

Spatial Analysis of Employment Distribution in the Federal Civil Service, Nigeria

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Doi:10.5901/jesr.2015.v5n1p265

Abstract

One of the problems confronting the Nigerian nation is unemployment and regional imbalance in employment has now become a pressing national issue. The aim of this study is to find out whether or not the current pattern of employment in the federal civil Service reflects the six geopolitical zones of 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 were used to derive a composite score for indexing the position of that state and region in the employment distribution. The results of the analyses showed that the south-eastern (20.60) and south-western(17.76) geopolitical zones were privileged to have more employees in the senior cadre placement, while the south-southern(-5.78), north-central(-16.31), north-eastern(-1.43) and north-western(-14.8) geopolitical zones were under-privileged or deprived. The most privileged geopolitical zone was south-eastern, while north-central geopolitical zone was the most underprivileged in the distribution of senior cadre officers in the Federal Civil Service. The North-Central zone was more represented in the lower cadre and South-south was at the middle lower cadre. The North-east and South-east had the lowest employees in the low cadre employee distribution in the Federal Civil Service. The employment distribution therefore shows that employees from the geopolitical zones in the Southern part of Nigeria are more represented in the Federal Civil Service and dominate the senior cadre compared to their Northern counterparts, reflecting existing inequality. The study recommended that the quota system should be applied more appropriately in order to correct the existing imbalance.

Keywords: Employment, Distribution, Geopolitical zones and senior cadre

1. Introduction

The issue of employment distribution is very common in developing countries, but the problem of disparity in employment among nations and among the different regions of any nation is not only restricted to Nigeria (Akpan, 2000; Antai, 2011). Regional inequality in employment has become more perturbing in Nigeria due to the imbalance in income distribution among geopolitical zones. This is because employment is a key source of income, and therefore is the most direct method through which people can escape poverty. Disparity in regional employment may result in dissension among geographic units of the same state due to the imbalance in the allocation of appointments and promotions. Unequal access to employment, appointments and promotion can produce severe consequences such as discontent, conflict and even war, especially if it coincides with divisions along ethno-religious lines. Annim *et al*, 2012 examined spatial development inequalities and noted that the present inequalities in spatial development in Ghana have their origins in the country's colonial legacy, but they have been accentuated by post-colonial development policies and strategies. The study found that while inequalities exist between regions (inter-regional), they are more significant within regions (intra-regional). Currently, the choices for government's employment policies and strategies are not clear-cut, particularly under the current economic realities. As a result, some ethnic groups are marginalized in employment, while some regions dominate different cadres. However, even though such regional variations have been part of the nation's space

economy over the years, the patterns are yet to be established (Mancini, 2009; Aderamo and Aina, 2011).

One of the problems confronting the Nigerian nation is unemployment and how to achieve equal regional representation in employment has now become a pressing national problem. Akintoye and Utang (2012) worked on spatial disparity in employee composition in the oil industry in Nigeria and the implication of the federal character policy. The study reported that employment quota in NNPC vary widely at a sub- regional level, including geopolitical variations, at and within states, in the geopolitical zones. One of the most contentious issues has been the place of quota system and meritocracy in employment, appointments and promotion. The Federal Character principle which gave rise to quota system in Nigeria was established to solve the problems of inequality and marginalization as expressed by certain parts of Nigeria. Unfortunately according to a scholar its application has created more problems than it intended to solve, thereby leaving the country with a lopsided or skewed employment distribution. Among other reasons for introducing the quota system were because of imbalance in employment distribution. Since its introduction, the federal government has used the quota system as a policy instrument in recruiting people into all federal government establishments and ministries, notwithstanding, inequality in regional representation has not been adequately addressed (Fajana et al., 2011), and studies on employment distribution in Nigeria among geographic units are not readily available in the literature. This suggests that not much research work has been carried out to understand the spatial pattern of employment distribution across the six geopolitical zones. Apart from the fact that much of the existing studies focused on the pattern of socio-economic development, these researches show regional bias, as majority of the works were done in the Southwestern geopolitical zone (Mabogunje, 1974; Oyebanji, 1981; Tanimowo, 1988; Olamiju and Olujimi, 2011; Aderamo and Aina, 2011). However, relatively few scanty studies have been documented to show the general pattern of employment distribution in Nigeria (Akintoye and Utang, 2012). This study intends to find out whether or not the current pattern of employment in the federal civil Service reflects the six geopolitical zones of Nigeria. Although , the Geopolitical arrangement is not contained in the 1999 Constitution but it is manifested in the Nigeria's present political realities and praxis.

