

Spatio-Temporal Analysis of Socio-Demographic Constraints of Employment Distribution in the Federal Civil Service, Nigeria

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Abstract

In spite of the introduction of the quota system to solve the problems of inequality and marginalization in employment and appointments in Nigeria, disparity in regional employment distribution has become a pressing national issue. This study therefore seeks to investigate the spatio-temporal constraints of employment distribution in the Federal Civil Service, Nigeria. Secondary data on the number of persons employed in the Federal Civil Service from 2008-2012 were collected from the Federal Character Commission. Rank order technique, standard scores, frequency distribution and simple percentages were used for analyses. The Rank order technique was used to derive the standard deviates and the standard scores (Z) aggregate for each state and year as well as a composite score for indexing the position of that state and region in the employment distribution. The results obtained showed the dominance of males in the Federal Civil Service mostly among the northern states and geopolitical zones which could be blamed on cultural and religious differences. States like Katsina, Zamfara, Yobe, Sokoto and Kano amongst others had more of males than females in the Federal Civil Service. The findings indicated that majority of the employees in the Federal Civil Service for the periods under review were adults between the ages of 31 – 50yrs. The distribution of grade levels showed high variation among states. The present pattern of employees' grade level or placement is negatively skewed towards the south-southern, north eastern and northwestern geopolitical zones. This skewed pattern showed that employment distribution is lopsided and disproportionate. Therefore, the study recommended that female/girl child education should be pursued vigorously especially in the Northern part of the country and placement of employees in the Federal Civil Service should be in accordance with educational attainment for all sections of people in the country.

Keywords: Employment, Distribution, Educational qualification and Grade level

1. Introduction

Disparity in regional employment distribution has become a pressing national issue, majorly due to differences in educational attainment, which in turn affects the placement of employees. This regional imbalance in employment among the six geopolitical zones gave rise to the quota system in Nigeria. The essence of the quota system is to solve the problems of inequality and marginalization as expressed by certain parts of Nigeria. Also, among other reasons for introducing the quota system were because of differences in the socio-economic development of Nigeria (Ita, Bisong and Iwara, 2012; Oyebanji, 1986). Secondly, there were disparities in the levels of educational developments in different parts of the country. Some sections of the country (North) were alleged to be educationally disadvantaged, while some regions (South) of the country were acclaimed to be educationally advantaged. Indeed, to a considerable extent, the traditional social structures in Nigeria have been offering limited incentives for amending the existing disparity in employment distribution between men and women. As observed by Aluede (2006), the Nigerian society (pre-modern and contemporary) has been significantly dotted with peculiar cultural and religious practices that are potently inimical to women's emancipation and by extension their employment and appointments into positions.

Education qualification, although not widely available in the beginning, provides the opportunity for people to attain

and rise in the Federal Civil Service. However, the lack of access to western education in certain parts of the country has made their economic participation in the workforce considerably constrained and by implication, their educational aspiration (Nmadu 2000: 166). In Nigeria, educational facilities are generally believed to be inadequate, and access, limited for many, especially in the Northern part of the country (Annim, Mariwah and Sebu, 2012). Consequently, employment inequality in the federal Civil Service has also grown considerably. Besides, there are regional variations in the cadre distribution. Regardless of their educational qualifications, employees from some states or ethnic groups are well placed and consistently being promoted than their counterparts. In some cases they earn more than those with higher qualifications. Despite the introduction of the quota system, regional distribution in employment still persists due to differences in sex, age, education and state of origin of employees (weis, 1979). In most cases educational credentials or qualifications are used as minimum entry requirements for employment, appointments and promotions (Umar, 2001). Previous studies on employment have either provided estimates of unemployed population with a view to suggesting ways of employment generation and wealth creation or analyzed sectoral variations in employment distribution (Akintoye and Utang, 2012). These studies failed to identify the factors that account for the patterns of employment distribution. This study therefore seeks to investigate the spatio-temporal constraints of employment distribution in the Federal Civil Service, Nigeria.

2. Study Area

Nigeria is a country in West Africa. It lies between latitudes 4° and 14°N, and longitudes 2° and 15°E. Nigeria shares land borders with the Republic of Benin in the west, Chad and Cameroon in the east, and Niger in the north. Its coast lies on the Gulf of Guinea in the south and it borders Lake Chad to the northeast. Nigeria, a country inhabited by 470 ethnic groups, distinguished by language, customs and religious beliefs, also vary in education and level of employment in the different sectors of the economy. It has a North - South divide, but politically divided into six geopolitical zones; three in each of the major divisions. The southern region of the country is traditionally considered to have much higher levels of education and employment in the public sector than groups in the northern region. In 2003 the unemployment rate was 10.8 percent overall; urban unemployment of 12.3 percent exceeded rural unemployment of 7.4 percent. Nigeria's economy is struggling to leverage the country's vast wealth in fossil fuels in order to displace the crushing poverty that affects about 57 percent of its population. Economists refer to the coexistence of vast natural resources wealth and extreme personal poverty in developing countries like Nigeria as the "paradox of plenty" or the "curse of oil." Nigeria ranked 151 out of 177 countries in the United Nations Development Index in 2004—and non-energy-related infrastructure is inadequate. Recently, the government has been attempting to implement an economic reform program called the National Economic Empowerment Development Strategy (NEEDS). The purpose of NEEDS is to raise the country's standard of living through a variety of reforms. The government hopes that NEEDS will create 7 million new jobs, diversify the economy, boost non-energy exports, increase industrial capacity utilization, and improve agricultural productivity.

3. Research Methodology

The study used secondary data only. The data on the number of persons employed for five years (2008-2012) were collected from the Federal Character Commission. The Rank order technique, standard scores, frequency distribution and simple percentages were used for analyses. Rank order technique, using standard scores additive model is a very useful analytical technique that appears appropriate for the analysis. For the method, the raw data was weighted by the number variable for each indicator to give the weighted score for each year and state in each measure. The standard scores (Z) for each state and year were then summed up to get a composite score and by so doing indexing the position of that state and region in the whole distribution of values. The method is given by the equation:

Z = standard score for area i given by

$$Z = \frac{X - \bar{x}}{S}$$

In which x = score for a variable

X = mean value

S = standard deviation for the

The model involves the computation of series of standard scores for the employment variables. These provide a mean to classify and rank the states on a common measure/scale. The classification and ranking of states is to show the relative position of each of the states and how each fared in employment during the period under review. Following the

works of Ghaffar (1987), two methods have been used; the first one consists of a mere ordering of the state and regions according to the individual variables and the summation of their ranks. The second and more common method applies basically the same principles as the first one, but uses all the information available and thus allows for the cumulative effects of the previously standardized scores. With these computations, the aim of using Rank order technique was possibly to determine the magnitude of differences that exist among the states in terms of the number of persons employed as well as to ascertain privilege and deprived areas in the overall distribution of employment, and very importantly for this study, to ascertain whether or not certain states or geopolitical zones have become advantaged while others have been disadvantaged in employment within the period under study.

In order to determine the magnitude of spatial inequalities that exist among states in terms of the the distribution of education, sex and grade level in the Federal Civil Service; as well as to ascertain privileged and deprived states in the overall distribution of opportunities, the standard scores additive model was used. The Z-score variate has been used to analyse the spatial variation in the distribution of education across the state in Nigeria. Z-score variate has been used extensively to determine pattern of distribution of a phenomenon (Oyebanji, 1986; Aderamo & Aina, 2011). Also, the composite measures of inequalities in which all indicators and their variables have contributed is shown. This method has been widely used (Ademiluyi, 1997; Aderamo & Aina, 2011; Ita et al., 2012). The technique has the advantage of simplicity in calculation (it can be calculated manually) and the merit of providing a base level (i.e. the zero mean) against which the privileged and the under-privileged can be measured. Therefore, in the scores obtained from this standard deviate technique, areas with positive scores were regarded as privileged or advantaged, while those with negative scores were considered deprived, underprivileged or disadvantaged (Aderamo & Aina, 2011; Ita et al., 2012).

4. Results

4.1 Socio-demographic characteristics of employees in the Federal Civil Service

4.1.1 Sex and educational qualifications of employees in 2008

The information in Table 4.1.1 shows that as of 2008, 723 Nigerians were employees of the Federal Civil Service. Out of this number, 498 representing 68.9% of the employees were males, while the remaining 225 representing 31.1% were females. It shows the dominance of males in the Federal Civil Service which could be blamed on cultural differences across the respective states and geo-political zones of the country. For instance, states such as Katsina, Zamfara, Yobe, Sokoto and Kano amongst others have more of males than females in the Federal Civil Service. Females in this part of the country are marginalized, whereas states like Akwa Ibom, Abia Enugu and Delta amongst others enjoyed female dominance. In addition, out of the total number of employees, 119 representing 16.5% had postgraduate qualifications and training such as masters' and Ph.D. degrees in diverse fields of human endeavor; 377 representing 52.1% of the employees had B.Sc., B.A., B.Ed. and HND in various disciplines; 142 representing 19.6% of the employees had NCE/OND/Diploma and relevant certificates, while 84 representing 11.6% had secondary and primary school certificates. The result on educational qualification shows that majority of the employees had first degrees. The result in the Table further reveals that Imo, Lagos, Ogun, Osun and Cross River states had high employees with postgraduate certificates of 6 individuals and above, while Bayelsa and Taraba states had no employee with postgraduate studies.

