

FEDERAL REPUBLIC OF NIGERIA

Public Administration Country Profile

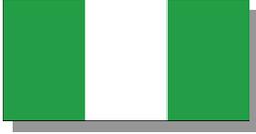
Division for Public Administration and Development Management (DPADM)
Department of Economic and Social Affairs (DESA)
United Nations

May 2004

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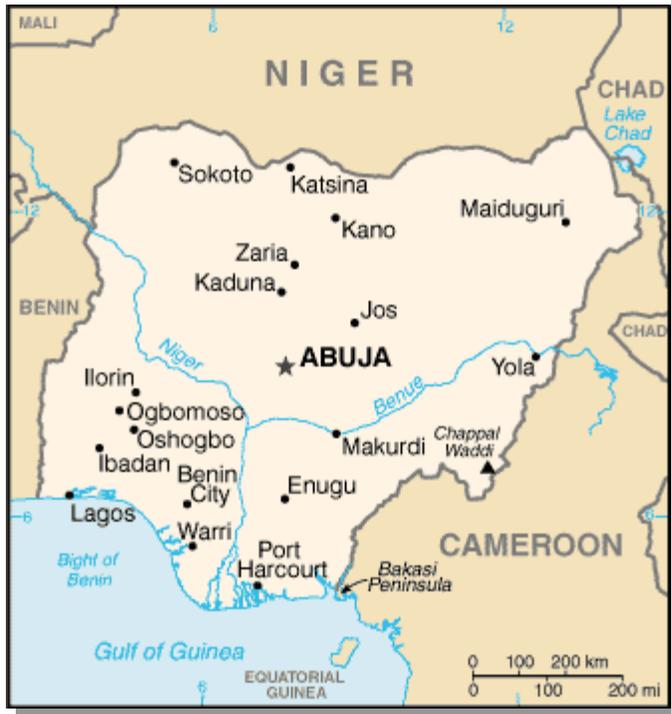
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NIGERIA

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Source: [The World Factbook - Nigeria](#)

Government type

Republic (return to civilian rule in 1999)

Independence

1 October 1960 (from UK)

Constitution

Adopted May 1999 ([in brief](#))

Legal system

Based on English common law, Islamic Shariah law (only in some northern states), and traditional law

Administrative divisions

36 states and Abuja Federal Capital Territory

Source: [Federal Foreign Office \(Germany\)](#) & [The World Factbook - Nigeria](#)

On Independence, strongly centrifugal tendencies emerged in the country's main regions, the largely Islamic north (Hausa-Fulani), the west (Yoruba) and the east (Igbo) populated mainly by Christians.

During most of Nigeria's still short history as an independent nation, political power was wielded by the north, with the result that the Yoruba and Igbo especially saw themselves at a disadvantage. President Obasanjo, a Yoruba, took office in 1999 (re-elected in 2003) and Nigeria returned to civilian rule after 15 years of military rule.¹

Ethnic divisions are further exacerbated by the north-south religious divide between Muslims (mostly in the north) and Christians (mostly in the south).

Outside modern government structures, the traditional chiefs continue to have considerable influence, albeit on a largely informal basis.

The introduction of Shariah law in twelve of the northern states has aroused significant opposition among Christians in the south and the Christian minority in the north.

The human rights situation has significantly improved since the return to civilian rule. The Government is explicitly committed to the defense of human rights, which are enshrined in the constitution and actionable at law.

Source: [Federal Foreign Office \(Germany\)](#) - Nigeria

¹ The military governed Nigeria, between 1966 and 1979; and between 1984 and 1999. [The Case of the Nigerian Civil Service and Federal Civil Service Commission \(2003\)](#)

1. General Information

1.1 People	Nigeria	Cameroon	Ghana	1
Population				a
Total estimated population (,000), 2003	124,009	16,018	20,923	
Female estimated population (,000), 2003	61,558	8,067	10,513	
Male estimated population (,000), 2003	62,451	7,951	10,410	
Sex ratio (males per 100 females), 2003	101	99	99	
Average annual rate of change of pop. (%), 2000-2005	2.53	1.83	2.17	
Youth and Elderly Population				b
Total population under age 15 (%), 2003	44	42	40	
Female population aged 60+ (%), 2003	5	6	6	
Male population aged 60+ (%), 2003	5	5	5	
Human Settlements				c
Urban population (%), 2001	45	50	36	
Rural population (%), 2001	54	50	64	
Urban average annual rate of change in pop. (%), '00-'05	4.43	3.64	3.12	
Rural average annual rate of change in pop/ (%), '00-'05	1.04	0.6	1.67	
Education				d
Total school life expectancy, 2000/2001	..	..	7.3	1
Female school life expectancy, 2000/2001	..	..	6.7	1
Male school life expectancy, 2000/2001	..	..	7.8	1
Female estimated adult (15+) illiteracy rate (%), 2000	43.9	36.3 ¹	36.8	2
Male estimated adult (15+) illiteracy rate (%), 2000	27.8	20.9 ¹	19.7	2
Employment				e
Unemployment rate (15+) (%), 2000	..	..	..	1
Female adult (+15) economic activity rate (%), 2000	37 ⁱⁱ	..	..	2
Male adult (+15) economic activity rate (%), 2000	78 ⁱⁱ	..	..	2

Notes: ¹ 1987; ⁱⁱ 1986, Excluding institutional households, armed forces and persons doing unpaid community or social work

