

## Nigerian Civil Service Rules And Regulations

Recommendations. -- Introduction. -- Historical background and context. The development of Nigerian federalism - The origins of the indigeneity issue in Nigeria - The extent of the problem in today's Nigeria. -- Government discrimination against non-indigenes. Ambiguous legal definitions of indigeneity - Certificates of indigeneity - Theatres of government-sponsored discrimination against non-Indigenes. Public sector employment. Barriers to obtaining higher education. Barriers to political participation. -- Indigeneity and intercommunal conflict: an overview. Indigene-settler conflicts. -- Case studies. Plateau State: The case of "stateless citizens". - Kaduna State: indigeneity and intra-state conflict. - Delta State: the ownership controversy in Warri. -- The Nigerian government response and potential policy alternatives. Possible policy responses to the indigeneity issue.

The Oxford Handbook of Nigerian Politics offers a comprehensive analysis of Nigeria's very rich history and ever changing politics to its readers. It provides a deep understanding of Nigeria's socio-political evolution and experience by covering broad range of political issues and historical eras. The volume encompasses 44 chapters organized thematically into essays covering history,

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political institutions, civil society, economic and social policy, identity and insecurity, and Nigeria in a globalized world. By identifying many of the classic debates in Nigerian politics, the chapters serve as an authoritative introduction to Africa's most populous country. The chapters are interdisciplinary, introducing readers to classic debates and key research on Nigeria, as well as new methodologies, new data, and a compelling corpus of research questions for the next generation of researchers and readers interested in Africa.

This title was first published in 2003. How was public policy and economic development in Nigeria affected under the period of military control between 1966 and 1999? What is the nature and scale of change that Nigeria will have to undergo in order to achieve its current development goals? Initially providing a history of Nigeria along with a framework for understanding the nature, scope and magnitude of the military and public management problems within the country, this timely and rewarding book addresses both of these questions. It analyzes the institutions that make and implement public policy in the Nigerian political arena, and examines the route that Nigeria could take in order to enhance its public management capacities. Although the specific focus is on Nigeria, the mode of analysis used is transferable to a wide variety of developing nations. The book will foster an understanding among scholars, development

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planners, military officers and policy makers of the tasks and challenges facing Nigeria and many sub-Saharan African nations in the twenty-first century. Corruption in Africa makes a significant contribution to the study of the impacts and eradication of corruption in African societies. John Mukum Mbaku offers a comprehensive analysis of the causes of public malfeasance in African countries and provides a number of practical and effective policy options for change. This book demonstrates the destructive relationship between corruption and the abrogation of economic freedoms and entrepreneurship, a system that has clearly left Africa as one of the most deprived regions in the world. Utilizing the tools of public choice theory, Mbaku emphasizes the important role that institutions have in corruption control and he recommends reconstructive democratic constitutions as the most effective means of development. Until African states provide their people with institutional arrangements that adequately constrain the state and enhance wealth production, the living standards in the continent will continue to deteriorate. Corruption in Africa is a fascinating and informative text that will appeal to those interested in African studies and developmental policies.

This Toolkit provides non-technical, practical help to enable officials to recognise conflict of interest situations and help them to ensure that integrity and reputation

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are not compromised.

A country-by-country synopsis of the public sector reform programmes in 40 Commonwealth developing countries, with a profile of each country and an outline of the reform initiatives, implementation processes, achievements and problems encountered.

Laying the Foundation for Nigeria's Democracy: My Account of June 12, 1993 Presidential Election and Its Annulment is a factual, gripping, and compelling insight into the most authentic analysis and explanation of the nation's political environment under which the June 12 election was held and how the result was tragically annulled, even as it was accurately adjudged as the freest and fairest in the history of the country. The theoretical thrust deals with the crux of the problems that face the task of nation-building in Nigeria which is legitimacy. Prudently, the author examines how the Nigerian leadership tends to attract legitimacy and its acceptance from the generality of Nigerians. He documents the centrifugal and centripetal forces that combined in the various ways to shape as well as influence President Babangida's transition program. The program is analyzed and compared with the previous transition program, and the process, its special features like its phased nature and its inbuilt learning process are identified. Professor Humphrey Nwosu concludes the book by stating

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unequivocally that Nigerians found a great deal of opportunity for real and genuine democracy during June 12 presidential election and they grabbed it. The outcome of the election and its annulment had whetted the appetite of both the majority and the minority ethnic groups of Nigeria. There is therefore a burning desire for equality, fairness and freedom for all Nigerians. Suggesting how Nigerians can solve their present political problems, he reiterates that the June 12 presidential election lays a strong foundation for democracy in Nigeria, and also maintains that June 12, 1993 election was indeed the Real Democracy Day in Nigeria while May 29, 1999 was its offshoot. This broad-ranging book of stimulating account is commended to students of political science, political leaders, democrats, all public office-holders as well as independent readers having the interest of Nigeria's development at heart.

The paper provides an overview of the main elements of pay systems that are typically used to remunerate government employees and, with reference to the experience of developed and developing countries, discusses structural issues frequently arising in the formulation of government pay policies: (1) the role of fringe benefits in the compensation system; (2) the pros and cons of a greater merit orientation in the pay system and of special pay schemes designed to remunerate staff at the professional and managerial level; and (3) factors

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determining internal pay differentials with special emphasis on the compressing effect of flat amount cost of living adjustments.

