


THE EFFECTIVENESS OF THE FEDERAL CHARACTER PRINCIPLE IN ENUGU, KOGI STATE AND THE FEDERAL CAPITAL TERRITORY (FCT) PUBLIC SERVICE

Emmanuel Chukwuma Okwara^A, Innocent Jooji^B, Zekeri Momoh^C



ARTICLE INFO	ABSTRACT
<p>Article history:</p> <p>Received 22 May 2023</p> <p>Accepted 16 August 2023</p>	<p>Purpose: The study seeks to understand the extent to which the Federal Character Principle ensured even representation of Federal Public Servants in Enugu State, Kogi State and the Federal Capital Territory. Also, to know if the federal character principle is faced with some challenges in Enugu State, Kogi State and the Federal Capital Territory and understand the advantages and prospects of the federal character principle to the Federal Public Service in Enugu State, Kogi State and the Federal Capital Territory.</p>
<p>Keywords:</p> <p>Equity; Representation; Nigeria; Federalism; Public Service.</p>	<p>Theoretical Framework: This study is situated within the Theory of Representative Bureaucracy propounded by Bola Dauda (2000). This theory was propounded to solve crisis in the Public Service Recruitment in order to ensure administrative and political harmony especially for the third world countries.</p>
	<p>Design/Methodology/Approach: The design of the study is descriptive and survey research design. Primary method of data collection was employed. One hundred and fifty - five (164) questionnaires were administered to one hundred and fifty – five (155) respondents and questionnaires were responded to, and recovered. For the purpose of this study, Federal Character Commission in the Federal Capital Territory (FCT), Kogi and Enugu states were sampled.</p>
	<p>Findings: The findings of this study shows that the extent to which the federal character principle has ensured even representation of every region of Nigeria in the federal civil service is low. It was revealed by the findings of this study that the problems of regional domination and fear of minorities of marginalization in the federal public service have not been largely tackled by the federal character principle in Nigeria. Also, the Federal Character Principle is characterized by some obvious problems which include sacrificing competence and merit on the altar of fair regional representation; the federal character principle being an opportunity for those in power to favour people from their regions and the emphasis the Federal Character Principle places on difference rather than integration.</p>
	<p>Conclusion: The federal character principle is one those principles which Nigeria has adopted in her attempt to balance the national life of her diverse heritage. There seem to be nothing wrong with the federal character principle and its adoption into the Nigerian state but so much seem to be wrong in the application of this principle in Nigeria due to administrative lapses on the part of the Federal Character Commission and selfish interests on the part of those in power.</p>
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^A PhD in International Relations. Department of Political Science and Diplomacy, Veritas University. Abuja.

E-mail: okwarae@veritas.edu.ng Orcid: <https://orcid.org/0000-0002-0055-6311>

^B PhD in International Relations. Department of Political Science and Diplomacy, Veritas University, Nigeria.

E-mail: jooji@veritas.edu.ng Orcid: <https://orcid.org/009-0003-5716-2406>

^C Master of Science in Political Science. Department of Political Science and Diplomacy, Veritas University.

Nigeria. E-mail: momohz@veritas.edu.ng Orcid: <https://orcid.org/0000-0001-7938-8738>

A EFICÁCIA DO PRINCÍPIO DO CARÁTER FEDERAL NO ENUGU, NO ESTADO DE KOGI E NO SERVIÇO PÚBLICO DO TERRITÓRIO DA CAPITAL FEDERAL (FCT)

RESUMO

Propósito: O estudo busca entender até que ponto o Princípio do Caráter Federal assegurou a representação uniforme dos Servidores Públicos Federais no Estado de Enugu, Estado de Kogi e Território da Capital Federal. Além disso, para saber se o princípio do caráter federal é enfrentado com alguns desafios no Estado Enugu, Estado Kogi e o Território da Capital Federal e entender as vantagens e perspectivas do princípio do caráter federal para o Serviço Público Federal no Estado Enugu, Estado Kogi e o Território da Capital Federal.

Estrutura Teórica: Este estudo se situa dentro da Teoria da Burocracia Representativa proposta por Bola Dauda (2000). Esta teoria foi proposta para resolver a crise no Recrutamento de Serviço Público, a fim de garantir a harmonia administrativa e política, especialmente para os países do terceiro mundo.

Design/Metodologia/Abordagem: O desenho do estudo é descritivo e design de pesquisa de levantamento. Foi empregado o método principal de coleta de dados. Foram administrados 164 questionários a 155 respondentes e foram respondidos e recuperados. Para o objetivo deste estudo, foram amostrados a Comissão de Caráter Federal no Território da Capital Federal (FCT), os estados de Kogi e Enugu.

