implementation of Public Policies in Nigeria. *Research Journal of Management Practice | ISSN: 2782-7674* [www.ijaar.org](http://www.ijaar.org)

<sup>5</sup> Adeyeye, A. (2022). Understanding Public Policy and Good Governance in Nigeria. <https://www.researchgate.net/publication/359685935>

country's economic and social resources for development<sup>6</sup>. However, good governance aims at reducing corruption, taking into account the opinions of minorities, listening to the voices of the oppressed in decision-making, and actively responding to the needs of the community in the present and in the future. The concept of good governance is based on eight principles including; participation, the rule of law, transparency, responsiveness, consensus orientation, equity and inclusion, effectiveness and efficiency, and accountability<sup>15</sup>.

### 2.3 Sustainable Development

A comprehensive progress approach known as "sustainable development" seeks to meet the needs of the present generation without endangering the ability of future generations to meet their own needs. Its goal is to build a resilient and well-balanced society by including economic, social, and environmental aspects. The protection of ecosystems and natural resources is one of the main tenets of sustainable development. This entails using strategies like waste reduction, sustainable agriculture, and the use of renewable energy to reduce pollution, preserve biodiversity, and lessen the effects of climate change. In order to ensure that the advantages of development are fairly spread across society, sustainable development aims for inclusive growth and social justice. This entails combating poverty, advancing access to health care and education, and promoting social cohesion and gender equality<sup>7</sup>.

### 2.4 Theoretical Framework

The discussion in this article is linked to institutional theory. Institutional Theory examines how structures, norms, and rules within organizations influence their behavior and how they operate within a broader social and cultural context. This theory is particularly relevant for understanding the dynamics of public sector organizations and how they adapt to changes, implement policies, and build capacity<sup>8</sup>. The study employs Institutional Theory to analyze the challenges and dynamics of policy implementation and

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<sup>6</sup> [https://www.unescap.org/sites/default/d8files/event-documents/ESCAP\\_MCCRVS\\_2021\\_2\\_Support\\_from\\_development\\_partners\\_English.pdf](https://www.unescap.org/sites/default/d8files/event-documents/ESCAP_MCCRVS_2021_2_Support_from_development_partners_English.pdf)

<sup>7</sup> Ikechukwu O, Ogbulu, U, Nwangbo, O., Onuwa, H., Ejem, E., Iteshi, C., Arinze, A., Nwankwo, F., Ojogbane, R. (2023). Governance approach to policy implementation challenges and sustainable development: Conceptual implications from the Nigerian case of TraderMoni empowerment scheme. Jozac Publishers in the African Social Science and Humanities Journal (ASSHJ)

<sup>8</sup> Amenta, Edwin, and Kelly M. Ramsey. "Institutional theory." Handbook of politics: State and society in global perspective (2010): 15-39.

capacity building in Nigeria's public sector. It explores how historical legacies, colonial administrative structures, and contemporary governance challenges shape organizational behavior and practices. The theory emphasizes the importance of legitimacy and compliance, suggesting that Nigerian public institutions strive to align with global standards such as the Sustainable Development Goals (SDGs) to gain credibility. Institutional isomorphism is evident as these institutions adopt successful practices from other governments. The article also highlights path dependency, where historical policies continue to influence current practices, and calls for innovative reforms to improve public sector performance by integrating new technologies, enhancing training programs, and fostering a culture of continuous improvement and ethical governance.

## **2.5 Methodology**

The methodology used in this study is primarily qualitative, utilizing historical and descriptive approaches to analyze secondary data from various sources, including textbooks, journals, newspapers, magazines, and online publications. It employs qualitative analysis techniques to interpret and understand the collected data, focusing on the social phenomena and meanings behind policy decisions and actions. The study conducts an extensive literature and document review, examining academic articles, official records, and other institutional publications to gather relevant information. Conceptual analysis is also used to develop a better understanding of the key concepts and frameworks related to public policy, governance, and capacity building, linking theoretical insights with practical observations.