Table 4.1.1: Sex and educational qualification of employees as of 2008

| State | Sex | | Educational qualification | | | |
|-------------|------|--------|---------------------------|--------------|------------------|---------------|
| | Male | Female | Postgraduate | First degree | NCE/OND/Dip/Cert | SSCE/GCE FSLC |
| Abia | 11 | 12 | 5 | 11 | 4 | 2 |
| Adamawa | 13 | 7 | 4 | 9 | 5 | 2 |
| Akwa Ibom | 12 | 13 | 4 | 11 | 7 | 3 |
| Anambra | 10 | 11 | 3 | 15 | 3 | 0 |
| Bauchi | 13 | 3 | 4 | 6 | 3 | 3 |
| Bayelsa | 6 | 6 | 0 | 7 | 3 | 2 |
| Benue | 14 | 6 | 2 | 12 | 4 | 2 |
| Borno | 18 | 2 | 4 | 13 | 2 | 1 |
| Cross River | 12 | 10 | 6 | 5 | 7 | 4 |
| Delta | 8 | 9 | 1 | 10 | 4 | 2 |

| | | | | | | |
|-----------|----|----|---|----|---|---|
| Ebonyi | 11 | 6 | 2 | 11 | 3 | 1 |
| Edo | 12 | 10 | 3 | 12 | 6 | 1 |
| Ekiti | 12 | 4 | 3 | 6 | 6 | 1 |
| Enugu | 5 | 12 | 5 | 9 | 1 | 2 |
| FCT | 11 | 3 | 2 | 6 | 2 | 4 |
| Gombe | 14 | 5 | 5 | 9 | 4 | 1 |
| Imo | 10 | 11 | 7 | 10 | 3 | 1 |
| Jigawa | 17 | 3 | 1 | 11 | 5 | 3 |
| Kaduna | 16 | 6 | 3 | 10 | 6 | 3 |
| Kano | 22 | 3 | 5 | 11 | 6 | 3 |
| Katsina | 17 | 0 | 1 | 10 | 5 | 1 |
| Kebbi | 13 | 2 | 4 | 8 | 2 | 1 |
| Kogi | 16 | 5 | 4 | 10 | 3 | 4 |
| Kwara | 17 | 6 | 3 | 15 | 4 | 1 |
| Lagos | 14 | 8 | 7 | 8 | 2 | 5 |
| Nassarawa | 17 | 3 | 2 | 9 | 7 | 2 |
| Niger | 16 | 4 | 3 | 11 | 4 | 2 |
| Ogun | 15 | 9 | 7 | 14 | 1 | 2 |
| Ondo | 13 | 7 | 1 | 14 | 4 | 1 |
| Osun | 12 | 10 | 6 | 9 | 5 | 2 |
| Oyo | 11 | 9 | 1 | 13 | 3 | 3 |
| Plateau | 14 | 6 | 1 | 10 | 5 | 4 |
| Rivers | 14 | 6 | 2 | 12 | 5 | 1 |
| Sokoto | 16 | 1 | 3 | 8 | 5 | 1 |
| Taraba | 15 | 4 | 0 | 12 | 2 | 5 |
| Yobe | 17 | 2 | 4 | 11 | 1 | 3 |
| Zamfara | 14 | 1 | 1 | 9 | 1 | 4 |

Source: Federal Character Commission, 2008.

4.1.2 Grade level and cadre of employees in 2008

The information in Table 2 shows the grade level and cadre of employees of the Federal Civil Service as of 2008. As usual, out of the 723 employees of the Federal Civil Service, 212 representing 29.3% of the employees fell under the grade level of 03 – 07; 382 representing 52.8% fell under the grade level of 08 – 12, while 129 representing 17.8% were employees of grade levels greater than 12. The distribution of grade levels shows high variation among states. It reveals that some states are more represented than others probably due to minimum entry requirement and quota system. For example, states like Enugu, Gombe, Kano, Edo, Imo, Abia, Adamawa, Kebbi, Yobe, Borno, Kwara and Lagos amongst others could be said to be more favoured with high percentage of its employees in the Federal Civil Service above the grade level of 07. Bayelsa state was the only state across the federation that enjoyed low grade level of its workforce as at 2008.

Table 4.1.2: Grade level, cadre and ages of employees as of 2008

| State | Grade level | | | Cadre | |
|-------------|-------------|---------|---------|--------------|--------------|
| | 03 - 07 | 08 - 12 | 12 - 17 | Senior cadre | Junior cadre |
| Abia | 5 | 17 | 1 | 18 | 5 |
| Adamawa | 6 | 11 | 3 | 15 | 5 |
| Akwa Ibom | 7 | 15 | 3 | 16 | 9 |
| Anambra | 3 | 16 | 2 | 20 | 1 |
| Bauchi | 5 | 5 | 6 | 11 | 5 |
| Bayelsa | 9 | 3 | 0 | 5 | 7 |
| Benue | 6 | 10 | 4 | 14 | 6 |
| Borno | 2 | 15 | 3 | 16 | 4 |
| Cross River | 9 | 8 | 5 | 12 | 10 |
| Delta | 7 | 8 | 2 | 11 | 6 |
| Ebonyi | 4 | 9 | 4 | 14 | 3 |
| Edo | 5 | 12 | 5 | 15 | 7 |
| Ekiti | 6 | 8 | 2 | 11 | 5 |
| Enugu | 2 | 10 | 5 | 12 | 5 |
| FCT | 6 | 6 | 2 | 9 | 5 |
| Gombe | 4 | 12 | 3 | 16 | 3 |
| Imo | 3 | 12 | 6 | 19 | 2 |
| Jigawa | 8 | 10 | 2 | 14 | 6 |
| Kaduna | 9 | 9 | 4 | 12 | 10 |
| Kano | 9 | 10 | 6 | 18 | 7 |
| Katsina | 6 | 8 | 3 | 13 | 4 |
| Kebbi | 5 | 6 | 4 | 11 | 4 |
| Kogi | 6 | 8 | 7 | 11 | 10 |
| Kwara | 4 | 14 | 5 | 16 | 7 |
| Lagos | 6 | 12 | 4 | 15 | 7 |
| Nassarawa | 9 | 8 | 3 | 14 | 6 |
| Niger | 6 | 8 | 6 | 14 | 6 |
| Ogun | 5 | 16 | 3 | 20 | 4 |
| Ondo | 4 | 14 | 2 | 18 | 2 |
| Osun | 5 | 15 | 2 | 18 | 4 |
| Oyo | 5 | 13 | 2 | 16 | 4 |
| Plateau | 9 | 7 | 4 | 10 | 10 |
| Rivers | 5 | 13 | 2 | 14 | 6 |
| Sokoto | 6 | 5 | 6 | 11 | 6 |
| Taraba | 7 | 10 | 2 | 12 | 7 |
| Yobe | 4 | 10 | 5 | 14 | 5 |
| Zamfara | 5 | 9 | 1 | 10 | 5 |

Source: Federal Character Commission, 2008.

4.1.3 Sex and educational qualifications of employees in 2009

Likewise, in 2009, there were 723 employees in the Federal Civil Service (Table 3). Out of this number, 493 representing 68.2% of the employees were males, while the remaining 228 representing 31.8% were females. It also shows the dominance of males in the Federal Civil Service and across the respective states and geo-political zones of the country. There was a significant increase in female employees in states such as Katsina, Zamfara, Yobe, Sokoto and Kano amongst others. The educational qualifications of employees reveals that 119 representing 16.5% had postgraduate qualifications and training such as masters' and Ph.D. degrees in diverse fields; 370 representing 51.2% of the employees had B.Sc., B.A., B.Ed. and HND in various disciplines; 148 representing 20.5% of the employees had NCE/OND/Diploma and relevant certificates, while 88 representing 12.2% had secondary and primary school certificates. As usual, the result on educational qualification shows that majority of the employees had first degrees. The result also reveals that Abia, Edo, Kwara and Kogi State had high employees with postgraduate certificates of 6 and above, while Bayelsa, Jigawa and Nasarrawa states had no employee in the Federal Civil Service with postgraduate certificate as of 2009. For states with the highest employees with first degree and higher national diploma (HND) certificates, we have

Abia, Edo, Kogi, Kwara, Borno, Ebonyi, Imo, Jigawa, Kano, Kwara, Ogun and Rivers. These states have more than 11 employees with first degree and HND certificates. Interestingly, among these listed states, Borno and Ogun states had the highest employees with first degree and HND certificates (Table 3). It shows a discernible pattern in the distribution of education across the geopolitical zones.