Constatações: As conclusões deste estudo mostram que a medida em que o princípio do caráter federal assegurou a representação uniforme de todas as regiões da Nigéria no serviço público federal é baixa. Foi revelado pelas conclusões deste estudo que os problemas de dominação regional e medo de minorias de marginalização no serviço público federal não foram em grande parte abordados pelo princípio do caráter federal na Nigéria. Além disso, o Princípio do Caráter Federal é caracterizado por alguns problemas óbvios que incluem sacrificar a competência e o mérito no altar da justa representação regional; o princípio do caráter federal é uma oportunidade para aqueles no poder para favorecer as pessoas de suas regiões e a ênfase que o Princípio do Caráter Federal coloca na diferença em vez de integração.

Conclusão: O princípio do caráter federal é um daqueles princípios que a Nigéria adotou em sua tentativa de equilibrar a vida nacional de seu patrimônio diversificado. Não parece haver nada de errado com o princípio do caráter federal e sua adoção no Estado nigeriano, mas muito parece estar errado na aplicação deste princípio na Nigéria devido a lapsos administrativos por parte da Comissão de caráter federal e interesses egoístas por parte dos que estão no poder.

Palavras-chave: Equidade, Representação, Nigéria, Federalismo, Serviço Público.

EFICACIA DEL PRINCIPIO DE CARÁCTER FEDERAL EN LA ADMINISTRACIÓN PÚBLICA DE ENUGU, EL ESTADO DE KOGI Y EL TERRITORIO DE LA CAPITAL FEDERAL (TCF)

RESUMEN

Objetivo: El estudio trata de comprender en qué medida el principio del carácter federal garantizaba una representación equitativa de los funcionarios públicos federales en el Estado de Enugu, el Estado de Kogi y el Territorio de la Capital Federal. Asimismo, conocer si el principio de carácter federal se enfrenta a algunos desafíos en el estado de Enugu, el estado de Kogi y el Territorio de la Capital Federal y comprender las ventajas y perspectivas del principio de carácter federal para la Administración Pública Federal en el estado de Enugu, el estado de Kogi y el Territorio de la Capital Federal.

Marco Teórico: Este estudio se sitúa dentro de la Teoría de la Burocracia Representativa propuesta por Bola Dauda (2000). Esta teoría fue propuesta para resolver la crisis en la contratación de funcionarios públicos con el fin de garantizar la armonía administrativa y política, especialmente para los países del tercer mundo.

Diseño/Metodología/Enfoque: El diseño del estudio es de tipo descriptivo y de encuesta. Se empleó el método primario de recolección de datos. Se administraron ciento cincuenta y cinco (164) cuestionarios a ciento cincuenta y cinco (155) de los encuestados, que fueron respondidos y recuperados. Para el propósito de este estudio se muestrearon la Comisión Federal del Carácter en el Territorio de la Capital Federal (FCT), los estados de Kogi y Enugu.

Conclusiones: Las conclusiones de este estudio muestran que el grado en que el principio del carácter federal ha garantizado una representación uniforme de todas las regiones de Nigeria en la administración pública federal es bajo. Las conclusiones de este estudio revelaron que los problemas de la dominación regional y el temor a la marginación de las minorías en la administración pública federal no se han abordado en gran medida en Nigeria por el principio del carácter federal. Además, el principio del carácter federal se caracteriza por algunos problemas obvios que incluyen sacrificar la competencia y el mérito en el altar de la representación regional justa; el principio del carácter federal es una oportunidad para que quienes están en el poder favorezcan a las personas de sus regiones y el énfasis que el principio del carácter federal pone en la diferencia más que en la integración.

Conclusión: El principio del carácter federal es uno de los principios que Nigeria ha adoptado en su intento de equilibrar la vida nacional de su diverso patrimonio. No parece haber nada malo con el principio de carácter federal y su adopción en el estado nigeriano, pero mucho parece estar mal en la aplicación de este principio en Nigeria debido a errores administrativos por parte de la Comisión Federal de Carácter y los intereses egoístas por parte de los que están en el poder.

Palabras clave: Equidad, Representación, Nigeria, Federalismo, Servicio Público.

INTRODUCTION

Federalism emerges either through coerced authority of a foreign power hence Instructive Federalism or through voluntary agreement of the constituent units hence Constitutive Federalism. Nigeria federalism conforms to the former type as the Nigerian federal constitution was imposed by the British colonial power. Meanwhile, the United States Federalism was an example of the latter type of federalism as constituting states wilfully joined the confederation and subsequent federation. Federal Character suggest an attempt to build a nation where equal opportunities abound and where every individual must feel that he has equal chance to participate without bias of ethnic affiliations (Talib, 2018: 2-3).