The research approach is qualitative, which according to<sup>9</sup> involves the collection, analysis, and interpretation of data that are not easily reduced to numbers. These data relate to the social world. It adopts the opinions of<sup>10</sup> who suggests a unique pathway in that define qualitative research as it: “seeks to develop an in-depth understanding; views social phenomena holistically; and provides insight into the meanings of decisions and actions”. The information was compiled through literature and document reviews. Journal articles, newspaper articles, theses, dissertations, internet sources, Acts, and

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<sup>9</sup> Anderson C. (2010). Presenting and evaluating qualitative research. *American Journal of Pharmaceutical Education*, 74(8), 141:150. <https://doi.org/10.5688/aj7408141>

<sup>10</sup> Nyikadzino, T. & Vyas-Doorgapersad, S. (2020). Understanding the impact of devolutionary reforms on poverty reduction in Zimbabwean rural local authorities. *Loyola Journal of Social Sciences*, XXXIV (1),29-47.



official records of various institutions form part of literature and document reviews. A literature review involves identifying and analysing information resources and/or literature that relates to a given research problem<sup>19</sup>. A document review is a form of qualitative research in which documents are interpreted by the researcher to give a voice and meaning around an assessment topic<sup>11</sup>. The information was analysed through conceptual analysis. A conceptual analysis “is generally regarded as an explanation proposed to reach a better understanding of the social reality and/or phenomenon that is being investigated<sup>12</sup>. The information based on the research methodology is stated in various sections below.

### 3. POLICY IMPLEMENTATION AND GOOD GOVERNANCE CHALLENGES IN NIGERIA

Good governance is a necessity for sustainable development in Nigeria and the importance of proper policy implementation towards this objective cannot be underestimated. Nigeria is acknowledged within regional and global bodies as one with enormous human and material resources that is capable of achieving all the parameters for good governance<sup>13</sup>, with proper policy implementation, but this has not translated into positive gains for the country due to recurring challenges it has had to contend with over the years. Some of these challenges to proper policy implementation and good governance in Nigeria are discussed below<sup>14</sup>.

The over ambitious nature of some government policy makes implementation difficult to achieve and good governance to remain a mirage. Some policies in Nigeria are far too broad, sweeping and unrealistic in their design. It is sad to say that, the formulation of such over ambitious policies is not borne out of their sincere effort to bring economic growth and development, but to boost the ego of the political leaders. An example of such over ambitious policies

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<sup>11</sup> Chiware, M. (2021). Variables influencing human resource performance management in the Ministry of Health and Child Care in Zimbabwe. Unpublished PhD Thesis. Johannesburg: University of Johannesburg.

<sup>12</sup> Bangani, A. & Vyas-Doorgapersad, S. (2020). The implementation of gender equality within the South African Public Service (1994–2019), *Africa’s Public Service Delivery and Performance Review*, 8(1), 1-10. <https://doi.org/10.4102/apsd.pr.v8i1.353>

<sup>13</sup> Chukwurah, D., Nnamani, D., & Nduba, J. (2020). Governance and political leadership in Africa: Focus on Nigeria@ 59. *Governance*, 4(3), 36-46.

are policies having as their basic objectives the provision of constant power supply to all citizens. For such policies, there is usually poor funding for the public bureaucracy to effectively implement them. For instance, the policy of constant electricity has witnessed such a very weak implementation effort which has resulted in the inadequate power generation and distribution with its resultant effect all around the country. Against this backdrop, it is imperative and legitimate for policy content to characterise policy making processes and progress<sup>14</sup>.

The use of public policy to promote sustainable development is a relatively new idea, and there has not been much literature on the subject. Yet, the article does not substantiate this. To name a few, industrial, monetary, and fiscal policies have dominated government policy<sup>15</sup>. However, it does have a notable track record of success and is no longer in its early stages. These particular policies, which support or impede entrepreneurship, include fiscal, monetary, and social policies. The idea of public policy is crucial for governments, private organisations, individuals, and sustainable development, keeping in mind that the effectiveness of public policy can be assessed to better understand the reasons behind and effects of policy outcomes<sup>16</sup>.

Consequently, policy analysis and advocacy are linked, as shown in Figure 1.1, and this enhances the readers understanding of the business environment. Public policy is seen as an independent variable in this endeavour, making it possible to scientifically study how it affects the business environment. Hence, a number of studies bolster the notion that public policies promoting sustainable development help nations experience economic expansion, higher output, income generation, wealth creation, and a decline in unemployment<sup>17</sup>. Economists, social workers, politicians, and other institutions are some

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<sup>14</sup> Okoro, J., (2020). The Mystery of Policy Implementation in Nigeria. *International Journal of Institutional Leadership, Policy and Management* Volume 2, Issue 4. [www.ijilpm.com.ng](http://www.ijilpm.com.ng)

<sup>15</sup> Blackburn, R. A. (2016). *Government, SMEs and entrepreneurship development: Policy, practice and challenges*. Routledge.