Table 4.1.3: Sex and educational qualification of employees as of 2009

| State | Sex | | Educational qualification | | | |
|-------------|------|--------|---------------------------|--------------|------------------|---------------|
| | Male | Female | Postgraduate | First degree | NCE/OND/Dip/Cert | SSCE/GCE/FSLC |
| Abia | 16 | 7 | 7 | 12 | 2 | 2 |
| Adamawa | 11 | 9 | 4 | 9 | 4 | 3 |
| Akwa Ibom | 15 | 10 | 3 | 13 | 6 | 3 |
| Anambra | 14 | 7 | 5 | 13 | 3 | 0 |
| Bauchi | 12 | 7 | 7 | 4 | 6 | 2 |
| Bayelsa | 8 | 4 | 0 | 6 | 4 | 2 |
| Benue | 11 | 9 | 3 | 7 | 9 | 1 |
| Borno | 14 | 6 | 1 | 17 | 2 | 0 |
| Cross River | 16 | 6 | 1 | 9 | 9 | 3 |
| Delta | 13 | 4 | 1 | 8 | 6 | 2 |
| Ebonyi | 15 | 2 | 1 | 13 | 1 | 2 |
| Edo | 16 | 6 | 7 | 11 | 1 | 4 |
| Ekiti | 10 | 6 | 1 | 9 | 5 | 1 |
| Enugu | 10 | 7 | 5 | 7 | 4 | 1 |
| FCT | 9 | 5 | 4 | 3 | 3 | 4 |
| Gombe | 12 | 7 | 5 | 11 | 1 | 2 |
| Imo | 11 | 10 | 4 | 13 | 3 | 1 |
| Jigawa | 16 | 3 | 0 | 14 | 1 | 4 |
| Kaduna | 16 | 6 | 4 | 9 | 5 | 4 |
| Kano | 17 | 9 | 4 | 14 | 4 | 4 |
| Katsina | 12 | 3 | 3 | 8 | 2 | 2 |
| Kebbi | 10 | 5 | 3 | 6 | 5 | 1 |
| Kogi | 9 | 11 | 6 | 6 | 6 | 2 |
| Kwara | 19 | 4 | 6 | 13 | 4 | 0 |
| Lagos | 13 | 8 | 4 | 11 | 4 | 2 |
| Nassarawa | 12 | 8 | 0 | 11 | 6 | 3 |
| Niger | 17 | 4 | 5 | 8 | 3 | 5 |
| Ogun | 17 | 7 | 2 | 17 | 2 | 3 |
| Ondo | 12 | 8 | 2 | 11 | 6 | 1 |
| Osun | 17 | 4 | 4 | 11 | 2 | 4 |
| Oyo | 13 | 6 | 1 | 11 | 3 | 4 |
| Plateau | 14 | 6 | 3 | 8 | 5 | 4 |
| Rivers | 15 | 5 | 2 | 13 | 4 | 1 |
| Sokoto | 15 | 5 | 5 | 10 | 3 | 2 |
| Taraba | 12 | 5 | 2 | 9 | 4 | 2 |
| Yobe | 13 | 5 | 3 | 6 | 8 | 1 |
| Zamfara | 11 | 4 | 1 | 9 | 2 | 3 |

Source: Federal Character Commission, 2009.

4.1.4 Grade level and ages of employees in 2009

The grade level, cadre and ages of employees of the Federal Civil Service as of 2009 are shown in Table 4.1.4. Out of the 723 employees of the Federal Civil Service, 206 representing 28.5% of the employees were between the grade levels of 03 – 07; 383 representing 53% were between the grade levels of 08 – 12, while 134 representing 18.5% were employees of grade levels greater than 12. As usual, the distribution of grade levels shows high variation among states. Grade level greater than 12 indicates 0.76% increase from the value recorded in 2008. Moreover, 515 representing 71.2% of the employees were of the senior cadre, while 208 representing 28.8% of the employees were of the junior cadre. This shows no difference with the percentage obtained in 2008. The states across the federation that had

employees at the senior cadre of 17 individuals and above was Anambra, Akwa Ibom, Abia, Borno, Edo, Gombe, Kano, and Kwara.

Furthermore, the ages of employees show that 82 representing 11.3% of the employees were between the ages of 20 – 30yrs.; 372 representing 51.5% were between the ages of 31 – 40 yrs.; 210 representing 29% of the employees fell within the age bracket of 41 – 50yrs, while 59 representing 8.2% were above 50yrs. This implies that majority of the employees as of 2009 were adults between the ages of 31 – 50yrs. In general, the result in Table 4 indicates that some states have more higher grade levels, while others suffer low placement. For example, states like Anambra, Imo, Kogi, Niger and Sokoto had employees in the highest grade level of 13 and above. States with the lowest number of employees above the grade level of 12 were Zamfara and Abia, while Bayelsa State did not have any employee above that grade level.

Table 4.1.4: Grade level, cadre and ages of employees as of 2009

| State | Grade level | | | Cadre | | Ages | | | |
|-------------|-------------|---------|---------|--------------|--------------|--------|-------|-------|--------|
| | 03 - 07 | 08 - 12 | 12 - 17 | Senior cadre | Junior cadre | 20 -30 | 31-40 | 41-50 | >50yrs |
| Abia | 5 | 17 | 1 | 18 | 5 | 4 | 12 | 7 | 0 |
| Adamawa | 6 | 11 | 3 | 13 | 7 | 2 | 11 | 5 | 2 |
| Akwa Ibom | 7 | 15 | 3 | 17 | 8 | 0 | 16 | 7 | 2 |
| Anambra | 3 | 16 | 2 | 20 | 1 | 2 | 14 | 4 | 1 |
| Bauchi | 6 | 5 | 6 | 12 | 5 | 3 | 7 | 6 | 1 |
| Bayelsa | 5 | 7 | 0 | 7 | 5 | 3 | 6 | 2 | 1 |
| Benue | 6 | 10 | 4 | 15 | 5 | 0 | 13 | 4 | 3 |
| Borno | 2 | 14 | 4 | 19 | 1 | 2 | 9 | 8 | 1 |
| Cross River | 9 | 8 | 5 | 12 | 10 | 2 | 9 | 8 | 3 |
| Delta | 7 | 6 | 4 | 11 | 6 | 2 | 8 | 6 | 1 |
| Ebonyi | 4 | 9 | 4 | 13 | 4 | 1 | 9 | 5 | 2 |
| Edo | 4 | 11 | 5 | 18 | 2 | 3 | 13 | 3 | 1 |
| Ekiti | 6 | 8 | 2 | 9 | 7 | 3 | 9 | 3 | 1 |
| Enugu | 2 | 10 | 5 | 12 | 5 | 0 | 10 | 6 | 1 |
| FCT | 6 | 6 | 2 | 8 | 6 | 1 | 9 | 4 | 0 |
| Gombe | 4 | 14 | 5 | 17 | 6 | 2 | 12 | 9 | 0 |
| Imo | 3 | 12 | 6 | 16 | 5 | 1 | 6 | 12 | 2 |
| Jigawa | 7 | 10 | 2 | 13 | 6 | 3 | 8 | 7 | 1 |
| Kaduna | 9 | 8 | 5 | 14 | 8 | 3 | 9 | 6 | 4 |
| Kano | 10 | 11 | 5 | 17 | 9 | 3 | 12 | 8 | 3 |
| Katsina | 4 | 9 | 2 | 11 | 4 | 2 | 7 | 4 | 2 |
| Kebbi | 5 | 6 | 4 | 9 | 6 | 2 | 4 | 9 | 0 |
| Kogi | 6 | 7 | 7 | 12 | 8 | 1 | 9 | 7 | 3 |
| Kwara | 4 | 14 | 5 | 19 | 4 | 2 | 11 | 5 | 5 |
| Lagos | 6 | 14 | 5 | 16 | 9 | 2 | 13 | 8 | 2 |
| Nassarawa | 9 | 8 | 3 | 13 | 7 | 4 | 9 | 7 | 0 |
| Niger | 7 | 8 | 6 | 14 | 7 | 2 | 9 | 7 | 3 |
| Ogun | 5 | 16 | 3 | 19 | 5 | 5 | 13 | 5 | 1 |
| Ondo | 4 | 14 | 2 | 15 | 5 | 4 | 13 | 3 | 0 |
| Osun | 5 | 14 | 2 | 17 | 4 | 2 | 12 | 7 | 0 |
| Oyo | 5 | 12 | 2 | 15 | 4 | 2 | 11 | 5 | 1 |
| Plateau | 9 | 7 | 4 | 11 | 9 | 1 | 10 | 6 | 3 |
| Rivers | 5 | 13 | 2 | 15 | 5 | 4 | 13 | 1 | 2 |
| Sokoto | 6 | 5 | 6 | 11 | 6 | 3 | 7 | 5 | 2 |
| Taraba | 6 | 10 | 2 | 13 | 5 | 2 | 12 | 2 | 2 |
| Yobe | 4 | 9 | 5 | 14 | 4 | 2 | 9 | 4 | 3 |
| Zamfara | 5 | 9 | 1 | 10 | 5 | 2 | 8 | 5 | 0 |

Source: Federal Character Commission, 2009.