Federal Character is both a reaction as well as a system. It is a positive reaction to correct those practices of the past, especially in the conduct of public management which tended to exploit the diversities of the nation and by so doing cause ill will. Also, it is a reaction to those practices which tended to reflect selfish and parochial consideration, especially those negative forces which placed the self-interests above national interest. The Federal Character principles involve a deliberate plan to construct means of ensuring the proper distribution of amenities and government projects in the country.

Olagunju (2015:33) is of the view that Federal Character is a “deliberate design to accommodate less dominant but often forcibly expressed interest... Essentially, it is a design which is aimed at depoliticizing new demand through an institutional arrangement”. Hence this principle should be modified and gradually applied even to the private sector. In a similar vein, Ojo (2015) persuasively explained; Federal Character Principle as an integrative mechanism is defined as fair and effective representation of the various components of the Federation in the country’s position of power, status and influence. He however observed that the Principle of Federal Character touches an array of problems in the political process which includes ethnicity, the national question, minority problem, discrimination based on indignity, resources allocation, power sharing employment and placement in institutions, etc. It provides a formula for participation in the governance of the country in such a way that a single section of the

country will not dominate another or a segment dominating the rest. The basic assumption, as noted by Ojo (2015) is that, if every segment of the Federation participates in governance, there would be almost equality in the country in the scheme of things and expectedly, it will engender a sense of belonging and national integration.

Plural and sharply divided societies all over the world attempt to manage their diversities and divisive tendencies through one or combination of policy alternatives in the organization and management of their public services for performance and Nigeria is not an exception (Abdullahi, 2007). Often times these policy alternatives turn to be delicate arrangements but when carefully conceived, crafted and practiced, it provides opportunity for center – seeking and center – freeing forces to interact peacefully and co – habit on agreed terms. One of such policy alternatives adopted for the management of public service in Nigeria for even representation is the Federal Character Principle which “was borne out of the need to ensure even spread of government appointments in all the regions, states and local councils in the country” (Nzeshi, 2012).

Nigeria is a federal society comprising thirty-six (36) states structure with a population of more than one hundred and fifty (150) million people and has more than two hundred and fifty (250) ethnic groups which necessitate an arrangement that could accommodate people from the different segments of the country in the public bureaucracy (Gbereubie, 2012). The notion of Federal Character presupposes the existence of a federal society. However, as a Federal State, Nigeria was faced with the challenges of how to imbibe the principle of federalism in practice. As a result, the quota system was introduced into the Nigerian public service in 1958 by the government “to ensure equitable representation of the various groups in the country” (Tonwe et al 2009). To further consolidate on the gains of the quota system, the federal military government of Generals Murtala Muhammed and Olesgun Obasanjo in the drafting and approval of the 1979 Constitution of the Federal Republic of Nigeria during the transition to civilian rule (1976 – 1979) introduced into the Nigerian political and administrative landscape, the Principle of Federal Character (Ekeh, 2019). Federal character principle sought to give “opportunities in education and employment, usually at the point of entry, to disadvantaged groups and areas to enable them compete and catch up with more advanced areas and sectors of the nation” (Ekeh, 2019).

On the other hand, Public Service is a body without which the business of governance would be impossible to operate. The role of the public servant is so vital that such personnel is expected to be productive, progressive and enterprising. This informs the need to employ well

educated, skilled and experienced people. But for political reasons, the Federal Public Service now combines the administrative ethics of merit and political doctrine of federal character as a recruitment policy because of the need for a representative bureaucracy. The Federal Character Principle was incorporated as an employment policy having taken into cognizance the impervious and insistent demand by each ethnic group, no matter how small numerically or how poor materially or how backward educationally, for a fair and dignified place in the Nigerian sum.

For some time now, the Federal Public Service has come under criticism in terms of its performance. Many attribute its inefficiency to the adoption of the Federal Character Principle which they believe, negates the administrative ethics of merit system, skill, qualification, experience through training which are the basic criteria for efficiency. The main thrust of this study, is to provide answers to the following research questions: To what extent has the Federal Character Principle ensured even representation of Federal Public Servants in Enugu State, Kogi State and the Federal Capital Territory? What are the challenges facing the federal character principle with particular reference to the Federal Public Service in Enugu State, Kogi State and the Federal Capital Territory? What are the advantages and prospects of the federal character principle to the Federal Public Service in Enugu State, Kogi State and the Federal Capital Territory? The justification for this study area is because of the pivotal role of Enugu State, Kogi State and the Federal Capital Territory in the implementation of the Federal Character Principle in Nigeria.