<sup>16</sup> Lei, X., & Yu, J. (2024). Striving for sustainable development: Green financial policy, institutional investors, and corporate ESG performance. *Corporate Social Responsibility and Environmental Management*, 31(2), 1177-1202

<sup>17</sup> Olofin, S. O., & Afangideh, U. J. (2008). Financial structure and economic growth in Nigeria: A macro econometric approach. *Nigeria journal of securities and finance*, 13(1), 1-27.

examples of prevalent elements that either encourages sustainable development<sup>18</sup>

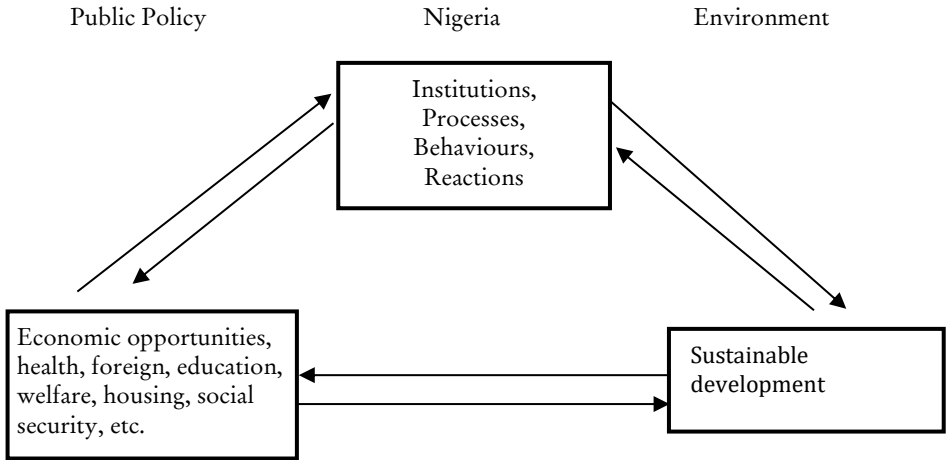


Figure 1.1: Conceptual linkages in policy implementation<sup>2</sup>

Global government economic plans often include a focus on encouraging sustainable development through policy<sup>24</sup>. Nevertheless, public policies just assist in establishing conditions that present chances for the formation of an enabling environment; they do not, by themselves, generate good governance. The varying circumstances informing policy formation over time have been as a result of environmental factors like globalisation, political upheaval, and technological advancements<sup>24</sup>.

Furthermore, most of the agencies or institutions that are entrusted with the task of implementing government policies do not possess the requisite manpower, knowledge and financial resources to implement these policies effectively. On the area of poor funding, Government do not allocate much funds in the budget for the implementation of such projects. To effectively implement government policies in Nigeria, the implementing agency needs adequate funds and timely manner and such has not been the case in Nigeria,

<sup>18</sup> Kose, M. A., Prasad, E., Rogoff, K., & Wei, S. J. (2010). Financial globalization and economic policies. In Handbook of development economics (Vol. 5, pp. 4283-4359). Elsevier.

in part, leading to the failure of certain public policies to achieve desirable ends. Though, government in line with their statutory responsibility can disburse sufficient funds to execute a policy, but the corrupt activities within the public bureaucratic organisation do not allow for the judicious use of such fund to effectively implement such policies and ensure good governance. Still on this, coupled with inadequate funding, public policies implementation has been hit by inadequate manpower resources. The public bureaucracy in Nigeria do not, indeed have adequate qualified manpower and professionals, technical or managerial competence and expertise<sup>23</sup>. This is counterproductive as the capabilities of government in terms of expertise and skill set determine to a large extent the success or failure of implementation of policy in Nigeria. It is not worthy that inadequacy of personnel as it relates to expertise and skilled manpower is as a result of the recruitment policies in Nigeria. The application of the principle of Quota System or Federal Character results in employing people into position when they do not meet up the requirements and requisite skill set<sup>19</sup>.

Moreover, Policies in Nigeria are not free from undue political interference. The political class exercise a stranglehold on policies in Nigeria, especially during implementation. Excellent and well-formulated policies fail in Nigeria when they are influenced by those in the position of power to suit certain individuals or groups. An example is the electoral laws in Nigeria. Those with little or no knowledge of the core challenges that disrupt the process or flow of policies. Policies in Nigeria fail due to a lack of inclusion for those at the bottom of the pyramid. Policies are sometimes formulated and implemented without the input of the divergent interest group. These policies fail to acknowledge the individual or group's peculiarities and differences. People become repulsive and antagonistic to these non-inclusive policies that care less about their interests.-provide a source or substantiate these claims

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<sup>19</sup> Ayi, O. J. (2023). Implementation of federal character principle: Focus on recruitment and promotion in the University of Abuja Teaching Hospital, Abuja, Nigeria. *Lapai International Journal Administration*, 15(2), 335-361.