4.1.5 Sex and educational qualifications of employees in 2010

The employees in the Federal Civil Service increased by 18% from 723 employees in 2008 and 2009 to 853 employees

in 2010 (Table 4.1.5). Out of this number, 566 representing 66.4% of the employees were males, while the remaining 287 representing 33.6% were females. There was high rate of male dominance in the northern states of the federation (Borno, Jigawa, Kano, Kebbi, Nasarrawa, Sokoto and Zamfara states). In fact, Katsina State remained the most gender biased, as there was no female employee in the Federal Civil Service. The educational qualifications of employees reveals that 147 representing 17.2% had postgraduate qualifications; 459 representing 53.8% of the employees had B.Sc., B.A., B.Ed. and HND in various disciplines; 160 representing 18.8% of the employees had NCE/OND/Diploma and relevant certificates, while 87 representing 10.2% had secondary and primary school certificates. As usual, the result shows that majority of the employees of the Federal Civil Service had first degrees, and it was closely followed by employees with NCE/OND/Diploma and other certificate related qualification. The result indicates that Anambra, Abia, Kebbi, Kwara and Oyo had the highest number of employees with postgraduate certificates of 7 and above, while Bauchi, Jigawa, FCT and Zamfara are states with small number of employees in the Federal Civil Service with postgraduate studies. In all, the educational status of employees in the Federal Civil Service reveals a distinct pattern in the distribution of education across the geopolitical zones (Table 5).

Table 4.1.5: Sex and educational qualification of employees as of 2010

| State | Sex | | Educational qualification | | | |
|-------------|------|--------|---------------------------|--------------|------------------|---------------|
| | Male | Female | Postgraduate | First degree | NCE/OND/Dip/Cert | SSCE/GCE/FSLC |
| Abia | 12 | 13 | 7 | 13 | 0 | 5 |
| Adamawa | 14 | 7 | 2 | 11 | 7 | 1 |
| Akwa Ibom | 13 | 13 | 5 | 12 | 5 | 4 |
| Anambra | 10 | 18 | 9 | 17 | 2 | 0 |
| Bauchi | 13 | 4 | 1 | 8 | 5 | 3 |
| Bayelsa | 7 | 12 | 2 | 10 | 4 | 3 |
| Benue | 14 | 8 | 6 | 9 | 4 | 3 |
| Borno | 18 | 2 | 3 | 15 | 2 | 0 |
| Cross River | 15 | 10 | 4 | 11 | 6 | 4 |
| Delta | 9 | 14 | 4 | 14 | 4 | 1 |
| Ebonyi | 11 | 10 | 4 | 15 | 0 | 2 |
| Edo | 11 | 14 | 3 | 16 | 3 | 3 |
| Ekiti | 17 | 4 | 4 | 11 | 4 | 2 |
| Enugu | 8 | 14 | 4 | 13 | 2 | 3 |
| FCT | 12 | 3 | 1 | 7 | 5 | 2 |
| Gombe | 16 | 8 | 3 | 16 | 5 | 0 |
| Imo | 11 | 14 | 6 | 14 | 5 | 0 |
| Jigawa | 18 | 2 | 1 | 11 | 4 | 4 |
| Kaduna | 16 | 12 | 3 | 12 | 9 | 4 |
| Kano | 25 | 4 | 5 | 14 | 8 | 2 |
| Katsina | 19 | 0 | 4 | 7 | 7 | 1 |
| Kebbi | 17 | 2 | 7 | 7 | 2 | 3 |
| Kogi | 17 | 6 | 3 | 10 | 6 | 4 |
| Kwara | 21 | 8 | 8 | 16 | 4 | 1 |
| Lagos | 13 | 10 | 5 | 12 | 3 | 3 |
| Nassarawa | 18 | 2 | 2 | 10 | 5 | 3 |
| Niger | 16 | 4 | 2 | 13 | 4 | 1 |
| Ogun | 16 | 9 | 4 | 17 | 2 | 2 |
| Ondo | 16 | 11 | 6 | 12 | 7 | 2 |
| Osun | 16 | 12 | 5 | 17 | 4 | 2 |
| Oyo | 14 | 11 | 7 | 12 | 4 | 2 |
| Plateau | 18 | 7 | 2 | 13 | 6 | 4 |
| Rivers | 17 | 9 | 4 | 15 | 3 | 4 |
| Sokoto | 20 | 1 | 3 | 11 | 5 | 2 |
| Taraba | 18 | 5 | 2 | 12 | 5 | 4 |
| Yobe | 21 | 3 | 5 | 13 | 5 | 1 |
| Zamfara | 19 | 1 | 1 | 13 | 4 | 2 |

Source: Federal Character Commission, 2010.

4.1.6 Grade level and ages of employees in 2010

The information in Table 4.1.6 shows that 226 representing 26.5% of the employees in the Federal Civil Service as at 2010 were between the grade levels of 03 – 07; 454 representing 53.2% were between the grade levels of 08 – 12, while 173 representing 20.3% were employees of grade levels greater than 12. The distribution of grade levels indicates variation among states. There was a steady increase in the percentage of employees with grade level greater than 12. The cadre structure as usual display a varied pattern, as there were more senior cadre employees than junior cadre (Table 6). Likewise, the ages of employees show that 90 representing 10.6% of the employees were between the ages of 20 – 30yrs.; 401 representing 47% were between the ages of 31 – 40 yrs.; 291 representing 34.1% of the employees fell within the age bracket of 41 – 50yrs, while 71 representing 8.3% were above 50yrs. This indicates that majority of the employees as of 2010 were adults between the ages of 31 – 50yrs; this age group constitutes 81.1% of the employees.

Table 4.1.6: Grade level, cadre and ages of employees as of 2010

| State | Grade level | | | Cadre | | Ages | | | |
|-------------|-------------|---------|-----|--------------|--------------|--------|-------|--------|--------|
| | 03 - 07 | 08 - 12 | >12 | Senior cadre | Junior cadre | 20 -30 | 31-40 | 41 -50 | >50yrs |
| Abia | 4 | 16 | 5 | 18 | 7 | 1 | 16 | 7 | 1 |
| Adamawa | 6 | 10 | 5 | 15 | 6 | 1 | 13 | 7 | 2 |
| Akwa Ibom | 6 | 17 | 3 | 17 | 9 | 1 | 12 | 11 | 2 |
| Anambra | 4 | 18 | 6 | 26 | 2 | 4 | 11 | 12 | 1 |
| Bauchi | 7 | 5 | 5 | 10 | 7 | 2 | 9 | 6 | 0 |
| Bayelsa | 7 | 10 | 2 | 10 | 9 | 3 | 9 | 7 | 0 |
| Benue | 7 | 10 | 5 | 15 | 7 | 2 | 10 | 8 | 2 |
| Borno | 2 | 14 | 4 | 18 | 2 | 1 | 10 | 9 | 0 |
| Cross River | 10 | 12 | 3 | 14 | 11 | 3 | 14 | 6 | 2 |
| Delta | 5 | 16 | 2 | 17 | 6 | 7 | 10 | 5 | 1 |
| Ebonyi | 2 | 15 | 4 | 18 | 3 | 2 | 9 | 7 | 3 |
| Edo | 5 | 15 | 5 | 18 | 7 | 3 | 11 | 11 | 0 |
| Ekiti | 6 | 10 | 5 | 16 | 5 | 0 | 12 | 7 | 2 |
| Enugu | 4 | 11 | 7 | 17 | 5 | 2 | 10 | 9 | 1 |
| FCT | 6 | 6 | 3 | 10 | 5 | 1 | 7 | 7 | 0 |
| Gombe | 6 | 12 | 6 | 20 | 4 | 2 | 13 | 7 | 2 |
| Imo | 2 | 13 | 10 | 23 | 2 | 3 | 5 | 14 | 3 |
| Jigawa | 9 | 8 | 3 | 15 | 5 | 1 | 10 | 9 | 0 |
| Kaduna | 11 | 12 | 5 | 15 | 13 | 3 | 13 | 11 | 1 |
| Kano | 9 | 14 | 6 | 21 | 8 | 2 | 14 | 9 | 4 |
| Katsina | 7 | 9 | 3 | 14 | 5 | 3 | 11 | 3 | 2 |
| Kebbi | 6 | 7 | 6 | 15 | 4 | 3 | 6 | 8 | 2 |
| Kogi | 6 | 11 | 6 | 14 | 9 | 2 | 8 | 12 | 1 |
| Kwara | 4 | 18 | 7 | 25 | 4 | 3 | 9 | 14 | 3 |
| Lagos | 6 | 12 | 5 | 16 | 7 | 0 | 11 | 8 | 4 |
| Nassarawa | 6 | 11 | 3 | 12 | 8 | 1 | 10 | 9 | 0 |
| Niger | 4 | 10 | 6 | 16 | 4 | 2 | 8 | 7 | 3 |
| Ogun | 3 | 19 | 3 | 21 | 4 | 2 | 15 | 5 | 3 |
| Ondo | 7 | 16 | 4 | 21 | 6 | 4 | 12 | 9 | 2 |
| Osun | 7 | 17 | 4 | 21 | 7 | 4 | 13 | 10 | 1 |
| Oyo | 6 | 16 | 3 | 20 | 5 | 4 | 15 | 3 | 3 |
| Plateau | 11 | 8 | 6 | 13 | 12 | 5 | 11 | 7 | 2 |
| Rivers | 7 | 14 | 5 | 19 | 7 | 1 | 14 | 9 | 2 |
| Sokoto | 7 | 7 | 7 | 15 | 6 | 3 | 8 | 4 | 4 |
| Taraba | 8 | 12 | 3 | 16 | 7 | 3 | 12 | 4 | 4 |
| Yobe | 7 | 12 | 5 | 19 | 5 | 3 | 10 | 7 | 4 |
| Zamfara | 6 | 11 | 3 | 15 | 5 | 3 | 10 | 3 | 4 |