This book examines the politics and economics of infrastructure development in Nigeria from Independence in 1960 up to 2015, and the role of good governance in promoting the socioeconomic wellbeing of citizens. Arguing for the need for transformational leadership in infrastructure development, the chapters examine policy issues and survey the various administrative, economic, and social-political reforms that have impacted infrastructure development in Nigeria. The author also discusses current national development plans and Vision 20:2020; challenges to infrastructure development, including corruption; and the future potential of a strong infrastructure network for the economy and citizens. Drawing upon his experience within government departments, as well as existing models of leadership and governance, the author explores the role of infrastructure development in promoting the wellbeing and growth of Nigeria. Combining theory with practical examples of good governance, this book will be of interest for students and researchers of political science and infrastructure development in Africa.

Looking at the question of how to achieve the best use of limited resources in the health service, this text argues that value for money is not just an accounting

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issue. Rather, it is a crucial tool in establishing how to identify and measure what is effective and efficient within the NHS.

Dr. Adeh's work is a rich contribution to the discourse on oil resources and the twin problems of corruption and ecological degradation in Nigeria with lessons for other sub-Saharan African countries. It is indeed a purposeful scientific work on a theme of substantial contemporary interest, both practical and theoretical. He presents a compelling case on how to dethrone both problems of corruption and environmental degradation and enthrone a lasting sustainable development in the Niger Delta.

Deeper Insight into Nigeria's Public Administration is a collection of a wider range of Public Administration topics to which scholars and authors have devoted attention in recent time. Here is a lucidly written and presented book, which selective scholars, researchers and readers would find indispensably useful to procure for personal and institutional librarians.

This book provides a comprehensive insight into the origin and evolution as well as the various phases of growth and decline of the Nigerian civil service; the nature and problems of past and current reforms; and an agenda of action to reposition it as a professional service. This is presented with the backdrop of an extensive exploration of the main theoretical issues and concepts in the field of

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public administration.

States at Work explores the mundane practices of state-making in Africa by focussing on the daily functioning of public services and the practices of civil servants.

Research Paper (postgraduate) from the year 2014 in the subject Politics - International Politics - Region: Africa, language: English, abstract: This study investigates factors responsible for salary fraud in Bayelsa State Civil Service, Nigeria. The study adopted ex-post-facto research design. Data were gathered from secondary sources. Robert K. Merton's anomie theory was adopted as the study's theoretical framework. The study found that the crime of salary fraud persists in Bayelsa State civil service despite measures taken by government to stem it. It also discovered that the challenges such as lack of adequate funds and corruption confronting the Economic and Financial Crime Commission (EFCC) are responsible for the futile prosecution of culprits. Based on these discoveries, the study recommends amongst others, that Bayelsa State Government should train Forensic accountants to man all her Ministries, Departments, and Agencies as a proactive measure to check fraud.

Originally published in 1990. A look at the vast, historically and socially complex nature of the Nigeria This book is intended to share what he has learned about

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public policy and administration in Africa over the past ten years. This book is based upon a decade of research, reflection, and writing. The field research period corresponds with the

Inefficient civil service administrations are jeopardizing future development in many African countries. The reforms suggested in this paper would make these administrations more accountable, enforce the rule of law, and reward bureaucrats solely on their

Nigerian Civil Service Machinery of Government and Government Regulations Inside the Nigerian Civil Service Guidelines for Appointments, Promotion and Discipline The Nigerian Civil Service Alfa The Role of Civil Service in National Development Theory and Practice of Public Administration and Civil Service Reforms in Nigeria

This second volume on the constitutional dimension of contract law explores this increasingly relevant subject in jurisdictions that are usually overlooked by mainstream scholarship in the English-speaking world. With chapters on Finland and other Nordic Countries from a comparative perspective, Spain, Japan, Somalia, Nigeria, Brazil, and Peru, the contributions presented here offer much-needed, context-informed insights on whether – and if so, why, how and to what extent – the development of contract law is being influenced by constitutional

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values and fundamental rights issues (or vice-versa). The book represents a valuable addition to comparative law literature on the interplay between public (i.e., constitutional) and private (i.e., contract) law by revealing the inner dynamics through which these two branches interact and (at times) inform each other, whilst also enhancing our understanding of the law's nature, function, and transformative potential at the macro, meso, and micro levels.

This volume engages in an in-depth discussion of Nigerian politics. Written by an expert group of Nigerian researchers, the chapters provide an overarching, Afrocentric view of politics in Nigeria, from pre-colonial history to the current federal system. The book begins with a series of historical chapters analyzing the development of Nigeria from its traditional political institutions through the First Republic. After establishing the necessary historical context, the next few chapters shift the focus to specific political institutions and phenomena, including the National Assembly, local government and governance, party politics, and federalism. The remaining chapters discuss issues that continue to affect Nigerian politics: the debt crisis, oil politics in the Niger Delta, military intervention and civil-military relations, as well as nationalism and inter-group relations. Providing an overview of Nigerian politics that encompasses history, economics, and public administration, this volume will be useful to students and researchers

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interested in African politics, African studies, democracy, development, history, and legislative studies.

### Sample Text

This report looks at the capacity and capabilities of civil servants of OECD countries and suggests approaches for addressing skills gaps through recruitment, development and workforce management

Research Paper (undergraduate) from the year 2012 in the subject Economics - Case Scenarios, Obafemi Awolowo University, language: English, abstract: The book examined motivation and Job satisfaction in Oyo State Service. It also appraised the existing motivating packages for workers in the state and Investigated the effect of Staff motivation on job performance in the state. Simple random sampling method was adopted. The book concluded that employees should be well motivated by provision of amenities like wages and salaries, bonuses and other entitlement which should be paid to enhance their standard of living

How many people are employed by the government? How many are employed by the central government compared with the state and local authorities? How many are employed in public enterprise? How much are they all paid? How much are they paid relative to each other, or relative to the private sector? Such questions interest people in general and economists and policymakers in particular; yet it is remarkable how little information is readily accessible on these topics.

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