THEORETICAL FRAMEWORK

A theoretical foundation is of great importance in the analysis and explanation of a given socio-political phenomenon as well as making prediction about same. It not only provides the researcher with fundamental guidelines for analysis and interpretation of data, it also offers tentative solution of any research inquiry. It is in recognition of this that the Theory of Representative Bureaucracy propounded by Bola Dauda (2000) has been adopted as the framework of this study. This theory was propounded to solve crisis in the Public Service Recruitment in order to ensure administrative and political harmony especially for the third world countries.

The Theory of Representative Bureaucracy simply means restructuring or reconstituting the public bureaucracy such that its staff are drawn from all the groups that make up the society. This theory resulted in administrative accountability as well as political harmony which may

be interrupted as difficult objectives of political and administrative stability and change of government. This theory tries to explicate the operations of Federal Civil Service on recruitment issues especially in most developing democracies. Also, there has been a growing concern about the powers of bureaucrats and their use and misuse of discretion. Consequently, in the last forty to fifty years, a number of organizational, legislative and judicial measures and reforms have been developed for orderliness in the control of bureaucracy for efficiency.

The main premise of this theory based on British experiences is that civil servants will be responsible if they share the same social background as the politicians - a situation which will lead to political harmony as well as the civil servant acting as interested agents in the political process of the state. The application of the Representative Bureaucracy becomes appropriate in this research project in that the Federal Civil Service has to do with leadership, role arrangement or articulation, and interest aggregation and adjudication which in turn involves Representative Bureaucratic arrangement to ensure efficiency in the Federal Civil Service. This is because bureaucrats have certain expected standard to achieve for national growth, invariably, it is only those who meet the requirement specified by these expectations who will fill the role. To this end, the application of Representative Bureaucratic Theory to this study is based on their assumption that human actions are found in various civil service positions and that they are associated with these positions on the basis of experience and equal representation.

RESEARCH METHODOLOGY

The design of the study is descriptive and survey research design. Primary method of data collection was employed. One hundred and fifty - five (164) questionnaires were administered to one hundred and fifty – five (155) respondents and questionnaires were responded to, and recovered. For the purpose of this study, Federal Character Commission in the Federal Capital Territory (FCT), Kogi and Enugu states were sampled and the staff of those commissions used. These staff include: 68 staff from the Federal Character Commission Head Office Abuja, 43 staff from the Federal Character Commission, Kogi State Office, Lokoja and 44 staff from the Federal Character Commission, Federal Character Commission, Enugu State Office. This brings the total respondents to one hundred and fifty – five (155).

Purposive non – probability sampling technique was used for this study. The choice of this technique is to enable the researcher select only groups (Federal Public Servants) that meet the purpose of the research from the entire population as sample. Lastly, in analyzing the data,

simple percentage and Chi-Square was used to test the hypotheses of this study. The percentage on each item was calculated by dividing the number of respondents agreeing with a point by the total number of questionnaires retrieved and multiplying by one hundred. This is given as:

$$\frac{R}{N} \times \frac{100}{1}$$

Where:

R represents the number of responses from the respondents while N represents the number of questionnaires sent back to the researcher.

RESULTS AND DISCUSSION

The data collected from the administered questionnaires are presented for analysis based on the research questions. Data for each of the 15 items on the questionnaire was presented for analysis. Items 1 – 5 are meant to answer research question one; items 6 – 10 are meant to take care of research question two while items 11 – 15 are meant to tackle research question three. This is done as follows:

Research Question One: To what Extent has the Federal Character Principle Ensured Even Representation of Federal Public Servants in the Study Area?

Table 1: Ways State in Nigeria are Evenly Represented by Federal Character Principle in Federal Public Service

	Abuja	Enugu	Kogi	Total	%
Yes	6	4	2	12	7.7
No	62	40	41	143	92.3
Total	68	44	43	155	100

Source: Survey, (2023)

In table 1 above, only 7.7% affirmed the question as to whether the federal character principle has, in practice, ensured even representation of every region of Nigeria in the federal civil service while 92.3% negated the question. This points to the conclusion that the federal character principle has not, in practice, ensured even representation of every region of Nigeria in the federal civil service.

Table 2: In what ways are public servants in some regions are dominated in Federal Public Service than Others.