Source: Federal Character Commission, 2010.

4.1.7 Sex and educational qualifications of employees in 2011

The employees in the Federal Civil Service decreased by 1.7% from the 853 employees in 2010 (Table 4.1.7). From this number, 543 representing 64.7% of the employees were males, while the remaining 296 representing 35.3% were females. There was an increase in the number of female employees, while the number of male employees reduced. As usual, male dominated the Federal Civil Service. States such as Katsina and Zamfara remained highly gender biased, as there was no female employee in the Federal Civil Service. The educational qualifications of employees in the Federal Civil Service as at 2011 indicates that 137 representing 16.3% of the employees had postgraduate qualifications; 452 representing 53.9% of the employees had B.Sc., B.A., B.Ed. and HND; 166 representing 19.8% of the employees had NCE/OND/Diploma and relevant certificates, while 84 representing 10% had secondary and primary school certificates. The result indicates that employees of the Federal Civil Service are literates with varying qualifications in various disciplines. In concise, there is an equal distribution in the educational status of employees in the Federal Civil Service reveals (Table 4.1.7).

Table 4.1.7: Sex and educational qualification of employees as of 2011

| State | Sex | | Educational qualification | | | |
|-------------|------|--------|---------------------------|--------------|------------------|---------------|
| | Male | Female | Postgraduate | First degree | NCE/OND/Dip/Cert | SSCE/GCE/FSLC |
| Abia | 12 | 13 | 7 | 14 | 2 | 2 |
| Adamawa | 14 | 7 | 2 | 12 | 6 | 1 |
| Akwa Ibom | 14 | 13 | 6 | 12 | 5 | 4 |
| Anambra | 10 | 18 | 8 | 17 | 3 | 0 |
| Bauchi | 13 | 4 | 1 | 8 | 5 | 3 |
| OBayelsa | 6 | 12 | 2 | 9 | 4 | 3 |
| Benue | 14 | 7 | 6 | 8 | 4 | 3 |
| Borno | 17 | 2 | 3 | 12 | 4 | 0 |
| Cross River | 15 | 8 | 3 | 10 | 6 | 4 |
| Delta | 9 | 15 | 4 | 15 | 4 | 1 |
| Ebonyi | 11 | 9 | 4 | 15 | 0 | 1 |
| Edo | 11 | 14 | 3 | 16 | 3 | 3 |
| Ekiti | 17 | 14 | 5 | 16 | 8 | 2 |
| Enugu | 7 | 14 | 4 | 12 | 2 | 3 |
| FCT | 11 | 3 | 0 | 7 | 5 | 2 |
| Gombe | 15 | 9 | 3 | 15 | 6 | 0 |
| Imo | 12 | 14 | 7 | 15 | 4 | 0 |
| Jigawa | 18 | 2 | 1 | 11 | 4 | 4 |
| Kaduna | 16 | 12 | 4 | 9 | 10 | 5 |
| Kano | 25 | 4 | 5 | 15 | 7 | 2 |
| Katsina | 18 | 0 | 4 | 7 | 6 | 1 |
| Kebbi | 14 | 2 | 5 | 6 | 2 | 3 |
| Kogi | 15 | 6 | 3 | 9 | 5 | 4 |
| Kwara | 21 | 8 | 5 | 18 | 5 | 1 |
| Lagos | 11 | 10 | 4 | 12 | 2 | 3 |
| Nassarawa | 18 | 2 | 2 | 10 | 5 | 3 |
| Niger | 14 | 4 | 2 | 11 | 4 | 1 |
| Ogun | 16 | 9 | 4 | 17 | 2 | 2 |
| Ondo | 16 | 11 | 5 | 12 | 8 | 2 |
| Osun | 16 | 12 | 5 | 19 | 2 | 2 |
| Oyo | 12 | 12 | 8 | 10 | 4 | 2 |
| Plateau | 17 | 7 | 1 | 13 | 6 | 4 |
| Rivers | 16 | 9 | 3 | 15 | 3 | 4 |
| Sokoto | 20 | 1 | 2 | 11 | 6 | 2 |
| Taraba | 16 | 6 | 1 | 12 | 5 | 4 |
| Yobe | 20 | 3 | 5 | 12 | 5 | 1 |
| Zamfara | 16 | 0 | 0 | 10 | 4 | 2 |

Source: Federal Character Commission, 2011.

4.1.8 Grade level, and ages of employees in 2011

The distribution of grade level and cadre of employees in the 2011 Federal Civil Service reveals a discernible pattern. The information in Table 8 shows that 207 representing 24.7% of the employees in the Federal Civil Service were in grade levels ranging from 03 – 07; 443 representing 53.8% were in grade level that ranged from 08 – 12, while 190 representing 22.6% were employees with grade levels above 12. The cadre structure reveals there are more senior cadre employees than junior cadre (Table 4.1.8). The information indicates that 620 representing 73.9% of the employees were of the senior cadre, while 219 representing 26.1% of the employees were of the junior cadre. The age distribution of employees shows that 83 representing 9.9% of the employees were between the ages of 20 – 30yrs.; 381 representing 45.4% were between the ages of 31 – 40 yrs.; 309 representing 36.8% of the employees fell within the age bracket of 41 – 50yrs, while 66 representing 7.9% were above 50yrs. This means that majority of the employees of 2011 Federal Civil Service were adults between the ages of 31 – 50yrs; this age group make up 82.2% of the employees.

Table 4.1.8: Grade level, cadre and ages of employees as of 2011

| State | Grade level | | | Cadre | | Ages | | | |
|-------------|-------------|---------|-----|--------------|--------------|--------|-------|--------|--------|
| | 03 - 07 | 08 - 12 | >12 | Senior cadre | Junior cadre | 20 -30 | 31-40 | 41 -50 | >50yrs |
| Abia | 4 | 16 | 5 | 21 | 4 | 4 | 13 | 8 | 0 |
| Adamawa | 4 | 13 | 4 | 16 | 5 | 0 | 15 | 6 | 0 |
| Akwa Ibom | 6 | 18 | 3 | 20 | 7 | 2 | 15 | 6 | 4 |
| Anambra | 3 | 19 | 6 | 21 | 7 | 3 | 18 | 7 | 0 |
| Bauchi | 6 | 6 | 5 | 11 | 6 | 0 | 8 | 9 | 0 |
| Bayelsa | 7 | 8 | 3 | 9 | 9 | 3 | 10 | 5 | 0 |
| Benue | 6 | 10 | 5 | 14 | 7 | 0 | 8 | 12 | 1 |
| Borno | 2 | 13 | 4 | 16 | 3 | 0 | 9 | 10 | 0 |
| Cross River | 9 | 11 | 3 | 13 | 10 | 3 | 7 | 12 | 1 |
| Delta | 5 | 15 | 4 | 20 | 4 | 3 | 14 | 5 | 2 |
| Ebonyi | 1 | 14 | 5 | 18 | 2 | 3 | 8 | 7 | 2 |
| Edo | 5 | 14 | 6 | 18 | 7 | 3 | 14 | 8 | 0 |
| Ekiti | 6 | 16 | 9 | 16 | 15 | 0 | 14 | 15 | 2 |
| Enugu | 4 | 9 | 8 | 17 | 4 | 0 | 7 | 11 | 3 |
| FCT | 6 | 5 | 3 | 11 | 3 | 2 | 7 | 5 | 0 |
| Gombe | 6 | 12 | 6 | 20 | 4 | 3 | 11 | 8 | 2 |
| Imo | 1 | 13 | 12 | 24 | 2 | 2 | 8 | 12 | 4 |
| Jigawa | 8 | 9 | 3 | 15 | 5 | 0 | 14 | 4 | 2 |
| Kaduna | 11 | 11 | 6 | 15 | 13 | 2 | 14 | 8 | 4 |
| Kano | 9 | 11 | 9 | 21 | 8 | 3 | 11 | 12 | 3 |
| Katsina | 5 | 10 | 3 | 14 | 4 | 5 | 4 | 5 | 4 |
| Kebbi | 6 | 4 | 6 | 14 | 2 | 5 | 5 | 4 | 2 |
| Kogi | 5 | 11 | 5 | 13 | 8 | 0 | 8 | 9 | 4 |
| Kwara | 4 | 18 | 7 | 25 | 4 | 3 | 7 | 13 | 6 |
| Lagos | 5 | 11 | 5 | 17 | 4 | 1 | 10 | 8 | 2 |
| Nassarawa | 6 | 10 | 4 | 12 | 8 | 2 | 5 | 9 | 4 |
| Niger | 4 | 8 | 6 | 14 | 4 | 4 | 3 | 9 | 2 |
| Ogun | 3 | 17 | 5 | 21 | 4 | 2 | 17 | 3 | 3 |
| Ondo | 6 | 16 | 5 | 24 | 3 | 2 | 12 | 13 | 0 |
| Osun | 7 | 17 | 4 | 22 | 6 | 2 | 16 | 10 | 0 |
| Oyo | 5 | 16 | 3 | 20 | 4 | 5 | 9 | 10 | 0 |
| Plateau | 10 | 8 | 6 | 13 | 11 | 0 | 14 | 7 | 3 |
| Rivers | 5 | 16 | 4 | 18 | 7 | 1 | 13 | 11 | 0 |
| Sokoto | 5 | 9 | 7 | 13 | 8 | 4 | 9 | 7 | 1 |
| Taraba | 8 | 11 | 3 | 15 | 7 | 3 | 8 | 9 | 2 |
| Yobe | 7 | 10 | 6 | 18 | 5 | 5 | 7 | 9 | 2 |
| Zamfara | 6 | 8 | 2 | 11 | 5 | 3 | 9 | 3 | 1 |