1.2 Economy	Nigeria	Cameroon	Ghana	2
GDP				a
GDP total (millions US\$), 2002	43,540	9,060	6,021 ¹	
GDP per capita (US\$), 2002	328	584	300 ¹	
PPP GDP total (millions int. US\$), 2002	112,947	26,569	41,152 ¹	
PPP GDP per capita(int. US\$), 2002	851	1,712	2,050 ¹	
Sectors				b
Value added in agriculture (% of GDP), 2003	37.4 ⁱⁱ	44.5	35.2	
Value added in industry (% of GDP), 2003	28.8 ⁱⁱ	18.9	24.8	
Value added in services (% of GDP), 2003	33.8 ⁱⁱ	36.5	40.1	
Miscellaneous				c
GDP implicit price deflator (annual % growth), 2003	21.0	1.1	29.3	
Private consumption (% of GDP), 2003	44.9	71.5	82.9	
Government consumption (% of GDP), 2003	23.3	12.0	11.5	

Notes: ¹ Estimate is based on regression; other PPP figures are extrapolated from the latest International Comparison Programme benchmark estimates; ⁱⁱ 2002

¹ [United Nations Statistics Division](#):

^a [Statistics Division and Population Division of the UN Secretariat](#); ^b [Statistics Division and Population Division of the UN Secretariat](#); ^c [Population Division of the UN Secretariat](#); ^{d1} [UNESCO](#); ^{d2} [UNESCO](#); ^{e1} [ILO](#); ^{e2} [ILO/OECD](#)

² [World Bank - Data and Statistics](#):

^a [Quick Reference Tables](#); ^b [Data Profile Tables](#); ^c [Country at a Glance](#)

1.3 Public Spending	Nigeria	Cameroon	Ghana	
Public expenditures				3
Education (% of GNP), 1985-1987	1.7 ⁱ	2.8	3.4	a
Education (% of GNP), 1995-1997	0.7 ⁱ	..	4.2	a
Health (% of GDP), 1990	1	0.9	1.3	
Health (% of GDP), 1998	0.8	1	1.7 ⁱⁱ	
Military (% of GDP), 1990	0.7	1.5	0.4	b
Military (% of GDP), 2000	0.9	1.3	1	b
Total debt service (% of GDP), 1990	11.7	4.7	6.3	
Total debt service (% of GDP), 2000	2.5	6.3	9.1	

Notes: ⁱ Data refer to the central government only; ⁱⁱ 1999

1.4 Public Sector Employment and Wages						
<i>Data from the latest year available</i>						
		Nigeria 1991-1995	Nigeria 1996-2000	Sub-Saharan Africa average ⁴ 1996-2000	Non- Franco- phone Africa average ⁴ 1996-2000	Low income group average ⁴ 1996-2000
Employment						
Civilian Central Government ⁵	(,000)	24.0	..			
	(% pop.)	0.02	..	0.30	0.38	0.46
Sub-national Government ⁵	(,000)	..	..	
	(% pop.)	..	..	0.30	0.38	0.46
Education employees	(,000)	14.0	..			
	(% pop.)	0.01	..	0.62	0.78	0.91
Health employees	(,000)	3.0	..			
	(% pop.)	0.00	..	0.29	0.20	0.62
Police	(,000)	..	..	
	(% pop.)	..	..	0.07	..	0.30
Armed forces	(,000)	5.0	77.0			
	(% pop.)	0.00	0.06	0.26	0.31	0.33
SOE Employees	(,000)	..	..	
	(% pop.)	..	..	..	..	13.10
Total Public Employment	(,000)	..	..	
	(% pop.)	..	..	..	..	..
Wages						
Total Central gov't wage bill	(% of GDP)	..	1.3	6.1	6.9	5.4
Total Central gov't wage bill	(% of exp)	..	..	28.9	26.4	24.7
Average gov't wage	(,000 LCU)	..	..	
Real ave. gov't wage ('97 price)	(,000 LCU)	..	..	
Average gov't wage to per capita GDP ratio		..	..	4.8	2.8	4.4

Source: World Bank - Public Sector Employment and Wages

³ UNDP - Human Development Report 2002

^a Data refer to total public expenditure on education, including current and capital expenditures.

^b As a result of a number of limitations in the data, comparisons of military expenditure data over time and across countries should be made with caution. For detailed notes on the data see SIPRI (2001).

⁴ Averages for regions and sub regions are only generated if data is available for at least 35% of the countries in that region or sub region.

⁵ Excluding education, health and police – if available (view [Country Sources](#) for further explanations).

2. Legal Structure

The present constitution that took effect on 29 May 1999 was drawn up by the caretaker government headed by General Abubakar and provides for a presidential system of government. The President is a powerful figure who as Head of Government also chairs the Federal Executive Council (cabinet). Legislation is enacted by a bicameral National Assembly composed of the Senate and the House of Representatives. The 36 federal states each have their own government headed by a Governor and a state parliament.

Source: [Federal Foreign Office \(Germany\) - Nigeria](#)

2.1 Legislative Branch

Bicameral National Assembly consists of Senate (109 seats, three from each state and one from the Federal Capital Territory; members elected by popular vote to serve four-year terms) and House of Representatives (360 seats, members elected by popular vote to serve four-year terms).⁶

women in parliament: 3 out of 109 seats: (3%). 17 out of 360 seats (5%).⁷

The Federal Legislature is made up of two houses: the Senate and the House of Representatives. Members of both houses are elected for a term of four years. A joint Session of the two houses is called the National Assembly.

Source: [Official Website of the Federal Government of Nigeria - Federal Legislature](#)

The Nigerian senate is made up of 109 members who represent 109 senatorial districts across the country. Each State is represented by three members while one represents the federal capital Territory. It is headed by a Senate President who is assisted by a deputy. The senate president is the third hierarchy after the President and the Vice President. At joint sessions of the two houses of the legislature, the Senate President presides.