2. Study Area

Nigeria is a country in West Africa. 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. The analysis gives standard deviates. 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.

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, position (cadre) and placement 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 Spatial Pattern of Inequalities in the Employee Distribution

In order to demonstrate the pattern of inequality in the employment distribution in the senior and junior cadre, weighted raw values of the states on every variable for 5 years were transformed into standard scores. The transformation gives scores that form the matrix represented in Tables 4.1.1a, b and 4.1.2. The summation of the scores for standard deviate each state results in the composite score in senior cadre distribution in the Federal Civil Service for the years under review.

4.1.1 Spatial Pattern of Inequalities in Senior Cadre Distribution

The senior cadre represents employees occupying top administrative, executive, operational and management positions/offices among other sensitive offices in the Federal Civil Service. The table show the (summed) deviates for the period 2008 to 2012. Focusing on the signs of the composite deviates, fifteen (15) state were found to be privileged with regard to senior cadre placement, while twenty (20) states were under-privileged or deprived. The privileged states were Abia, Akwa Ibom, Anambra, Borno, Edo, Gombe, Imo, Kano, Kwara, Ogun, Ondo, Osun, Oyo, Rivers and Yobe. It is important to note the primacy of Anambra and Kwara states. These states have the highest standard positive deviate of +9.18 and +8.14 respectively accounting for thrice as much as the scores of some states in the privileged group put together. This picture portrays a highly polarised spatial structure of senior cadre placement. The scores of the twenty (20) under-privileged states ranged from -0.23 for Lagos state which was the least deprived to -9.04 for Bayelsa state which was the most deprived of all the deprived states. A closer look at the scores on the table reveals that states such as Anambra and Kwara states among others had positive scores in all the five time period (Table 4.1.1a). Thus, states with negative scores in varying degrees are indicative of the privilege and under-privilege picture in the distribution of

employees in the senior cadre. There exist cases of compounded advantage and compounded disadvantage in cadre placement and distribution in the Federal Civil Service.

In addition the information displayed in Fig 4.1.1a shows varying pattern of inequality in the distribution of senior cadre in the Federal Civil Service. The figure clearly shows disadvantaged or less privileged as well as advantaged states. It also shows states that are fairly advantaged such as Ebonyi and Lagos states. In all, the information shown in Table 4.1.1a and Figure 4.1.1a implies that some states are over placed than others, which indeed is a sign of inequality in cadre distribution.