Source: Federal Character Commission, 2011.

4.1.9 Sex and educational qualifications of employees in 2012

There was a substantial increase (22.8%) in the number of employees in the Federal Civil Service in 2012. This increase was observed in the number of male and female employees. There were 21 and 26.5 per cent increase in the number of male and female employees respectively (Table 4.1.9). The Table indicates that 630 representing 67.3% of the employees were males, while the remaining 306 representing 32.7% were females. There was a significant increase in the number of female employees in the Federal Civil Service. As expected, male dominated the Federal Civil Service in Katsina and Zamfara states. There were no female employees in the Federal Civil Service in these states. Females in these states are completely marginalized purely on cultural factors.

The educational qualifications of employees in the Federal Civil Service as at 2012 indicate that 138 representing 14.7% of the employees had postgraduate qualifications; 460 representing 49.1% of the employees had B.Sc., B.A., B.Ed. and HND; 186 representing 19.9% of the employees had NCE/OND/Diploma and relevant certificates, while 152 representing 16.2% had secondary and primary school certificates. The result in the table also indicates an increase in the number of employees with secondary and primary education. It shows a 44.7% increase in employees with SSCE (Senior Secondary Certificate Examination) and FSLC (First School Leaving Certificate). A cursory look at the table indicates that Taraba State had the highest number of employees with SSCE/FSLC; other states with more than 5 employees having SSCE/FSLC were Bayelsa, Jigawa, Kaduna, Kebbi, Kogi, Lagos and Plateau. As would be expected, the result indicates that employees of the Federal Civil Service are literates with varying qualifications in various disciplines. The table reveals an unequal distribution in the educational status of employees in the Federal Civil Service reveals (Table 4.1.9).

Table 4.1.9: Sex and educational qualification of employees as of 2012

| State | Sex | | Educational qualification | | | |
|-------------|------|--------|---------------------------|--------------|------------------|---------------|
| | Male | Female | Postgraduate | First degree | NCE/OND/Dip/Cert | SSCE/GCE/FSLC |
| Abia | 14 | 14 | 7 | 14 | 2 | 5 |
| Adamawa | 19 | 8 | 2 | 15 | 8 | 2 |
| Akwa Ibom | 16 | 13 | 6 | 12 | 7 | 4 |
| Anambra | 12 | 19 | 10 | 16 | 2 | 3 |
| Bauchi | 16 | 4 | 1 | 9 | 5 | 5 |
| Bayelsa | 12 | 14 | 3 | 13 | 4 | 6 |
| Benue | 17 | 7 | 6 | 9 | 7 | 2 |
| Borno | 20 | 4 | 3 | 14 | 7 | 0 |
| Cross River | 17 | 7 | 2 | 12 | 7 | 3 |
| Delta | 10 | 16 | 5 | 17 | 1 | 3 |
| Ebonyi | 13 | 10 | 4 | 14 | 3 | 2 |
| Edo | 12 | 14 | 3 | 16 | 3 | 4 |
| Ekiti | 20 | 4 | 4 | 12 | 4 | 4 |
| Enugu | 9 | 15 | 3 | 13 | 6 | 2 |
| FCT | 13 | 3 | 0 | 7 | 4 | 5 |
| Gombe | 17 | 8 | 2 | 14 | 9 | 0 |
| Imo | 16 | 16 | 7 | 15 | 4 | 6 |
| Jigawa | 20 | 2 | 2 | 8 | 5 | 7 |
| Kaduna | 16 | 12 | 4 | 10 | 8 | 6 |
| Kano | 28 | 4 | 5 | 14 | 8 | 5 |
| Katsina | 19 | 0 | 4 | 8 | 7 | 0 |
| Kebbi | 24 | 2 | 5 | 12 | 2 | 7 |
| Kogi | 15 | 6 | 3 | 7 | 5 | 6 |
| Kwara | 23 | 10 | 7 | 16 | 5 | 5 |
| Lagos | 11 | 11 | 4 | 9 | 3 | 6 |
| Nassarawa | 21 | 2 | 2 | 11 | 5 | 5 |
| Niger | 19 | 5 | 3 | 13 | 3 | 5 |
| Ogun | 18 | 10 | 3 | 18 | 2 | 5 |
| Ondo | 16 | 11 | 5 | 12 | 8 | 2 |
| Osun | 17 | 12 | 5 | 15 | 7 | 2 |
| Oyo | 13 | 12 | 5 | 13 | 5 | 2 |

| | | | | | | |
|---------|----|----|---|----|---|---|
| Plateau | 19 | 8 | 1 | 13 | 6 | 7 |
| Rivers | 17 | 10 | 5 | 14 | 4 | 4 |
| Sokoto | 20 | 2 | 1 | 11 | 6 | 4 |
| Taraba | 19 | 6 | 2 | 10 | 5 | 8 |
| Yobe | 23 | 5 | 4 | 14 | 5 | 5 |
| Zamfara | 19 | 0 | 0 | 10 | 4 | 5 |

Source: Federal Character Commission, 2012.

4.1.10 Grade level, and ages of employees in 2012

There is a discernible pattern in the distribution of grade level, cadre and ages of employees in the 2012 Federal Civil Service. The information in Table 10 shows that out of the 936 employees in 2012, 298 representing 31.8% of the employees in the Federal Civil Service were in grade level of 03 – 07; 424 representing 45.3% were in grade level of 08 – 12, while 214 representing 22.9% were employees with grade levels above 12. As shown in other years, the cadre structure reveals there are lesser junior cadre employees (Table 4.1.10). On this note, the information in Table 10 shows that 640 representing 68.4% of the employees were of the senior cadre, while 296 representing 31.6% of the employees were of the junior cadre. The age distribution of employees shows that 106 representing 11.3% of the employees were between the ages of 20 – 30yrs.; 414 representing 44.2% were between the ages of 31 – 40 yrs.; 327 representing 34.9% of the employees fell within the age bracket of 41 – 50yrs, while 89 representing 9.5% were above 50yrs. This means that majority of the employees of 2012 just like in other years were adults between the ages of 31 – 50yrs.