Source: [Official Website of the Federal Government of Nigeria - Senate](#)

The House is made up of 360 members elected from 360 Federal Constituencies Nationwide. It is headed by the Speaker of the House who is fourth in the hierarchical order of the Federal System of Government. As in the Senate, he has a deputy and a Clerk of the House.

Source: [Official Website of the Federal Government of Nigeria - House of Representatives](#)

The National Assembly makes laws for the federation on matters on the exclusive and concurrent list. It is vested with the power to amend the constitution of the Federal Republic. The process of making a law begins with presentation of a bill, most of the time at the House of Representatives. The bill could be sponsored by the executive, the legislature or general populace or private organizations. It then goes through a first, second and third or final reading and a concurrence of the two houses before it is sent to the president for assent for it to become law.

Source: [Official Website of the Federal Government of Nigeria - Federal Legislature](#)

Fact box:

elections: Senate - last held 12 April 2003 (next to be held 2007); House of Representatives - last held 12 April 2003 (next to be held 2007)

election results: Senate - percent of vote by party - PDP 53.6%, ANPP 27.9%, AD 9.7%; seats by party - PDP 73, ANPP 28, AD 6; House of Representatives - percent of vote by party - PDP 54.5%, ANPP 27.4%, AD 9.3%, other 8.8%; seats by party - PDP 213, ANPP 95, AD 31, other 7⁸

⁶ Source of fact boxes if nothing else stated: [The World Factbook - Nigeria](#)

⁷ [Inter-Parliamentary Union - Women in National Parliaments](#)

⁸ Senate election results are based on votes received from 107 out of the 109 districts within Nigeria. House of Representatives election results are based on votes received from 346 of the 360 constituencies within Nigeria. ([ElectionGuide.org - Nigeria](#))

2.2 Executive Branch

cabinet: Federal Executive Council

elections: president is elected by popular vote for no more than two four-year terms; election last held 19 April 2003 (next to be held 2007) t

The executive powers of the Federation are vested in the President, who is the Head of State, the Chief Executive of the Federation and the Commander-in-Chief of the Armed Forces of the Federation. The President is elected for a term of four years and must receive not less than one-quarter of the votes cast at the Federal Capital Territory.

The President nominates a candidate as his associate from the same political party to occupy the office of Vice-President. The President subject to confirmation nominates the Ministers of the Government of the Federation by the Senate.

Federal executive bodies include the Council of State, which advises the President in the exercise of his powers.

Fact box:

chief of state & head of government:

President Olusegun OBASANJO (since 29 May 1999) -

percent of vote -

Olusegun

OBASANJO (PDP)

61.9%, Muhammadu

BUHARI (ANPP)

31.2%

Source: [The Embassy of Nigeria \(Netherlands\)](#) - [Government & Constitution of the Federal Republic of Nigeria](#)

2.3 Judiciary Branch

Supreme Court (judges appointed by the President); Federal Court of Appeal (judges are appointed by the federal government on the advice of the Advisory Judicial Committee).

It is the duty of the Judiciary to adjudicate in disputes between the government, individuals and corporate entities in their inter-relationships, in accordance with the Law. The Various Federal courts, their functions and jurisdictions are as follows:

The Supreme Court is the highest court in the Country. It is the last stop on all appeal matters, with an exclusive jurisdiction to hear and determine appeals from Court of Appeal and the Constitutional Courts. The Membership consists of Chief Justice and such number of Justices of the Supreme Court as may be prescribed by an act of The National Assembly. Presently the Supreme Court is made up of the Chief Justice and 15 other Judges.

The Court of Appeal has exclusive Jurisdiction to hear and determine appeals from the federal high court, High Court of the FCT, State High Courts, Sharia Court Of Appeal, Customary Court of Appeal, National Industrial Court, Court-Marshall or other tribunals prescribed by an act of the National Assembly. Its membership consists of the President and justices of the Court of Appeal, among which at least three must be learned in Islamic Law and three in Customary Law.

The Constitutional Court has jurisdiction over matters relating to the interpretation or enforcement of the Constitution among other duties. It has a President and Such numbers of Justices of the constitutional court (at least 20)

The Federal High Court has Exclusive Jurisdiction of in civil case and matters relating to revenue of the Federal Government such as Taxation, Customs and Excise Duties, Banking, Copyright, Admiralty, Citizenship etc.

The High Court of the Federal High Court is headed by a chief Judge and such a number of Judges as may be prescribed by law. It has the Same Jurisdiction as the State High Courts.

Source: [Official Website of the Federal Government of Nigeria - Judiciary](#)

2.4 Local Government

Nigeria is nominally a federation of 36 federal states along with Abuja, the Federal Capital Territory, which has a special status. Below state level there are 774 so-called "Local Governments" In the past, and especially under the military junta, the increasing concentration of legislative and administrative power at central government level resulted in a weakening of the federal system.

Source: [Federal Foreign Office \(Germany\) - Nigeria](#)



Source: [Embassy of the Federal Republic of Nigeria \(U.S.\) - This is Nigeria](#)

The executive powers of a State are vested in the Governor of that State, who is elected for a four-year term and must receive not less than one-quarter of votes cast in at least two-third of all local government areas in the State.

Source: [The Embassy of Nigeria \(Netherlands\) - Government & Constitution of the Federal Republic of Nigeria](#)

3. The State and Civil Society

3.1 Ombudsperson

The Public Complaints Commission, Nigeria's constitutionally created ombudsman, is an autonomous body with powers to investigate citizens' complaints against any governmental or private body. The Public Complaints Commission's Act regulates the Commission. The chief commissioner is appointed or removed by the National Assembly on the president's recommendation. Funded directly from the Consolidated Revenue Fund, the commission refers cases to the National Assembly or state governors for further action. Its reports, records of meetings, investigations or proceedings are privileged, and their production may not be compelled. However, the commission has regularly published its Annual Report, the 27th edition of which covers calendar year 2002. This and other publications are available to the public free or at minimal cost. It is noteworthy that of the 11,143 complaints before the commission in 2002, 5,604 were still pending.