	Abuja	Enugu	Kogi	Total	%
Yes	9	3	8	20	12.9
No	59	41	35	135	87.1
Total	68	44	43	155	100

Source: Survey, (2023)

Table 2 above, shows that 12.9% of the respondents are in support of the question while 87.1% of the respondents disagree with it. This implies that based on the responses gathered in this study, regional domination in the Federal Public Service has not been controlled in Nigeria by the Federal Character Principle.

Table 3: In what ways has the Federal Character Principle Prevent Minorities Regions from Marginalization.

	Abuja	Enugu	Kogi	Total	%
Yes	16	12	9	37	23.9
No	52	32	34	118	76.1
Total	68	44	43	155	100

Source: Survey, (2023)

From table 3 above, 23.9% of the respondents affirm the question as to whether the complaints and fears by minorities of marginalization in the Federal Public Service have been alleviated by the Federal Character Principle while 76.1% respondents responded “no” to the question. This shows that the complaints and fears by minorities of marginalization in the Federal Public Service have not been alleviated by the Federal Character Principle.

Table 4: How Satisfied are every region of Nigeria with their Level of Representation.

	Abuja	Enugu	Kogi	Total	%
Yes	5	9	2	16	10.3
No	63	35	41	139	89.7
Total	68	44	43	155	100

Source: Survey, (2023)

Table 4 above, shows that 10.3% of the respondents are in support of the question while 89.7% of the respondents disagree with it. This implies that based on the responses gathered in this study, not every region of Nigeria is presently satisfied with their level of representation in the Federal Public Service.

Table 5: How Effective is the Federal Character Commission has been in their Duties of Ensuring Even Representation of all Regions of Nigeria in the Federal Public Service

	Abuja	Enugu	Kogi	Total	%
Yes	18	8	3	29	18.7
No	50	36	40	126	81.3
Total	68	44	43	155	100

Source: Survey, (2023)

In table 5 above, 18.7% of the respondents responded “yes” to the question while 81.3% of the respondents responded “no” to the same question. This indicates that based on the responses provided by respondents on this matter, the Federal Character Commission has not been effective in their duties of ensuring even representation of all regions of Nigeria in the Federal Public Service.

Research Question Two: What are the Challenges Facing the Federal Character Principle with Particular Reference to the Federal Public Service?

Table 6: Obvious problems characterizing the Federal Character Principle in Nigeria

	Abuja	Enugu	Kogi	Total	%
Yes	61	38	43	142	91.6
No	7	6	0	13	8.4
Total	68	44	43	155	100

Source: Survey, (2023)

Table 6 above, shows that 91.6% of the respondents are in support of the question while 8.4% of the respondents disagree with it. This implies that based on the responses gathered from respondents on this point, the application of the Federal Character Principle in Nigeria is characterized by obvious problems.

Table 7: Federal Character Principle sacrifices competence and merit on the altar of fair regional representation in the Federal Public Service

	Abuja	Enugu	Kogi	Total	%
Yes	57	39	32	128	82.6
No	11	5	11	27	17.4
Total	68	44	43	155	100

Source: Survey, (2023)

In table 7 above, 82.6% of the respondents are in support of the question while 17.4% of the respondents disagree with it. This indicates that the Federal Character Principle sacrifices competence and merit on the altar of fair regional representation in the Federal Public Service.

Table 8: Whether the Federal Character Principle only gives opportunities to those in power to favour people from their regions

	Abuja	Enugu	Kogi	Total	%
Yes	63	39	32	134	86.5
No	5	5	11	21	13.5
Total	68	44	43	155	100

Source: Survey, (2023)

Table 8 above, shows that 86.5% of the respondents responded “yes” to the question while 13.5% of the respondents disagree with the same question. This implies that predominantly, respondents are of the opinion that the Federal Character Principle only gives opportunities to those in power to favour people from their regions.

Table 9: Whether the problems of minorities are complicated by the Federal Character Principle especially in states made up of different and unequal ethnic groups

	Abuja	Enugu	Kogi	Total	%
Yes	53	30	29	112	72.3
No	15	14	14	43	27.7
Total	68	44	43	155	100

Source: Survey, (2023)

In table 9 above, 72.3% of the respondents responded “yes” to the question in item 9 while 27.7% of the respondents disagree with the same question. This implies that predominantly, respondents are of the opinion that the problems of minorities are complicated by the Federal Character Principle especially in states made up of different and unequal ethnic groups.