Table 4.1.10: Grade level, cadre and ages of employees as of 2012

| State | Grade level | | | Cadre | | Ages | | | |
|-------------|-------------|---------|-----|--------------|--------------|--------|-------|--------|--------|
| | 03 - 07 | 08 - 12 | >12 | Senior cadre | Junior cadre | 20 -30 | 31-40 | 41 -50 | >50yrs |
| Abia | 7 | 16 | 5 | 21 | 7 | 0 | 0 | 5 | 23 |
| Adamawa | 8 | 15 | 4 | 18 | 9 | 0 | 0 | 12 | 15 |
| Akwa Ibom | 8 | 15 | 6 | 19 | 10 | 0 | 0 | 23 | 6 |
| Anambra | 5 | 18 | 8 | 26 | 5 | 0 | 0 | 20 | 11 |
| Bauchi | 8 | 7 | 5 | 12 | 8 | 0 | 1 | 19 | 0 |
| Bayelsa | 10 | 11 | 5 | 15 | 11 | 0 | 0 | 25 | 1 |
| Benue | 9 | 8 | 7 | 13 | 11 | 0 | 10 | 14 | 0 |
| Borno | 5 | 14 | 5 | 19 | 4 | 0 | 3 | 19 | 1 |
| Cross River | 9 | 12 | 3 | 14 | 10 | 0 | 3 | 19 | 2 |
| Delta | 7 | 14 | 5 | 20 | 6 | 0 | 9 | 17 | 0 |
| Ebonyi | 4 | 11 | 8 | 18 | 5 | 0 | 8 | 14 | 1 |
| Edo | 6 | 13 | 7 | 18 | 8 | 0 | 16 | 10 | 0 |
| Ekiti | 9 | 10 | 5 | 16 | 8 | 0 | 12 | 12 | 0 |
| Enugu | 7 | 9 | 8 | 16 | 8 | 0 | 18 | 6 | 0 |
| FCT | 7 | 5 | 4 | 10 | 6 | 0 | 13 | 3 | 0 |
| Gombe | 9 | 11 | 5 | 18 | 7 | 0 | 19 | 6 | 0 |
| Imo | 7 | 12 | 13 | 26 | 7 | 0 | 20 | 11 | 2 |
| Jigawa | 11 | 7 | 4 | 14 | 8 | 1 | 18 | 3 | 0 |
| Kaduna | 11 | 11 | 6 | 15 | 13 | 0 | 23 | 5 | 0 |
| Kano | 12 | 11 | 9 | 21 | 11 | 3 | 28 | 1 | 0 |
| Katsina | 5 | 11 | 3 | 14 | 5 | 0 | 14 | 4 | 1 |
| Kebbi | 10 | 10 | 6 | 20 | 6 | 10 | 16 | 0 | 0 |
| Kogi | 7 | 9 | 5 | 11 | 10 | 9 | 12 | 0 | 0 |
| Kwara | 8 | 16 | 9 | 25 | 8 | 4 | 22 | 5 | 2 |
| Lagos | 8 | 7 | 7 | 15 | 7 | 16 | 6 | 0 | 0 |
| Nassarawa | 8 | 10 | 5 | 13 | 10 | 2 | 7 | 13 | 1 |
| Niger | 7 | 11 | 6 | 17 | 7 | 5 | 17 | 2 | 0 |
| Ogun | 6 | 16 | 6 | 21 | 7 | 3 | 18 | 5 | 2 |
| Ondo | 7 | 15 | 5 | 23 | 4 | 1 | 20 | 4 | 2 |
| Osun | 9 | 15 | 5 | 20 | 9 | 2 | 15 | 12 | 0 |

| | | | | | | | | | |
|---------|----|----|---|----|----|----|----|----|---|
| Oyo | 6 | 15 | 4 | 20 | 5 | 9 | 15 | 1 | 0 |
| Plateau | 13 | 8 | 6 | 13 | 14 | 8 | 18 | 1 | 0 |
| Rivers | 6 | 15 | 6 | 21 | 6 | 10 | 9 | 5 | 3 |
| Sokoto | 8 | 7 | 7 | 14 | 8 | 6 | 4 | 10 | 2 |
| Taraba | 11 | 10 | 4 | 14 | 11 | 2 | 8 | 10 | 5 |
| Yobe | 11 | 11 | 6 | 19 | 9 | 10 | 6 | 8 | 4 |
| Zamfara | 9 | 8 | 2 | 11 | 8 | 5 | 6 | 3 | 5 |

Source: Federal Character Commission, 2012.

4.2 Distribution of employees educational attainment

4.2.1 Spatial pattern in the distribution of employees with post-secondary education

Post-secondary education is the summation of employees with postgraduate studies, B.SC., BA, B.Ed., and HND in diverse fields as well as employees with NCE, OND, Diploma and relevant certificates. As revealed in the scores in Table 4.2, there is gross inequality in the distribution of employees with post-secondary education among the states. There were fourteen (14) states with high number of employees with post-secondary qualifications; the states included Kwara, Anambra, Abia, Akwa Ibom, Borno, Edo, Gombe, Imo, Kaduna, Kano, Ogun, Ondo, Osun and Rivers. These states are highly favoured and privileged in educational attainment. Among these states, Kwara, Anambra and Kano had the highest number of employees with post-secondary qualifications with positive standard score (composite score) of +8.68, +7.72 and +7.63 respectively. The least state with the number of employees with post-secondary qualifications were Cross River, Adamawa and Yobe with positive composite scores of 0.51, 0.79 and 0.95 respectively. Thus, in terms of absolute number of employees with post-secondary certificates, Kwara state had the highest. On the contrary, there were nineteen (19) states with low number of employees with post-secondary qualifications; and they are less-privileged and disadvantaged in educational attainment (Table 4.13). Among these states, FCT, Zamfara and Bayelsa had the lowest number of employees with post-secondary qualifications with negative standard score (composite score) of -11.05, -7.55 and -7.40 respectively. Therefore, FCT is identified as the area with the lowest number of employees with post-secondary qualification; as such it is educationally disadvantaged, while the most educationally advantaged state was Kwara. This is so because it has the highest number of employees in the Federal Civil Service for the five year period with post-secondary education. This shows how educationally disadvantaged some states are. This in the long-run may account for the unequal distribution in cadre placement.

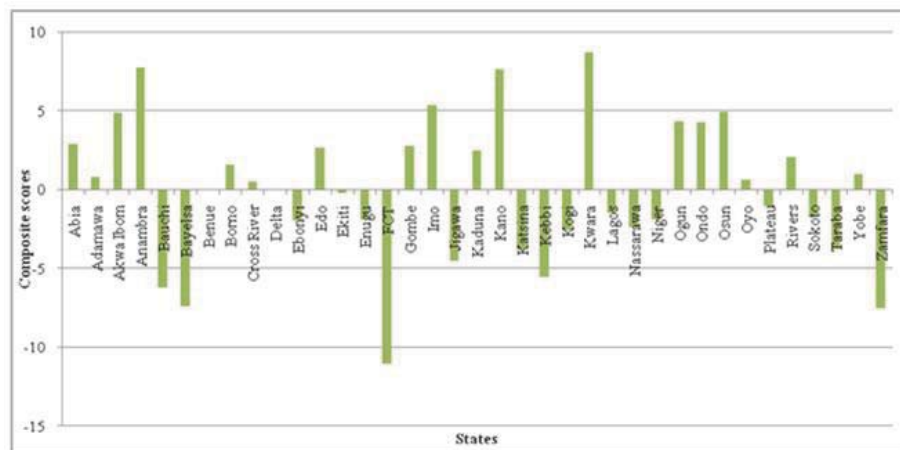


Fig 4.2.1: Post-secondary education distribution in the Federal Civil Service

4.2.2 Distributional pattern of post-secondary education among geopolitical zones

Information on the distribution of employees in the Federal Civil Service with post-secondary qualifications is shown in Table 4.2.2. As noted earlier, Post-secondary education is the summation of employees with postgraduate studies, B.SC., BA, B.Ed., and HND in diverse fields as well as employees with NCE, OND, Diploma and relevant certificates.

Table 18 reveals that the southwestern, south-eastern and south-southern geopolitical zones were privileged to have more employees with post-secondary education, while the north-central, north-eastern and north-western geopolitical zones were under-privileged or had few employees in the Federal Civil Service with post-secondary education. The most advantaged geopolitical zone was southwestern, while north-western geopolitical zone was the most underprivileged in the distribution of employees in the Federal Civil Service with post-secondary education. There result therefore shows a high level of educational inequality among the geopolitical zones.

Table 4.2.2: Composite scores of post-secondary education across geopolitical zones

| Geopolitical Zones | Composite scores |
|--------------------|------------------|
| South-east | 12.08 |
| South-west | 12.38 |
| South-south | 2.61 |
| North-central | -10.34 |
| North-east | -3.82 |
| North-west | -13.06 |

As usual, Fig 4.2.2 shows that the advantageous zones in terms of employees with post-secondary were the south-western, south-eastern and south-southern geopolitical zones. Among these advantageous zones, the south-western geopolitical zones happened to be the most privileged, closely followed by the south-eastern geopolitical zone. For the deprived or disadvantageous zones, the north-western geopolitical was most disadvantageous, closely followed by the north-central geopolitical zone. The less disadvantageous was the north-eastern geopolitical zone. In all, the figure reveals that inequality exists in post-secondary education in the Federal Civil Service with the southern part of the country being on the lead.