Table 4.1.1a: Standard deviates/scores of senior cadre distribution

State	Senior Cadre					Composite
	2008	2009	2010	2011	2012	
Abia	1.24	1.23	0.29	1.04	0.89	4.69
Adamawa	0.33	-0.28	-0.5	-0.19	0.17	-0.47
Akwa Ibom	0.63	0.92	0.03	0.79	0.41	2.78
Anambra	1.84	1.83	2.39	1.04	2.08	9.18
Bauchi	-0.88	-0.58	-1.81	-1.41	-1.27	-5.95
Bayelsa	-2.7	-2.08	-1.81	-1.9	-0.55	-9.04
Benue	0.02	0.32	-0.5	-0.67	-1.03	-1.86
Borno	0.63	1.53	0.29	-0.19	0.41	2.67
Cross River	-0.58	-0.58	-0.76	-0.92	-0.79	-3.63
Delta	-0.88	-0.88	0.03	0.79	0.65	-0.29
Ebonyi	0.02	-0.28	0.29	0.3	0.17	0.5
Edo	0.33	1.23	0.29	0.3	0.17	2.32
Ekiti	-0.88	-1.48	-0.23	-0.19	-0.31	-3.09
Enugu	-0.58	-0.58	0.03	0.06	-0.31	-1.38
FCT	-1.49	-1.78	-1.81	-1.41	-1.75	-8.24
Gombe	0.63	0.92	0.82	0.79	0.17	3.33
Imo	1.54	0.62	1.6	1.77	2.08	7.61
Jigawa	0.02	-0.28	-0.5	-0.43	-0.79	-1.98
Kaduna	-0.58	0.02	-0.5	-0.43	-0.55	-2.04
Kano	1.24	0.92	1.08	1.04	0.89	5.17
Katsina	-0.28	-0.88	-0.76	-0.67	-0.79	-3.38
Kebbi	-0.88	-1.48	-0.5	-0.67	0.65	-2.88
Kogi	-0.88	-0.58	-0.76	-0.92	-1.51	-4.65
Kwara	0.63	1.53	2.13	2.01	1.84	8.14
Lagos	0.33	0.62	-0.23	0.06	-0.55	0.23
Nassarawa	0.02	-0.28	-1.28	-1.16	-1.03	-3.73
Niger	0.02	0.02	-0.23	-0.67	-0.07	-0.93
Ogun	1.84	1.53	1.08	1.04	0.89	6.38
Ondo	1.24	0.32	1.08	1.77	1.36	5.77
Osun	1.24	0.92	1.08	1.28	0.65	5.17
Oyo	0.63	0.32	0.82	0.79	0.65	3.21
Plateau	-1.19	-0.88	-1.02	-0.92	-1.03	-5.04
Rivers	0.02	0.32	0.55	0.3	0.89	2.08
Sokoto	-0.88	-0.88	-0.5	-0.92	-0.79	-3.97
Taraba	-0.58	-0.28	-0.23	-0.43	-0.79	-2.31
Yobe	0.02	0.02	0.55	0.3	0.41	1.3
Zamfara	-1.19	-1.18	-0.5	-1.41	-1.51	-5.79

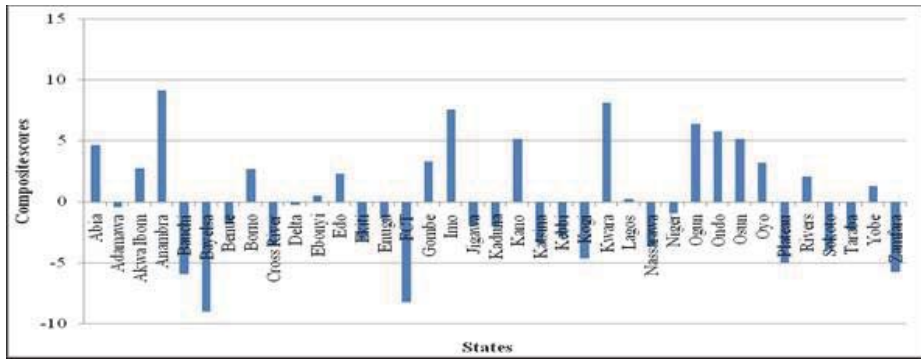


Fig. 4.1.1a: Senior cadre distribution in the Federal Civil Service

The result presented in Table 4.11b reveals some level of disparity and inequality in the distribution of employees above the grade level 12. The result shows that eighteen (18) states had employees in the Federal Civil Service who were above the grade level 12. The states were Bauchi, Anambra, Benue, Ebonyi, Edo, Enugu, Gombe, Imo, Kaduna, Kano, Kebbi, Kogi, Kwara, Lagos, Niger, Plateau, Sokoto and Yobe. Interestingly, Imo state was the most privileged (+12.92) because it had the highest number of employees in the Federal Civil Service who were above the grade level 12. Also, among the advantageous states, Anambra was the least privileged with standard score value of 0.5 (Table 4.1.1b) Furthermore, nineteen (19) states were deprived in terms of the number of employees above the grade level of 12. These states had fewer numbers of employees at that grade level. The states with the fewest numbers of employees (most deprived) at the grade level above 12 were Zamfara and Bayelsa with negative standard score values of -7.37 and -7.17 respectively. More so, Ekiti State which is nationally adjudged as the most educated ridiculously the least among the underprivileged states with standard score value of -0.14. The result in the table therefore shows varying pattern of inequality and disproportion in the distribution of employees with senior grade level. This calls for concern as some of the deprived or less advantageous states have high number employees with post-secondary qualification.