Source: [The Center for Public Integrity - Nigeria: Integrity Assessment \(edited\)](#)

3.2 NGOs

Source: [Institution - Title](#)

3.3 Civil Society

⁹

Source: [Institution - Title](#)

⁹ [Click here](#) for Case Studies on Civil Society and Governance Programmes.

4. Civil Service

The Nigerian Public Service in general and Civil Service in particular has been undergoing gradual and systematic reforms and restructuring since May 29, 1999 after decades of military rule.

At present the Government of Nigeria is engaged with the Public Service Reform Programme (PSRP) 2003-2008.¹⁰

Source: [Commonwealth Adv. Seminar - The Case of the Nigerian Civil Service and Federal Civil Service Com. \(2003\)](#)

4.1 Legal basis

The legal basis is provided by the Civil Service Rules that replaced the General Order (GO)—bequeathed to the civil service by the British colonialists—and the Civil Service Handbook. Those covered by the Rules include all public officials, including the President of the Republic.

The Civil Service Rules cover, among other issues: appointments to and separation from service, civil servants' discipline, salaries and increments, annual performance evaluation reports and certificate of service, petitions and appeals, leave and travel and reward for outstanding work.

Source: [UNDESA - Public Service Ethics in Africa](#)

4.2 Federal Service Commission

The Federal Civil Service Commission is a constitutional body, established under Section 153(1) d of the 1999 [Constitution](#) of the Federal Republic of Nigeria. Part of (D), Paragraph 11b of the Third Schedule of the Constitution vests the Commission with powers to appoint persons to offices in the Federal Civil Service; and to dismiss and exercise disciplinary control over persons holding such offices.¹¹

Each of the 15 Commissioners is assigned to oversee a number of States and Federal ministries/extra-ministerial departments. They meet regularly to consider briefs on recommendations from ministries/extra-ministerial departments on appointments, transfer, promotion and disciplinary matters, etc.

The Commission has delegated some of its powers on appointments, promotion and discipline of officers on Salary Grade Levels 01 to 06 and the promotion and discipline of officers on Salary Grade Levels 07 to 13 to ministries/extra-ministerial departments.¹²

Source: [Commonwealth Adv. Seminar - The Case of the Nigerian Civil Service and Federal Civil Service Com. \(2003\)](#)

4.3 Recruitment

Appointments into the Federal Civil Service are done through recruitment, transfer and secondment. By recruitment is meant "the filling of vacancies by appointment of persons not already in the Civil Service"¹³. Transfer means "permanent release of an

¹⁰ [Commonwealth Adv. Seminar - PRSP 2003-2008 - A Case Study of Nigeria](#)

¹¹ A State Civil Service Commission holds the same powers regarding the State Civil Service. The Constitution also provides for a Federal Judicial Service Commission and a Police Service Commission vested with equal powers under their respective authority.

¹² In compliance with Article 170 of the Constitution

¹³ Public Service Rules (Revised to 1st January, 2000): Rule 02201

officer from one scheduled service to another or within the same service". Secondment refers to "the temporary release of an officer to the service of another Government Agency or International Organization of which Nigeria is a member for a specified period".¹⁴

The Commission has reserved the right to exclusively appoint the entry grades of Senior Staff on Grade Levels 07 to 10. Appointments to posts graded – Grade Level 12 to 14 are done directly by the Commission "after due advertisement as the need arises"¹⁵. Appointments of directorate staff, Grade Levels 15 to 17, are made by the Commission "in consultation with the Head of the Civil Service of the Federation" and "in response to advertised vacancies"¹⁶.

Appointments into the Federal Civil Service are determined by three (3) major factors. The first is the availability of vacancies. Vacancies for posts are to be declared by ministries/extra-ministerial departments to the Commission through the Office of Head of Civil Service of the Federation. The second factor is qualifications.

The specific qualifications and skills required for every post are prescribed in Schemes of Service. The third factor that determines appointment into the Federal Civil Service is Federal Character.

For the Federal Civil Service Commission, the major problem is how to confront the increasing and persistent pressure for employment into the Federal Civil Service. In 2000 alone, over 100,000 well qualified graduates applied for employment into the Federal Civil Service. This has serious implications on the logistics of the commission, and the selection of candidates for appointment into the Service.

Source: [Commonwealth Adv. Seminar - The Case of the Nigerian Civil Service and Federal Civil Service Com. \(2003\)](#)

A pilot study, mentioned by Permanent Secretary of the Office of the Head of the Civil Service of the Federation in 2003, pertaining six (6) Federal Ministries in Nigeria has revealed that there have been unregulated appointments and entries into the Federal Service since 1979.

Also, staff distribution according to educational qualification was skewed towards lower cadre staff such as clerks, drivers, typists, security personnel and cooks as follows:

- University Graduates: 19.1%
- Graduates of other tertiary institutions: 14.5%
- Others including lower cadre staff: 66.4%

Staff distribution according to grade levels follows a similar pattern as follows:

- GL 15 and above: 01.4%
- GL07-14: 33.3%
- GL01-06 65.3%

Source: [Commonwealth Adv. Seminar - PRSP 2003-2008 - A Case Study of Nigeria](#)

4.4 Promotion

There are four major criteria that determine and influence promotion in Nigeria Federal Civil Service. The first is that the officer must have spent the required

¹⁴ Guidelines for Appointments, Promotion and Discipline, 1998: 15

¹⁵ Public Service Rules (Revised to 1st January, 2000): Rule 02102

¹⁶ Ibid.

minimum number of years in his/her grade. For staff on Grade Levels 01 – 06, it is two (2) years; for officers on Grade Levels 07 – 14, it is three (3) years and for officers on Grade Levels 15 to 17, it is four (4) years. The fourth criterion is that affect the promotion of an officer is the availability of vacancies or jobs at a higher level.