Table 10: Whether Federal Character tend to emphasize difference more than integration

	Abuja	Enugu	Kogi	Total	%
Yes	51	33	26	110	71
No	17	11	17	45	29
Total	68	44	43	155	100

Source: Survey, (2023)

Table 10 above, shows that 86.5% of the respondents responded “yes” to the question while 13.5% of the respondents disagree with the same question. This implies that predominantly, respondents are of the opinion that the Federal Character Principle tends to emphasize difference more than integration.

Research Question Three: What are the Advantages and Prospects of the Federal Character Principle to the Federal Public Service in Nigeria?

Table 11: Whether the problem with Federal Character is not with the principle but its application in Nigeria

	Abuja	Enugu	Kogi	Total	%
Yes	57	35	31	123	79.4
No	11	9	12	32	20.6
Total	68	44	43	155	100

Source: Survey, (2023)

Table 11 above, shows that 79.4 % of the respondents responded “yes” to the question while 20.6% of the respondents disagree with the same question. This implies that respondents are majorly of the opinion that the problem with Federal Character is not the principle but its application in Nigeria.

Table 12: Whether the Federal Character Principle is capable of introducing a stronger sense of belongingness across regions and Federal Public Servants in the country if well applied

	Abuja	Enugu	Kogi	Total	%
Yes	62	33	38	133	85.8
No	6	11	5	22	14.2
Total	68	44	43	155	100

Source: Survey, (2023)

In table 12 above, 85.8% of the respondents responded “yes” to the question while 14.2% of the respondents disagree with the question. This implies that predominantly, respondents are of the opinion that the Federal Character Principle is capable of introducing a stronger sense of belongingness across regions and Federal Public Servants in Nigeria, if well applied.

Table 13: Ways in which the constant fear and cry of marginalization by minority groups in the Federal Public Service Can be drastically reduced by the Federal Character Principle if well applied

	Abuja	Enugu	Kogi	Total	%
Yes	53	24	28	105	67.7
No	15	20	15	50	32.3
Total	68	44	43	155	100

Source: Survey, (2023)

Table 13 above, shows that 67.7% of the respondents responded affirmed the question while 32.3% of the respondents disagree with the same question. This implies that the majority of the respondents are of the opinion that constant fear and cry of marginalization by minorities in the Federal Public Service can be drastically reduced by the Federal Character Principle, if well applied.

Table 14: The opportunities inherent in the Federal Character Principle for all regions and people of Nigeria to contribute their quota to national service and development if well applied

	Abuja	Enugu	Kogi	Total	%
Yes	50	28	31	109	70.3
No	18	16	12	46	29.7
Total	68	44	43	155	100

Source: Survey, (2023)

Table 14 above, shows that 70.3% of the respondents responded “yes” to the question while 29.7% of the respondents disagree with the same question. This implies that the majority of the respondents are of the opinion that the Federal Character Principle is capable of giving opportunities to all regions and peoples of Nigeria to contribute their own quota to national service and development, if well applied.

Table 15: The capability of the Federal Character Principle to strengthen democracy and engineer massive political participation in Nigeria if well applied

	Abuja	Enugu	Kogi	Total	%
Yes	57	34	39	130	83.9
No	11	10	4	25	16.1
	68	44	43	155	100

Source: Survey, (2023)

The last table 15 above, shows that 83.9% of the respondents responded “yes” to the question while 13.5% of the respondents disagree with the same question. This implies that predominantly, respondents are of the opinion that the Federal Character Principle is capable of strengthening democracy and engineering massive political participation in Nigeria, if well applied.

TEST OF HYPOTHESES

The null hypotheses formulated in chapter one will be tested here in order to deduce reasonably and logically whether to accept or reject the null hypotheses. In the process of testing the hypotheses, Chi-square statistical technique which is a division of the non – parametric test, will be used. Furthermore, only information obtained from the questionnaire, which are relevant to the given hypotheses will be used.

The formula for chi-square is given as:

$$X^2 = \sum \frac{(O-E)^2}{E}$$

Where:

X^2 = Chi-square
 O= Observed Frequency
 E= Expected frequency

Hypothesis I (Ho): The Federal Character Principle does not Lead to Even Distribution of Infrastructures Among the Regions of Nigeria

Table 16: Drawing from Table 2

	Abuja	Enugu	Kogi	Total	%
Yes	9	3	8	20	12.9
No	59	41	35	135	87.1
Total	68	44	43	155	100
O	E	O - E	(O - E) ²	$\frac{(O - E)^2}{E}$	
9	8.77	0.23	0.0529	0.00603	
3	5.68	-2.68	7.1824	1.26451	
8	5.55	2.45	6.0025	1.08153	
59	59.23	-0.23	0.0529	0.00089	
41	38.32	2.68	7.1824	0.18743	
35	37.45	-2.45	6.0025	0.16028	
				$\Sigma \frac{(O-E)^2}{E}$	
				=	2.70067