Additionally, the information presented in Fig 4.1.1b shows states that have more employees above the grade level 12 in the Federal Civil Service. It also, shows clearly, most privileged and most disadvantaged states. Indeed, the figure reveals there is inequality in the distribution of employees above the grade level 12 in the Federal Civil Service.

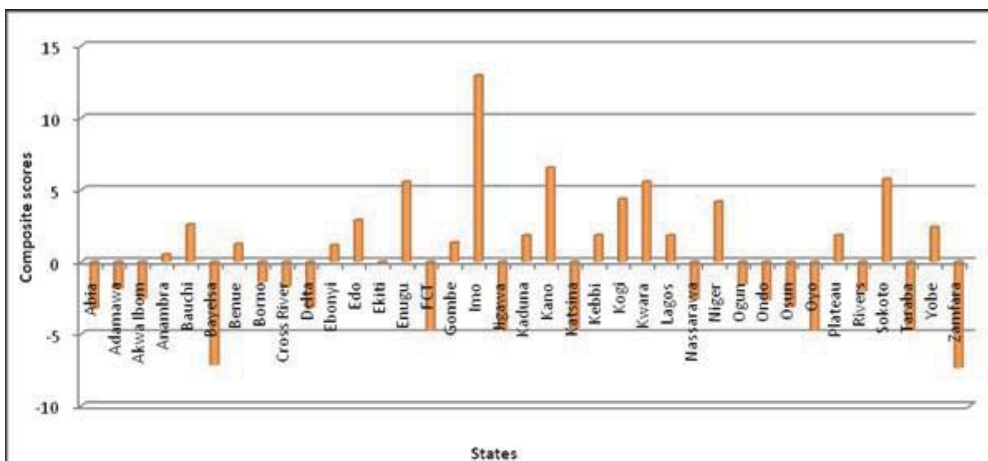


Fig 4.1.1b: Distribution of employees with senior grade level in the Federal Civil Service

Table 4.1.1b: Standard deviates/scores of junior cadre distribution

State	Junior Cadre					Composite
	2008	2009	2010	2011	2012	
Abia	-0.28	-0.3	0.33	-0.64	-0.42	-1.31
Adamawa	-0.28	0.67	-0.06	-0.31	0.42	0.44
Akwa Ibom	1.51	1.15	1.11	0.36	0.84	4.97
Anambra	-2.06	-2.23	-1.62	0.36	-1.26	-6.81
Bauchi	-0.28	-0.3	0.33	0.03	0	-0.22
Bayelsa	0.62	-0.3	1.11	1.03	1.26	3.72
Benue	0.17	-0.3	0.33	0.36	1.26	1.82
Borno	-0.72	-2.23	-1.62	-0.98	-1.67	-7.22
Cross River	1.96	2.12	1.88	1.36	0.84	8.16
Delta	0.17	0.18	-0.06	-0.64	-0.84	-1.19
Ebonyi	-1.17	-0.78	-1.23	-1.31	-1.26	-5.75
Edo	0.62	-1.75	0.33	0.36	0	-0.44
Ekiti	-0.28	0.67	-0.45	3.04	0	2.98
Enugu	-0.28	-0.3	-0.45	-0.64	0	-1.67
FCT	-0.28	0.18	-0.45	-0.98	-0.84	-2.37
Gombe	-1.17	0.18	-0.84	-0.64	-0.42	-2.89
Imo	-1.62	-0.3	-1.62	-1.31	-0.42	-5.27
Jigawa	0.17	0.18	-0.45	-0.31	0	-0.41
Kaduna	1.96	1.15	2.66	2.37	2.09	10.23
Kano	0.62	1.63	0.72	0.7	1.26	4.93
Katsina	-0.72	-0.78	-0.45	-0.64	-1.26	-3.85
Kebbi	-0.72	0.18	-0.84	-1.31	-0.84	-3.53
Kogi	1.96	1.15	1.11	0.7	0.84	5.76
Kwara	0.62	-0.78	-0.84	-0.64	0	-1.64
Lagos	0.62	1.63	0.33	-0.64	-0.42	1.52
Nassarawa	0.17	0.67	0.72	0.7	0.84	3.1
Niger	0.17	0.67	-0.84	-0.64	-0.42	-1.06
Ogun	-0.72	-0.3	-0.84	-0.64	-0.42	-2.92
Ondo	-1.62	-0.3	-0.06	-0.98	-1.67	-4.63
Osun	-0.72	-0.78	0.33	0.03	0.42	-0.72
Oyo	-0.72	-0.78	-0.45	-0.64	-1.26	-3.85
Plateau	1.96	1.63	2.27	1.7	2.51	10.07
Rivers	0.17	-0.3	0.33	0.36	-0.84	-0.28
Sokoto	0.17	0.18	-0.06	0.7	0	0.99
Taraba	0.62	-0.3	0.33	0.36	1.26	2.27
Yobe	-0.28	-0.78	-0.45	-0.31	0.42	-1.4
Zamfara	-0.28	-0.3	-0.45	-0.31	0	-1.34