Source: [Commonwealth Adv. Seminar - The Case of the Nigerian Civil Service and Federal Civil Service Com. \(2003\)](#)

4.5 Remuneration

One major problems of the Civil Service is the very poor remuneration package of civil servants. According to the Director of Recruitment and Appointment in the Federal Civil Service Commission in 2003, the civil servants are the most disadvantaged and depressed wage earners in Nigeria. The salaries and allowances of civil servants are very poor in relation to the rising cost of living and the amount required for reasonable subsistence. In mid-2000, senior level officials were earning less than US\$200.

Also, the gap in salaries between the public and private sector is 300 – 500%. Even within the public sector, the salary of the civil servants is worse: “the least paid staff of the Central Bank (of Nigeria) earns higher than a Grade Level 13 officer in the Civil Service. Also, the pay package of a Director in the Civil Service is only about 20% of that of his/her equivalent in the Nigerian National Petroleum Company (NNPC)”.¹⁷

Considerable effort has gone into efforts in the past three years to audit payrolls and verify staff strength in the ministries and extra-ministerial departments.¹⁸

Also, through a Government Circular issued on 27 June 2003, under the title “Monetization of Fringe Benefits in the Federal Public Service”, the Federal Government of Nigeria formally introduced its monetization policy into the core Federal Civil Service.¹⁹

Source: [Commonwealth Adv. Seminar - The Case of the Nigerian Civil Service and Federal Civil Service Com. \(2003\)](#)

4.6 Training

In Nigeria, the Office of the Head of the Federal Civil Service is the body charged with this vital responsibility for providing central guidance in manpower development matters.²⁰

Secretarial staff is trained at Federal centers to acquire basic secretarial skills

Technicians and Professionals aspiring to become managers of resources are given managerial training at, inter alia, the Administrative Staff College of Nigeria (ASCON), Agricultural and Rural Management (ARMTI), Centre for Management Development (CMD), etc.

Managers and senior administrators and professionals aspiring to occupy leadership positions are prepared at higher training and policy and institutions, especially the National Institute for Policy and Strategic Studies (NIPSS), where a lot of emphasis is put on strategic policy studies.

¹⁷ Review Panel on the Civil Service Reforms: Main Report: 151

¹⁸ [World Bank \(Nigeria\) - Civil Service Renewal Project](#)

¹⁹ [Commonwealth Adv. Seminar - The Case of the Nigerian Civil Service and Federal Civil Service Com. \(2003\)](#)

²⁰ [Nigeria's Public Service Reform Process: Human Resource Issues \(2003\)](#)

Supervisory middle level cadres are also trained at institutions such as ASCON, CMD, etc.

Source: [African Training and Research Centre in Administration for Development \(CAFRAD\)](#) – Questionnaire on National Public Administrations in Africa (not available online)

4.7 Pension

The existing pension scheme is benefit-determined, with pensions calculation based on terminal salary and is 100% non-contributory

It is estimated that the number of serving officers to pensioners is 180,000 for serving officers and 160,000 for pensioners in the core Federal Civil Service. It is feared that, there would be more pensioners than the work force in the Public Services of the Federation in the near future.

There is the problem of 'ghost pensioners', a function of poor human resource information system and inadequate documentation of staff.

Source: [Commonwealth Adv. Seminar - PRSP 2003-2008 - A Case Study of Nigeria](#)

4.8 Gender

Source: [Institution - Title](#)

5. Ethics and Civil Service

5.1 Corruption

2003 CPI Score relates to perceptions of the degree of corruption as seen by business people and country analysts and ranges between 10 (highly clean) and 0 (highly corrupt).

Corruption Perceptions Index							
Rank	Country	2003 CPI Score	Surveys Used	Standard Deviation	High-Low Range	Number Inst.	90 percent confidence range
1	Highly clean	9.7	8	0.3	9.2 - 10.0	4	9.5 - 9.9
132	Nigeria	1.4	9	0.4	0.9 - 2.0	7	1.2 - 1.6
133	Highly corrupt	1.3	8	0.7	0.3 - 2.2	6	0.9 - 1.7

Source: [Transparency International - Corruption Perceptions Index 2003](#)

Surveys Used: Refers to the number of surveys that were used to assess a country's performance. 17 surveys were used and at least 3 surveys were required for a country to be included in the CPI.

Standard Deviation: Indicates differences in the values of the sources. Values below 0.5 indicate agreement, values between 0.5 and c. 0.9 indicate some agreement, while values equal or larger than 1 indicate disagreement.

High-Low Range: Provides the highest and lowest values of the sources.

Number Institutions: Refers to the number of independent institutions that assessed a country's performance. Since some institutions provided more than one survey.

90 percent confidence range: Provides a range of possible values of the CPI score. With 5 percent probability the score is above this range and with another 5 percent it is below.

Sections 86-87 of the 1999 Constitution deal with the appointment of the Auditor-General for the Federation and his tenure, while section 88 confers the power to expose corruption, inefficiency or waste of public funds to the National Assembly. Sections 126 and 128 respectively replicate the same for the states.

Source: [UNDESA - Public Service Ethics in Africa](#)

The resolve to fight and win the war against corruption in Nigeria led to the promulgation of the Corrupt Practices and Other Related Offences Act 2000 ([click here](#)). The Act was the first bill presented by President Olusegun Obasanjo to the National Assembly for consideration at the inception of the present democratic administration in 1999.