Source: Survey, (2023)

$$E = R1C1 = \frac{20 \times 68}{155} = 8.77$$

$$R1C2 = \frac{20 \times 44}{155} = 5.77$$

$$R1C3 = \frac{20 \times 43}{155} = 5.55$$

$$R2C1 = \frac{135 \times 68}{155} = 59.23$$

$$R2C2 = \frac{135 \times 44}{155} = 38.32$$

$$R2C3 = \frac{135 \times 43}{155} = 37.45$$

$$Df = (R - 1) (C - 1) = (2 - 1) (3 - 1) = 1 \times 2 = 2$$

Critical Table Value at 0.05 level = 5.99

The above X^2 calculated of **2.70** is less than the critical table value of **5.99**. We therefore, **accept** the null-hypothesis that “the Federal Character Principle does not lead to even distribution of infrastructures among the regions of Nigeria”.

Hypothesis II (Ho): The Federal Character Principle does not Solve the Problems of Gross Misconduct in the Recruitment of People Into Nigerian Public Service

Table 17: Drawing from Table 6

	Abuja	Enugu	Kogi	Total	%
Yes	61	38	43	142	91.6
No	7	6	0	13	8.4
Total	68	44	43	155	100
O	E	O - E	(O - E) ²	$\frac{(O - E)^2}{E}$	
61	62.30	-1.30	1.6900	0.02713	
38	40.31	-2.31	5.3361	0.13238	
43	39.39	3.61	13.0321	0.33085	
7	5.70	1.30	1.6900	0.29649	
6	3.69	2.31	5.3361	1.44610	
0	3.61	-3.61	13.0321	3.61000	
				$\frac{\Sigma (O-E)^2}{E}$ = 5.84295	

Source: Survey, (2023)

$$E = R1C1 = \frac{142 \times 68}{155} = 62.30$$

$$R1C2 = \frac{142 \times 44}{155} = 40.31$$

$$R1C3 = \frac{142 \times 43}{155} = 39.39$$

$$R2C1 = \frac{13 \times 68}{155} = 5.70$$

$$R2C2 = \frac{13 \times 44}{155} = 3.69$$

$$R2C3 = \frac{13 \times 43}{155} = 3.61$$

$$Df = (R - 1) (C - 1) = (2 - 1) (3 - 1) = 1 \times 2 = 2$$

Critical Table Value at 0.05 level = 5.99

The above X^2 calculated of **5.84** is less than the critical table value of **5.99**. We therefore, **accept** the null-hypothesis that “the Federal Character Principle does not solve the problems of gross misconduct in the recruitment of people into Nigerian Public service.”

Hypothesis III (Ho): Federal Character Principle Failed to Overcome the Challenges of Nigerian Federalism.

Table 18: Drawing from Table 6

	Abuja	Enugu	Kogi	Total	%
Yes	50	28	31	109	70.3
No	18	16	12	46	29.7
Total	68	44	43	155	100
O	E	O – E	(O – E) ²	$\frac{(O - E)^2}{E}$	
50	47.82	2.18	4.7524	0.09505	
28	30.94	-2.94	-8.6436	0.3087	
31	30.24	0.76	0.5776	0.01863	
18	20.18	-2.18	-4.7524	0.26402	
16	13.06	2.94	8.6436	0.54023	
12	12.76	-0.76	0.5776	0.04813	
				$\frac{\Sigma (O-E)^2}{E}$ = 1.27476	

Source: Survey, (2023)

$$E = R1C1 = \frac{109 \times 68}{155} = 47.82$$

$$R1C2 = \frac{109 \times 44}{155} = 30.94$$

$$R1C3 = \frac{109 \times 43}{155} = 30.24$$

$$R2C1 = \frac{46 \times 68}{155} = 20.18$$

$$R2C2 = \frac{46 \times 44}{155} = 13.06$$

$$R2C3 = \frac{46 \times 43}{155} = 12.76$$

$$Df = (R - 1) (C - 1) = (2 - 1) (3 - 1) = 1 \times 2 = 2$$

Critical Table Value at 0.05 level = 5.99

The above X^2 calculated of **1.27** is less than the critical table value of **5.99**. We therefore, **accept** the null-hypothesis that “Federal Character Principle failed to overcome the challenges of Nigerian Federalism.”

Summarily, the three null-hypotheses guiding the study have been accepted and retained using Chi-Square.