4.1.2 Spatial pattern of inequalities in the junior cadre distribution

Junior cadre represents employees occupying bottom or lower administrative, executive, operational and management positions/offices among other sensitive offices in the Federal Civil Service. Table 4.1.2 shows that the distribution is unequal as privilege and deprivation exist among the states. The information depicted in the Table indicates that twelve (14) states were found to be privileged with regard to junior cadre placement. States with high number of junior cadre were Adamawa, Akwa Ibom, Bayelsa, Benue, Cross River, Ekiti, Kaduna, Kano, Kogi, Lagos, Nasarawa, Plateau, Sokoto and Taraba. These states had the standard positive deviates of +1.00 and above. Interestingly, Kaduna and Plateau states had the highest number of employees of junior cadre with composite scores of +10.23 and +10.07 respectively. For states with low number of employees in the junior cadre, Bauchi, Rivers and Edo were in the lead with standard scores of -0.22, -0.28 and -0.44; while on the contrary, states with high number of junior employees in the Federal Civil Service included Borno, Anambra, Ebonyi and Imo states with negative standard scores of -7.22, -6.81, -5.75 and -5.27 respectively. Thus, Borno had the lowest employees as junior cadre in the Federal Civil Service is concerned. In terms of absolute advantage shown as positive scores in all the variables, Kaduna was the state with the

most junior employees. There are some states with negative scores in varying degrees in the five periods surveyed. This reveals the privilege – under-privilege picture in junior cadre distribution in Nigeria. There exist relative advantage and disadvantage in the employee distribution of this parameter.

Furthermore, Fig 4.1.2 shows states with high, medium and low number of junior cadre employees in the Federal Civil Service, there by showing some pattern of inequality in the distribution of position/offices in the Federal Civil Service. As usual, the figure evidently shows disadvantaged and advantaged states in employee placement. The North-Central zone is more represented in the lower cadre while South-south is represented in the middle lower cadre. The North-east and South-east had the lowest employees in the low cadre employee distribution in the Federal Civil Service.

Table 4.1.2: Standard deviates/scores of senior grade level (>12)