It was passed and signed into law on the 13th of June 2000. The Act establishes the Independent Corrupt Practices and Other Related Offences Commission (ICPC), which is the apex body saddled with the responsibility of fighting corruption and other related offences. The ICPC was inaugurated on the 29th of September 2000. The Act in Section 3 (14) provides for the independence of the Commission and gives the Chairman authority to issue orders for the control and general administration of the Commission. The Commission has a chairman, 12 members and a secretary.

The mandate of the Commission is 'to prohibit and prescribe punishment for corrupt practices and other related offences'.

Source: [Hong Kong ICAC - Newsletter no. 17](#)

The Government has reinvigorated its anti-corruption efforts through the establishment of the Economic and Financial Crimes Commission (EFCC) which has had impressive early successes. It is taking several actions to strengthen

macroeconomic performance, including preparing a Fiscal Responsibility Bill and limiting recourse to monetary financing of the government deficit.

Source: [World Bank \(Nigeria\) - Civil Service Renewal Project \(2004\)](#)

[Click here](#) for paper on “The Effective Administration of Criminal Justice for the Prevention of Corrupt Activities by Public Officials: The Nigerian Position.

5.2 Ethics

The basis of prevention includes the revised Civil Service Rules and the Civil Service Handbook. Chapter 4 of the Civil Service Handbook is on the Code of Ethics in Government Business. The Handbook states clearly that the civil service must be well disciplined, the rules and regulations should be adhered to and service must be paramount.

Civil servants are also expected to be diligent in carrying out their duties and in their dealings with the public. Since they are paid salaries for the duties that they perform, they should not demand or receive money or anything in kind from anyone for the performance of their duties. They are expected also to eschew parochialism by ensuring that the interest of any ethnic group should not be pursued at the expense of what is best for Nigeria.

There is also the Code of Conduct Bureau that is enshrined in the 1999 Constitution, under the [third schedule](#).

The aims and objectives of the Bureau are to establish and maintain a high standard of morality in the conduct of Government business and to ensure that the actions and behaviours of public officers conform to the highest standards of public morality and accountability.²¹

The fifth schedule of the 1999 Constitution states in detail the Code of Conduct for Public Officers. The code includes issues such as the avoidance of conflict-of-interest by preventing a public officer from putting himself or herself in a position where his or her personal interest conflicts with his or her official duties and responsibilities. A public officer must not engage in private business (except farming).

The Code of Conduct Tribunal was also established to treat cases of infringement or noncompliance brought to it by the Code of Conduct Bureau.

Source: [UNDESA - Public Service Ethics in Africa \(edited\)](#)

Twenty-three participants from various relevant ministries, agencies and NGOs attended a workshop on Public Service Ethics in October 2002 highlighted the following problems:

- Poor adherence to ethical standards by public servants in the country; in particular, simple rules and regulations that could enhance good ethics and efficiency in the public service are generally ignored;
- The absence of coordinated and harmonised roles, responsibilities and activities among institutions responsible for public service ethics;
- Pervasive corruption is an unethical response to insecurity of tenure, poor employment conditions and, most especially, uncertain future upon retirement;
- Weak enforcement of rules and regulations relating to unethical behaviour and corruption; in addition, the disclosure system could be strengthened;

²¹ [Code of Conduct Bureau - Aims and Objectives of the Bureau](#)

- The persistent collaboration of the private sector in the perpetration of the system of corruption in the country; and
- Limited involvement of non-governmental actors in monitoring and reporting unethical behaviour.

Source: [Report of the Nigeria National Workshop on Public Service Ethics in Africa \(10/2002\)](#)

6. e-Government

e-Government Readiness Index:

The index refers to the generic capacity or aptitude of the public sector to use ICT for encapsulating in public services and deploying to the public, high quality information (explicit knowledge) and effective communication tools that support human development.

The index is comprised of three sub-indices: Web Measure Index, Telecommunications Infrastructure Index and Human Capital Index.

Web Measure Index:

A scale based on progressively sophisticated web services present. Coverage and sophistication of state-provided e-service and e-product availability correspond to a numerical classification.