#### **4. ADDRESSING THE GAPS: RECOMMENDATIONS FOR SUSTAINABLE DEVELOPMENT POLICY IMPLEMENTATION AND GOOD GOVERNANCE IN NIGERIA**

Following the preceding discussions, several issues come to light in support of fostering sustainable development through the formulation of public policies. Policies ought to lean favorably towards entrepreneurs and be managed with fixed foreign exchange rates. This approach will bolster entrepreneurial activities and provide entrepreneurs with the flexibility to seize opportunities within the business landscape. Furthermore, fiscal policies should be geared towards channeling more financial resources into research in science, technology, and entrepreneurship education. This aims to stimulate a higher level of innovation and creativity through research endeavors while also fostering stronger connections between tertiary institutions and the private sector. Additionally, there's a pressing need for various stakeholders, including policy experts in Nigeria, to collaborate cohesively. The ability to synchronise these stakeholders into a cohesive system is crucial for realising the benefits of good governance. A systemic approach is proposed as a viable solution for nurturing sustainable entrepreneurship development. Continuous human capacity building is emphasised as the key to reigniting the entrepreneurial spirit and dispelling the notion that Nigeria cannot achieve full industrialisation. Sustainable human capacity building fosters an environment conducive to innovation and creativity, essential elements for cultivating an entrepreneurial climate. If public policies prioritise adequate attention to human capacity building for entrepreneurs regardless of gender disparities within their respective countries, encompassing education, healthcare, conducive developmental environments, leadership, empowerment, financial independence, value systems, security, and the preservation of human capital, the entrepreneurial spirit will thrive, and developmental strides will be evident.

After extensive deliberation and discussion, it was imperative to find ways to effectively implement public policies in Nigeria. Here are some practical ways to achieve this. The culture of discontinuing the policies of a previous regime, should absolutely be discouraged. This can be effectively done if parliament enacts a law that ensures the continuity of the policies and projects of outgoing leaders. Because it will mean growth and development in the country. This is important because, although each administration has an end date, the policy will continue to be effectively implemented. There is a

need for focused, clear and uncompromising political leaders at the head of every government at the federal, state, and local levels. It is expected that the democratisation process in Nigeria will help and promote the birth of such visionary and determined leaders who will be more inclined to develop policies that are more suitable for solve problems in Nigeria.

In Nigeria, the chase for achievable sustainable development is generally on the rise, but it is undoubtedly still in its early stages. This may be due to high level of corruption in the government. Corruption in Nigeria is deeply rooted and has manifold causes. Political patronage, lack of transparency, weak judicial systems, and porous regulatory frameworks contribute to the perpetuation of corrupt practices. Additionally, socio-economic disparities and inequitable distribution of resources exacerbate the issue, making it a systemic concern.

However, the score card of sustainable development depends on the governments' recognition of the intrinsic role of entrepreneurs in an economy, and thereby advances policies that make the business environment conducive, such as, giving entrepreneurs adequate attention in public policy formulation. Particularly, the following policy areas need attention:

- i. **Infrastructure** - Due to the imperative of economic expansion, a significant portion of government spending should be allocated to infrastructural development, thereby fostering entrepreneurial endeavors. The absence of requisite infrastructure hampers production capabilities and market access. For instance, a well-developed network of roads, ports, and airports facilitates the transportation of goods; reliable electricity is indispensable for operating plants, machinery, and other production equipment; an efficient telecommunications system expedites business transactions and mitigates information asymmetry issues.
- ii. **Legal and regulatory framework** - Governments must enact and enforce laws, regulations, and obligations to ensure the maintenance of conducive business environments. Practices such as corruption and bureaucratic hurdles discourage entrepreneurial ventures. Unfortunately, corruption stifles entrepreneurship development across many nations, prompting governments to implement anti-corruption measures by reviewing their legal and regulatory frameworks. Entrepreneurs are more inclined to invest when the government is perceived as trustworthy and accountable for its policy actions. Moreover, governance must uphold principles of equity, fairness, and social justice in dealings with entrepreneurs, as these principles positively influence entrepreneurial growth.