State	>12 Grade level					Composite
	2008	2009	2010	2011	2012	
Abia	-1.46	-1.52	0.19	-0.07	-0.39	-3.25
Adamawa	-0.29	-0.36	0.19	-0.55	-0.88	-1.89
Akwa Ibom	-0.29	-0.36	-1	-1.04	0.11	-2.58
Anambra	-0.87	-0.94	0.79	0.42	1.1	0.5
Bauchi	1.47	1.38	0.19	-0.07	-0.39	2.58
Bayelsa	-2.04	-2.1	-1.6	-1.04	-0.39	-7.17
Benue	0.3	0.22	0.19	-0.07	0.6	1.24
Borno	-0.29	0.22	-0.4	-0.55	-0.39	-1.41
Cross River	0.88	0.8	-1	-1.04	-1.38	-1.74
Delta	-0.87	0.22	-1.6	-0.55	-0.39	-3.19
Ebonyi	0.3	0.22	-0.4	-0.07	1.1	1.15
Edo	0.88	0.8	0.19	0.42	0.6	2.89
Ekiti	-0.87	-0.94	0.19	1.87	-0.39	-0.14
Enugu	0.88	0.8	1.38	1.39	1.1	5.55
FCT	-0.87	-0.94	-1	-1.04	-0.88	-4.73
Gombe	-0.29	0.8	0.79	0.42	-0.39	1.33
Imo	1.47	1.38	3.17	3.33	3.57	12.92
Jigawa	-0.87	-0.94	-1	-1.04	-0.88	-4.73
Kaduna	0.3	0.8	0.19	0.42	0.11	1.82
Kano	1.47	0.8	0.79	1.87	1.59	6.52
Katsina	-0.29	-0.94	-1	-1.04	-1.38	-4.65
Kebbi	0.3	0.22	0.79	0.42	0.11	1.84
Kogi	2.05	1.97	0.79	-0.07	-0.39	4.35
Kwara	0.88	0.8	1.38	0.9	1.59	5.55
Lagos	0.3	0.8	0.19	-0.07	0.6	1.82
Nassarawa	-0.29	-0.36	-1	-0.55	-0.39	-2.59
Niger	1.47	1.38	0.79	0.42	0.11	4.17
Ogun	-0.29	-0.36	-1	-0.07	0.11	-1.61
Ondo	-0.87	-0.94	-0.4	-0.07	-0.39	-2.67
Osun	-0.87	-0.94	-0.4	-0.55	-0.39	-3.15
Oyo	-0.87	-0.94	-1	-1.04	-0.88	-4.73
Plateau	0.3	0.22	0.79	0.42	0.11	1.84
Rivers	-0.87	-0.94	0.19	-0.55	0.11	-2.06
Sokoto	1.47	1.38	1.38	0.9	0.6	5.73
Taraba	-0.87	-0.94	-1	-1.04	-0.88	-4.73
Yobe	0.88	0.8	0.19	0.42	0.11	2.4
Zamfara	-1.46	-1.52	-1	-1.52	-1.87	-7.37

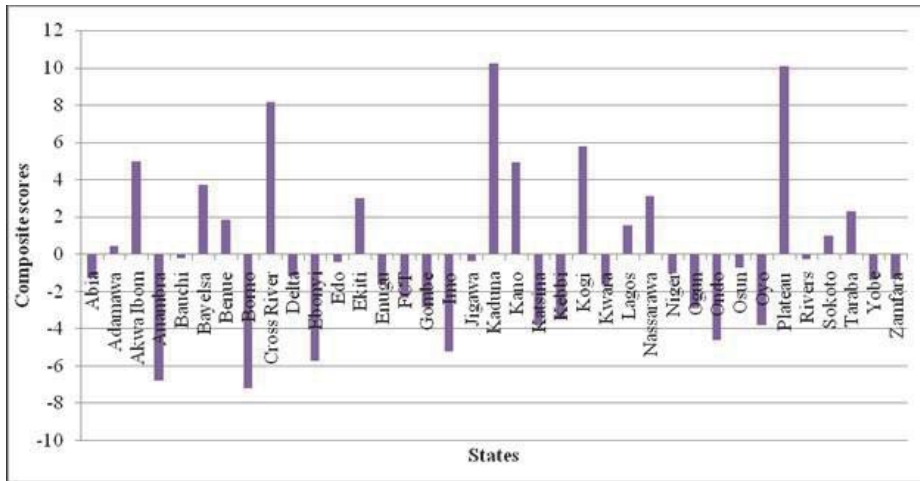


Fig. 4.1 2: Junior cadre distribution in the Federal Civil Service

4.1.3 Spatial pattern of inequalities across geopolitical zones

In this section of the study, the magnitude of spatial inequalities that exist among geopolitical zones in the Federal Civil Service is assessed. This will enable us find out privileged and disadvantaged/deprived states in the distribution of opportunities. The six geopolitical zones in Nigeria are: southeast (Anambra, Enugu, Ebonyi, Imo and Abia states; south-south (Edo, Delta, Rivers, Bayelsa, Cross-River and Akwa-Ibom states); south-west (Lagos, Ogun, Oyo, Osun, Ondo and Ekiti states); north-central (Kwara, Kogi, Plateau, Nassarawa, Benue, Niger and F.C.T); north-east (Taraba, Adamawa, Borno, Yobe, Bauchi and Gombe states) and north-west (Sokoto, Zamfara, Kebbi, Kaduna, Katsina, Kano and Jigawa states). The analysis done here are for senior cadre distribution, post-secondary education and employees with grade level >12. Composite scores which is the summation of standard score values (Z-score) for the five years were used to display spatial pattern of inequality across geopolitical zones.