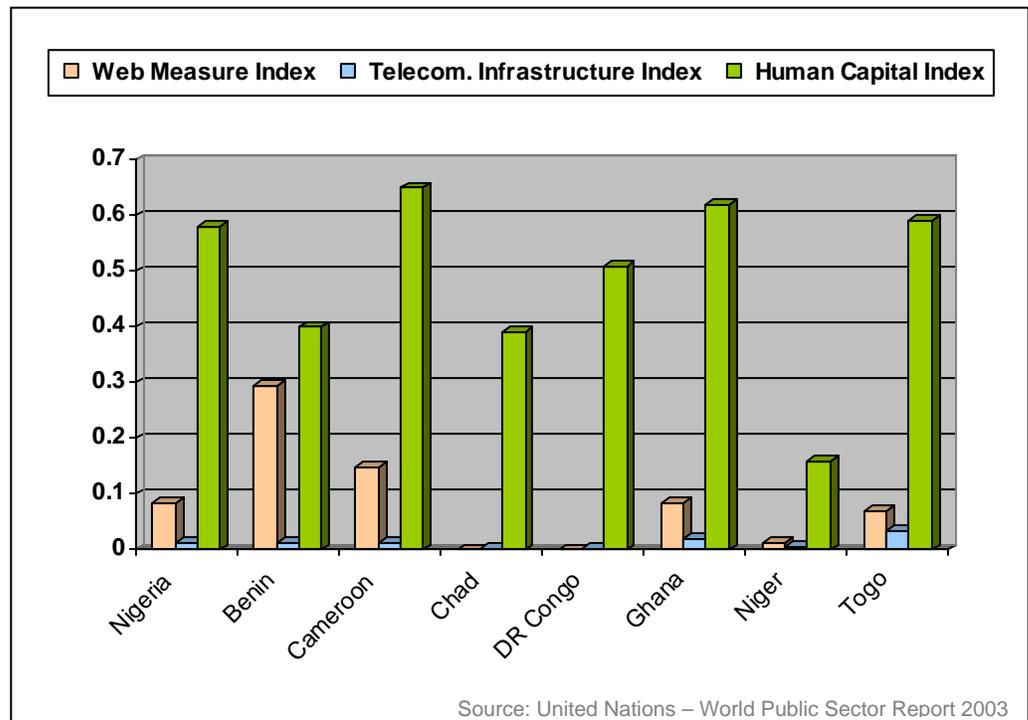
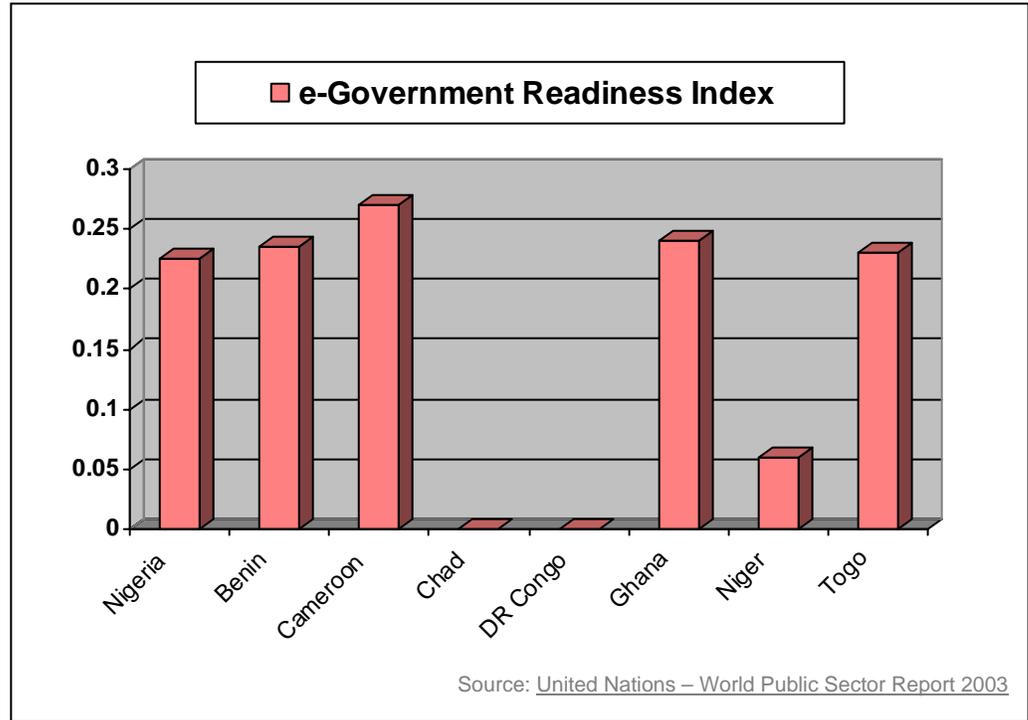
Telecommunications Infrastructure Index:

A composite, weighted average index of six primary indices, based on basic infrastructural indicators that define a country's ICT infrastructure capacity.

Primary indicators are: PC's, Internet users, online population and Mobile phones. Secondary indicators are TVs and telephone lines.

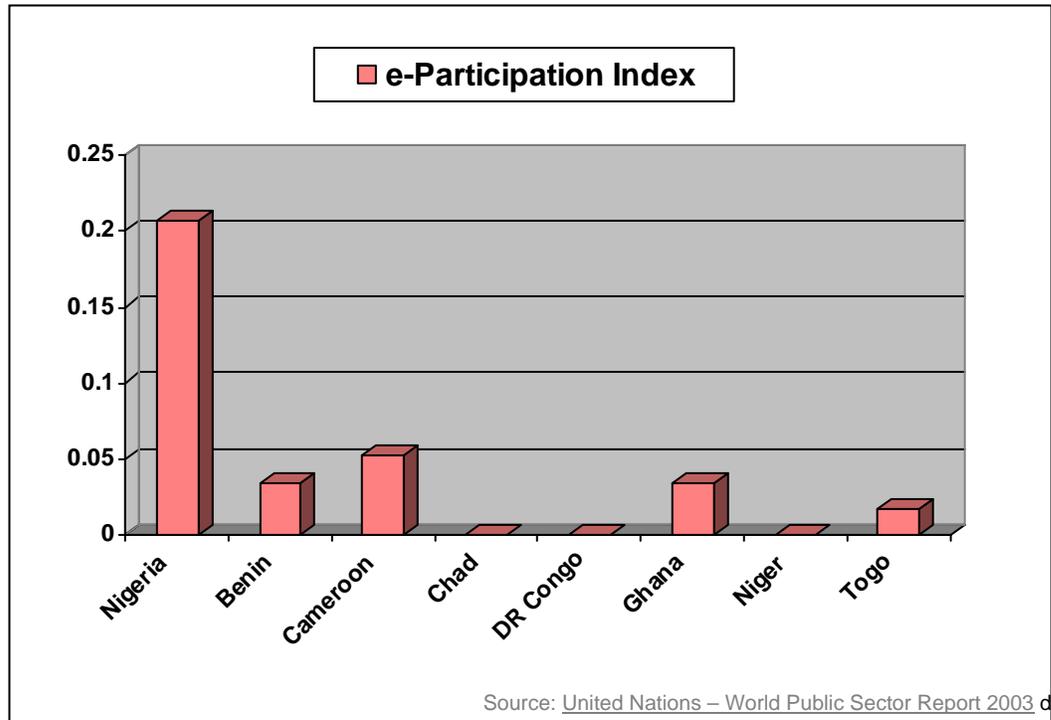
Human Capital Index:

A composite of the adult literacy rate and the combined primary, secondary and tertiary gross enrolment ratio, with two thirds of the weight given to adult literacy and one third to the gross enrolment ratio.