- iii. **Financial assistance** - Finance is a critical element for entrepreneurship. Although traditional banks and financial institutions can offer capital for entrepreneurial purposes, the conditions for accessing such finance often disregard the unique nature of entrepreneurial ventures. A common challenge faced by both male and female entrepreneurs is the lack of access to credit facilities or seed funding necessary for starting businesses. Recognising the significance of entrepreneurship for economic advancement, public policies should support specialised development finance institutions (DFIs) for entrepreneurship to address market failures which conventional banks are not primarily equipped to address. While conventional banks prioritise profit, DFIs are oriented towards development objectives. For example, it is widely acknowledged that SMEs typically take three to five years to establish their success, but conventional banks typically do not wait that long before seeking repayment. DFIs offer advantages by providing long-term loans at concessional interest rates and sometimes extend assistance through monitoring and evaluating entrepreneurial activities
- iv. **Social** – Entrepreneurship activities take place within the society, for the benefit of the society. Public policies must ensure that the aspirations of both male and female gender are considered. Government should recognise and bear in mind the norms and culture of the society which has been in existence before modern governance came into existence. However, in the wake of modernisation, men and women should be considered as bona fide members of society having equal rights and privileges. The need for gender mainstreaming cannot be overemphasised even in entrepreneurship contributions. Gender mainstreaming advocates for measures that address the specific needs and priorities of women and men who form the capacity building in business not minding their race, culture, age and education. Particularly, mainstreaming is about bringing the experience, knowledge and interests of men and women to bear on the entrepreneurship development agenda. To this end, women and men need policy support to demonstrate their potentials.

An enabling macroeconomic and social environment is imperative for implementing sustainable development goals. In addition, the government should embark on programs aimed at improving the working conditions of civil servants, as this will help build their desire and enthusiasm to implement government policies with keen sense of purpose. This can be done by improving their compensation packages, providing them with an enabling environment to operate without interference, and also allowing the proper use of the funds allocated for the implementation of the policy. When

formulating a policy, policy makers need to clearly understand the issues and needs of the people. This will help to formulate and implement appropriate policy that fully address public problems and needs.

Government leaders need to reduce their interference and infiltration into bureaucratic activities in Nigeria. This will certainly ensure that officials in positions of authority are allowed to control, make decisions and operate freely, applying some basic ideals of bureaucratic ethics in their processes and their administrative procedures. There should also be provisions for adequate monitoring of policies and programmes as this will contribute to enhancing good governance.

## 5. CONCLUSION

The goal of every constitutional government is to ensure that every citizen benefits from the dividends of democracy and the improved standard of living resulting from economic growth and development. with a focus such as this, every administration will priorities policy formulation and implementation in order to guarantee good governance. Since attaining sovereignty status in 1960, several policies have been implemented and undoubtedly some of these have had positive impact on Nigeria's social, economic and political development, but a general scale, public policy formulation and implementation has yet to translate into the much desired good governance. However, the issue of corruption in Nigeria reverberates beyond its borders, impacting regional stability, foreign engagements, and global perceptions of the country. International support and collaboration are vital in addressing and mitigating the cross-border ramifications of corruption.

Essentially, the success of public policy implementation must be assessed in the context of specific issues and different important factors affecting implementation and which policies are likely to succeed. Effective implementation is reckoned to be an integral part by good leadership, a human quality that is uncommon among Nigeria's political elite. The effective and successful implementation of policies is vital to the development of a country, it is the foundation that facilitates the political and socio-economic progress of Nigeria and this can only be achieved through continued political commitment and clear identification of responsibility and coordination, but also by a genuine commitment to completely eliminating corruption from the country.



Based on all the barriers affecting public policy implementation in Nigeria, it is clear that to assert that policy implementation in Nigeria is being seriously undermined by the government's attitude towards public policy implementation, lack of resources, corruption, sectarianism, and tribalism among others is to state the obvious. Attainment of effective policy implementation and good governance requires a change of attitude on the part of those responsible for public policy implementation in Nigeria. Allowing officials to exercise control and authority over task performance means that the government should make a conscious effort to reduce political interference in bureaucratic activities in Nigeria. Such a solution would enable competent officials to exercise improved control and authority and operate freely to apply some of the fundamental ideals of organisational theory and skill set in administrative processes. In addition, it will help to overcome the bureaucratic problems responsible for the lack luster implementation of public policies in Nigeria.