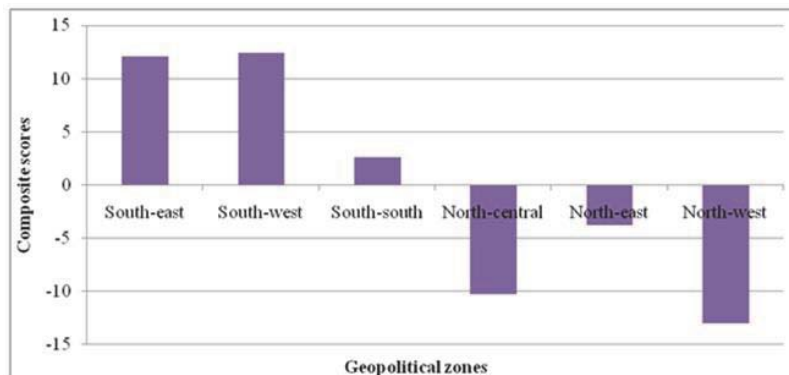


Fig 4.2.2: Distribution of post-secondary education across geopolitical zones

4.2.3 Spatial pattern in the distribution of employees with SSCE and FSLC qualifications

Employees with Senior Secondary Certificate Examination (SSCE) and those with First School Leaving Certificates (FSLC) were summed up in order to ascertain states with the highest and lowest number of employees with SSCE and FSLC in the Federal Civil Service for the period under review. From 4.2.3, nineteen (19) states were found to have high employees with SSCE and FSLC in the Federal Civil Service. Among these states, Plateau, Taraba and Kaduna had the highest number of employees with SSCE and FSLC with positive composite scores of +6.56, +6.32 and +6.02 respectively. Plateau and Kaduna are from the North Central, whereas Taraba is located in the North-east of Nigeria. These states could be said to lack skilled and qualified individuals to fill their respective quota. On the other hand, sixteen (16) states low number of employees with SSCE and FSLC. Invariably, these states are less-privileged in the number of employees with secondary and primary education. As usual, among these states, Borno (-8.11), Anambra (-7.43) and Gombe (-6.61) had the lowest employees in the Federal Civil Service with SSCE and FSLC. The table therefore shows that inequality and disproportion exists in the distribution of employees with SSCE and FSLC; as some states have more employees than others, while others have fewer employees with SSCE and FSLC in the Federal Civil Service.

In addition, the information displayed in Fig 4.2.3 shows there is disparity and disproportion in the distribution of

employees with SSCE and FSLC. Majority of the employees with this educational qualification were found across the geopolitical zones of the country.

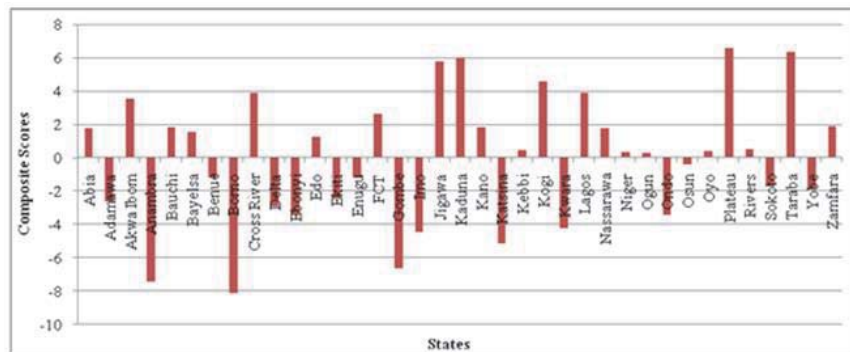


Fig 4.2.3: SSCE and FSLC distribution in the Federal Civil Service

5. Discussion of Findings and Results

The study shows the dominance of males in the Federal Civil Service mostly among the northern states and geopolitical zones which could be blamed on cultural and religious differences. States like Katsina, Zamfara, Yobe, Sokoto and Kano amongst others have more of males than females in the Federal Civil Service. The distribution of grade levels shows high variation among states. It reveals that some states enjoy over promotion while many other suffer under promotion. The study reveals that the distribution of employees in different cadre is not evenly distributed among the geopolitical zones. There was a discernible pattern in the distribution of education across the geopolitical zones. Furthermore, the study indicates that majority of the employees in the Federal Civil Service for the period under review was adults between the ages of 31 – 50yrs.

The distribution of grade levels indicates variation among states. There was a steady increase in the percentage of employees with grade level greater than 12. The cadre structure as usual display a varied pattern, as there were more senior cadre employees than junior cadre. However, in 2011, the analysis observed an increase in the number of female employees, while the number of male employees reduced. As usual, male dominated the Federal Civil Service, but in Katsina and Zamfara states remained highly gender biased, as there was no female employee in the Federal Civil Service. The study indicates that employees of the Federal Civil Service are literates with varying qualifications in various disciplines. In concise, there is an unequal distribution in the educational status of employees in the Federal Civil Service, with high percentage in the south. This shows educational disparity (Adeosun, 2011). In 2012, there was an increase in the number of male and female employees. There were 21 and 26.5 per cent increase in the number of male and female employees respectively.

Despite this increase in female and male proportion in the Federal Civil Service, there were no female employees in the Federal Civil Service in Katsina and Zamfara states. Females in these states are completely marginalized purely on cultural factors. This result is in agreement with those reported by the Democratic Socialist Movement (2003). The report shows the dominance of male in the nation's politics and the low involvement of women. It stated further that religion and tradition are instruments of women oppression in Nigeria and elsewhere. Also, there was an increase in the number of employees with secondary and primary education. Taraba State had the highest number of employees with SSCE/FSLC. There exist relative advantage and disadvantage in the employee distribution of this parameter. Information on the distribution of employees with post-secondary education places Kwara, Anambra and Kano as states with the highest number of employees with post-secondary qualifications. The least state with the number of employees with post-secondary qualifications were Cross River, Adamawa and Yobe. In all, Kwara State has the highest number of employees in the Federal Civil Service with post-secondary education.

On the other hand, FCT, Zamfara and Bayelsa had the lowest number of employees with post-secondary qualifications. These states are described as educationally disadvantaged areas, while the most educationally advantaged state was Kwara. The analysis shows how educationally disadvantaged some state are which could account for the unequal distribution in cadre placement. There was some level of disparity and inequality in the distribution of employees above grade level 12 in the federal civil service. It reveals that Imo state was the most because it had the highest number of employees in the Federal Civil Service who were above the grade level 12; while Zamfara and Bayelsa states most deprived in terms of the number of employees above the grade level of 12. These states had fewest numbers

of employees at that grade level. The analysis reveals varying pattern of inequality and disproportion in the distribution of employees with senior grade level, which calls for concern as some of the deprived or less advantageous states have high number employees with post-secondary qualification. It therefore indicates some elements of spatial clusters (high and low promotion and cadre placement) in the Federal Civil Service (Le Gallo and Ertur, 2003).

On post-secondary education, the southwestern, south-eastern and south-southern geopolitical zones were privileged to have more employees with post-secondary education, while the north-central, north-eastern and north-western geopolitical zones were under-privileged or had few employees in the Federal Civil Service with post-secondary education. The most advantaged geopolitical zone was southwestern, while north-western geopolitical zone was the most underprivileged in the distribution of employees in the Federal Civil Service with post-secondary education. Also, senior grade level (>12), the southeastern geopolitical zones was most advantaged geopolitical zone with senior grade employees, while south-southern geopolitical zone was the most underprivileged in the distribution of employees in the Federal Civil Service with grade level greater than 12. The least deprived disadvantaged geopolitical zone was north-west. The study generally shows inequality exists among the states and geopolitical zones in the distribution of employees in the Federal Civil Service. Again, this result agrees with the assertion of Akintoye and Utang (2012) that ethno-regional inclination is often exemplified in the distribution of employment. As employment rates appear to vary widely at sub-regional levels.

6. Conclusion and Recommendations

The distribution of grade levels showed high variation among states. This is so as states with high number of employees with post-secondary qualifications happened to be behind in cadre placement. Also, the study shows that males dominate the Federal Civil Service, as females are completely marginalized mostly in the some states in the north particularly Katsina and Zamfara. Due to sex, age, educational advantage among other, some states enjoyed higher grade levels than others. The study reveals that the spread of employees in different grade levels is not evenly distributed among the states. The present pattern of employees' grade levels (positions) is negatively skewed towards the south-southern, north eastern and northwestern geopolitical zones. This skewed pattern shows that employment distribution is lopsided and disproportionate. Indeed, the existence of spatial clusters (high and low) in employees' employment, promotion and cadre placement among others is indicative of the persistence of spatial disparities among the Nigerian regions and states. This skewed representation has to be given priority in order to promote national unity and integration. Based on the findings of this study, the following suggestions are put forward to effectively manage and sustain the essence of the Federal Character Principle:

- Female/girl child education should be pursued vigorously especially in the Northern part of the country.
- Females should be given equal treatment and conditions like the male counterpart in employment into the Federal Civil Service mostly in the northern part of the country.
- In adherence to the quota system, cadre placement in the Federal Civil Service should be in accordance with employee's educational attainment for all sections of people in the country.
- More youths between the ages of 25 and 30 should be employed in the Federal Civil Service.

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