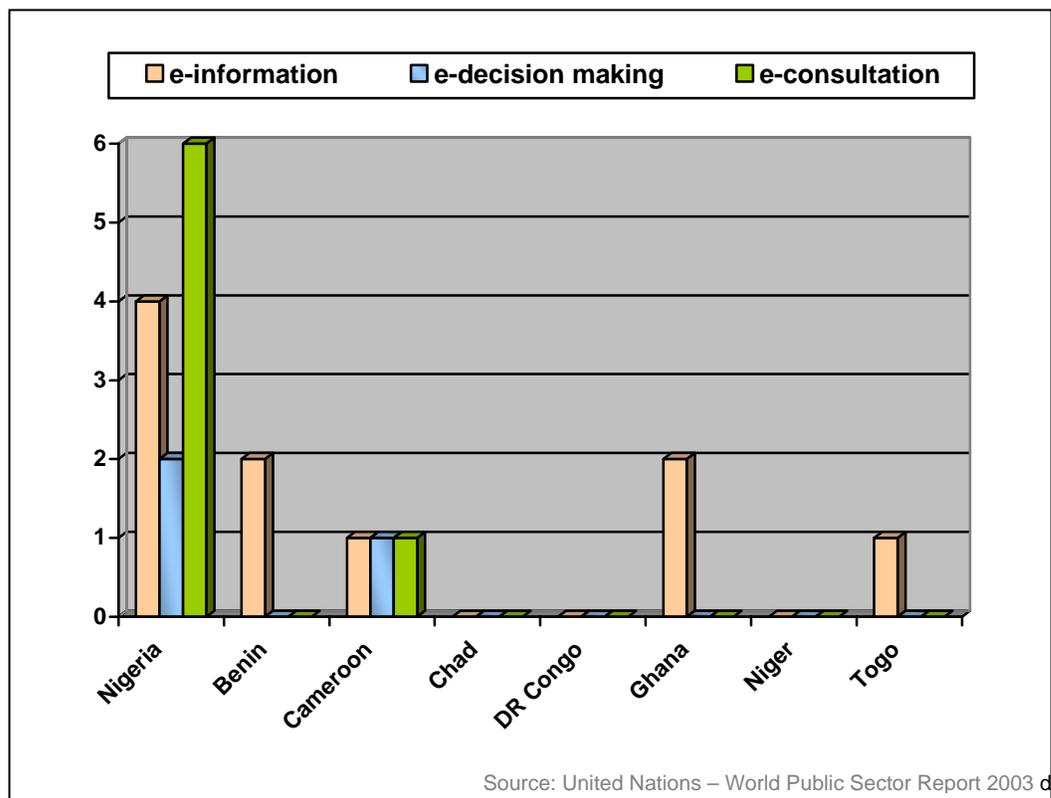
e-Participation Index:

Refers to the willingness, on the part of the government, to use ICT to provide high quality information (explicit knowledge) and effective communication tools for the specific purpose of empowering people for able participation in consultations and decision-making both in their capacity as consumers of public services and as citizens.



e-information:

The government websites offer information on policies and programs, budgets, laws and regulations, and other briefs of key public interest. Tools for disseminating of information exist for timely access and use of public information, including web forums, e-mail lists, newsgroups and chat rooms.



e-decision making:

The government indicates that it will take citizens input into account in decision making and provides actual feedback on the outcome of specific issues.

e-consultation:

The government website explains e-consultation mechanisms and tools. It offers a choice of public policy topics online for discussion with real time and archived access to audios and videos of public meetings. The government encourages citizens to participate in discussions.

7. Links

7.1 National sites	
Authority	Topic
Presidency	http://www.nopa.net/
National Assembly	http://www.nigeria.gov.ng/government/Nationalass.htm
House of Representatives	http://www.nigeria.gov.ng/government/Housereps.htm
Senate	http://www.nigeria.gov.ng/government/senate.htm
Government	http://www.nigeria.gov.ng/
Ministries	http://www.nigeria.gov.ng/government/ministries.htm
State Governments	http://www.nigeria.gov.ng/govt%20websites/stategovt.htm
Nigeria Law	http://www.nigeria-law.org/

7.2 Miscellaneous sites	
Institution	Topic
African Civil Services Observatory (OFPA)	http://www.ofpa.net/
African Development Bank (ADB)	http://www.afdb.org/
African Training and Research Centre in Administration for Development (CAFRAD)	http://www.cafrad.org/
African Union (AU)	http://www.africa-union.org/
European Union (EU)	http://europa.eu.int/comm/development/ACP_countries
International Labour Organization (ILO) - NATLEX	http://www.ilo.org/dyn/natlex/natlex_browse.home
New Partnership for Africa's Development (NEPAD)	http://www.nepad.org/
United Nations Agencies in Rwanda	http://www.unrwanda.org
United Nations Development Programme (UNDP)	http://www.undp.org.ng/
United Nations Economic Commission for Africa (ECA)	http://www.uneca.org/
UNPAN	http://www.unpan.org/virtual_library-byregion.asp
USAID	http://www.usaid-rwanda.rw
World Bank (WB)	http://www.worldbank.org/afr/rw/index.htm