Information on the distribution of employees in the senior cadre in the Federal Civil Service is shown in Table 4.1.3. As noted earlier, senior cadre represents employees occupying top administrative, executive, operational and management positions/offices among other sensitive offices in the Federal Civil Service. A cursory look at the signs of the composite deviates reveals that the south-eastern and south-western geopolitical zones were privileged to have more employees in the senior cadre placement, while the south-southern, north-central, north-eastern and north-western geopolitical zones were under-privileged or deprived. The most privileged geopolitical zone was south-eastern, while north-central geopolitical zone was the most underprivileged in the distribution of senior cadre officers in the Federal Civil Service. The result therefore shows a high level of inequality in the in senior cadre placement and distribution in the Federal Civil Service.

Table 4.1.3a: Composite scores of senior cadre distribution

Geopolitical Zones	Composite scores
South-east	20.60
South-west	17.76
South-south	-5.78
North-central	-16.31
North-east	-1.43
North-west	-14.87

Source: Researchers' fieldwork, 2014.

The information presented in Table 4.1.3a is further explained with Fig. 4.1.3a. The figure shows most privileged and

most deprived geopolitical zones. As noted above, the most advantageous zone is the south-eastern geopolitical zones closely followed by the south-western geopolitical zone. On the deprived zones, north-central geopolitical was most disadvantageous, closely followed by the north-western geopolitical zone. The less disadvantageous was the north-eastern geopolitical zone. The figure shows a discernible pattern of inequality in senior cadre distribution in the Federal Civil Service for the years under review.

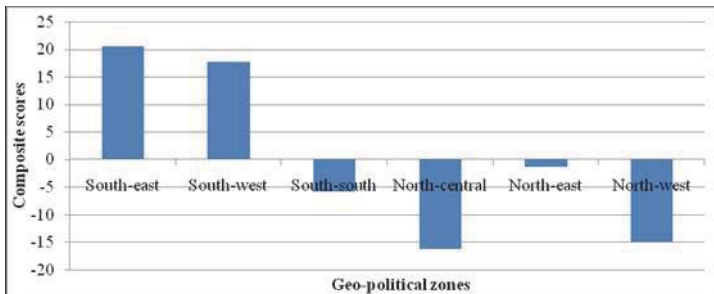


Fig 4.1.3a: Distribution of senior cadre across geopolitical zones

The information depicted in Table 4.1.3b reveals that the southeastern and north-central geopolitical zones were privileged to have more employees above the greater level of 12 in the Federal Civil Service, while the south-western, south-southern, north-eastern and north-western geopolitical zones had fewer employees in the Federal Civil Service at senior grade level (grade level greater than 12). However, the most advantaged geopolitical zone with senior grade employees was south-eastern, 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. There result therefore shows inequality exists among the geopolitical zones in the distribution of senior grade employees.

Table 4.1.3b: Composite scores of senior grade level (>12) across geopolitical zones

Geopolitical Zones	Composite scores
South-east	16.87
South-west	-10.48
South-south	-13.85
North-central	9.83
North-east	-1.72
North-west	-0.84

Source: Researchers' fieldwork, 2014.

Fig 4.1.3b reveals that inequality and disproportion exists in senior grade level in the Federal Civil Service with the south-eastern and north-central geopolitical zones enjoying high proportion of employees. These zones had high number of employees in the Federal Civil Service with senior grade level (>12). Apparently, the south-southern geopolitical zone was the most deprived and underprivileged, as it had very few senior grade level employed. This was closely followed by the south-western geopolitical zone. The least deprived/disadvantaged geopolitical zone was north-west.