RESULTS AND DISCUSSION

The findings of this study will now be discussed in line with the three research questions and three hypotheses which guided the study.

This research question investigated the extent to which the Federal Character Principle has ensured even representation of every region of Nigeria in the Federal Civil Service. The findings of this study shows that the extent to which the federal character principle has ensured even representation of every region of Nigeria in the federal civil service is low. It was revealed by the findings of this study that the problems of regional domination and fear of minorities of marginalization in the federal public service have not been largely tackled by the federal character principle in Nigeria. These lapses may be blamed on the ineffectiveness of the Federal Character Commission as revealed by this study. This is because, if the Federal Character Commission saddled with the responsibility of implementing the federal character principle is ineffective, it becomes very difficult to achieve the aims and objectives of the principle. There is, therefore, a call to more commitment, transparency, sincerity and patriotism from the members of the commission. Beyond the ineffectiveness of the Federal Character Commission, though, they are other possible factors which may be beyond the control of the Commission.

The second research question investigated the extent of challenges facing the Federal Character Principle with particular reference to the Federal Public Service. It was revealed by this study that to a large extent, the Federal Character Principle is characterized by some obvious problems which include sacrificing competence and merit on the altar of fair regional representation; the federal character principle being an opportunity for those in power to favour people from their regions and the emphasis the Federal Character Principle places on difference rather than integration. Some of these problems, again, can be blamed on the operations of the Federal Character Commission. The commission can work our modalities of implementation of the Federal Character Principle in a manner that can minimize these problems but whether the commission is even ready to brace up to these challenges is left to be understood. Another possibly serious challenge relating to the commission serving the interest of those in power can

be seen from the appointment of key officers for the commission. If the key officers are being appointed by the government, then it is most likely to consider the interest of the government which put them there.

Third research question investigated the possible advantages and prospects of the Federal Character Principle if properly applied and implemented. The findings of this study on this research question 3, shows first and foremost, that the problem with Federal Character is not so much with the principle as with its application in Nigeria and that if the Federal Character Principle is properly applied, Nigerians will enjoy some advantages. These advantages, according to the findings of this study, include: introduction of a stronger sense of belongingness across regions and Federal Public Servants; reduction of minorities' fear of constant marginalization in the Federal Public Service; giving opportunities to all regions and peoples of Nigeria to contribute their quota to national service and development and strengthening of democracy and political participation across the country. As a principle, the Federal Character is so beautiful with a lot of prospects but these prospects and advantages will only accrue to Nigerians if the Federal Character is properly implemented in fairness, transparency, commitment and diligence by the Federal Character Commission.

CONCLUSION

Giving the pluralistic nature and consequent federal arrangement of the Nigerian state, it is worthwhile to seek out strategies and principles capable of enhancing social integration, social participation, social unity, fair – play, justice and stability. The federal character principle is one those principles which Nigeria has adopted in her attempt to balance the national life of her diverse heritage. There seem to be nothing wrong with the federal character principle and its adoption into the Nigerian state but so much seem to be wrong in the application of this principle in Nigeria due to administrative lapses on the part of the Federal Character Commission and selfish interests on the part of those in power. For the prospects and benefits of the federal character principle to fully accrue to the Nigerian state, therefore, the commission must be re – orientated and restructured for proper application of the federal character principle.

RECOMMENDATIONS

Based on the findings of this study, the following recommendations are key in addressing the challenges associated with the effectiveness of the Federal Character Principle in Nigeria.

- a. The Federal Character Commission (FCC) should be made independent like the Independent National Electoral Commission (INEC) both in principle and in practice to minimize influences and control from those in power.
- b. Public awareness programmes should be intermittently organized for the Nigerian masses through the mass media, seminars, conferences and workshops on the prospects and advantages of the federal character principle for a pluralistic and federal state like Nigeria. This is aimed at getting the Nigerian public to appreciate the principle and in their various ways, consolidate the principle and support its proper application.
- c. The Federal Character Commission should work out modalities of upholding merit and competence even in the application of the federal character principle. This means that the commission should not employ strictly based on regional representation but should relax the federal character principle in cases where there are obviously no qualified hands for a particular job from a supposedly disadvantaged region. In such cases, merit and competence should be considered first before regional representation.
- d. The Federal Character Commission should, as much as possible, periodically publish their detailed operations on how they have applied the federal character principle for Nigerians to read and know. This will keep the commission in check and also increase the people's confidence in the commission.
- e. Finally, the federal character principle should not be considered primarily as consolidating difference but as celebrating the unity and beauty in the diversity of the Nigerian state.

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