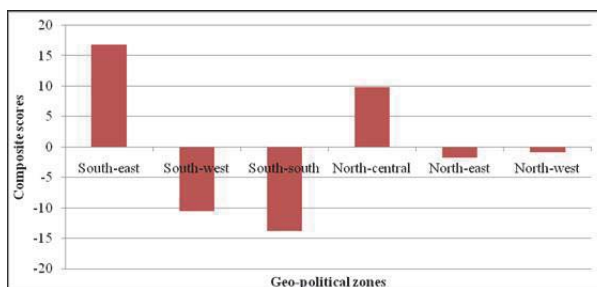


Fig. 4.1.3b: Distribution of senior grade level across geopolitical zones

5. Discussions

The study reveals that employees in different cadre are not evenly distributed among the geopolitical zones. The South-eastern geopolitical zone had most senior employees than any other geopolitical zone; this was closely followed by the south-western region; while the remaining geopolitical zones are differentially disadvantaged in comparatively. The present pattern of employment is skewed towards the south, which implies that employment distribution is lopsided (Akintoye and Utang, 2012). The observed pattern of employment distribution may be due to educational advantage which tends to favour employees from the Southern part of Nigeria. Uku 1992 noted that educational facilities are generally believed to be inadequate, and access, limited for many, especially in the Northern part of the country. The study reveals the various geopolitical zones had senior employees in the Federal Civil Service though not at an equal representation, reflecting existing inequality.

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. The spatial pattern of inequalities in cadre for the period 2008 to 2012 identified privileged and underprivileged states with regard to senior cadre placement. The privileged states were Abia, Akwa Ibom, Anambra, Borno, Edo, Gombe, Imo, Kano, Kwara, Ogun, Ondo, Osun, Oyo, Rivers and Yobe. Bayelsa state was the most deprived of all the deprived states. One important explanation that accounts for Bayelsa state being the most deprived state is the fact that majority of the people in the area prefer to work in the oil companies within their localities other than take up civil service jobs, hence their quota is most times not met. The analysis reveals that Anambra and Kwara states among others had positive scores in all the five time period revealing periods of compounded advantage in cadre placement and distribution in the Federal Civil Service. Thus, the study observed varying pattern of inequality in the distribution of senior cadre employees in the Federal Civil Service within the period under review. This clearly shows that some states are over placed than others, which indeed is a sign of inequality in cadre distribution. It could be inferred that the guise of geopolitical collectivity has been employed by some states to appropriate more than their fair share to the disadvantage of their geopolitical colleagues.

In terms of junior cadre distribution in the Federal Civil Service, the study identified Kaduna and Plateau states to have the highest number of employees of junior cadre, while states with low number of employees in the junior cadre included Bauchi, Rivers and Edo. Thus, Borno had the lowest employees at the junior cadre in the Federal Civil Service, probably as a result of minimum entry requirement. In terms of absolute advantage shown as positive scores in all the variables, Kaduna was the state with the most junior employees. There exist relative advantage and disadvantage in the employee distribution of this parameter.

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 privileged 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 were the 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. This disparity in the distribution of employees above grade level 12 in the federal civil service may be due to differences in educational attainments of employees. 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 are likely to have quite a number of employees who should be promoted above grade level 12. 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).

In terms of inequalities among geopolitical zones, the south-eastern was most privileged, while north-central geopolitical zone was the most underprivileged in the distribution of senior cadre officers in the Federal Civil Service. The result therefore shows a high level of inequality in the senior cadre placement and distribution in the Federal Civil Service. 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.

Observable from the study shows perhaps unintentional or non deliberate recompenses. In the following examples; what a state loses in a junior cadre employment is made up or compensated for in the senior cadre/or senior

grade level and vice versa. Similarly, a geopolitical senior cadre positivity is reversed with low positivity or total negativity in a senior grade level or junior cadre employment as the case may be

In case of consistency in the pattern of geopolitical or state advantages or disadvantages in placement at the federal level employment distribution leaves so much to be desired with the application of quota system, federal character principle and the Federal Character Commission itself.

6. Conclusion

The study has shown that inequality exists in employees' employment and position in the Federal Civil Service. Some states and geopolitical zones are more favoured than others. This is so as some states are observed to enjoy higher positions and representation than others, probably due to educational qualification. The various geopolitical zones had senior employees in the Federal Civil Service, though some states had more representation in the senior cadre than others. The south-eastern and south-western geopolitical zones were privileged to have more employees in the senior cadre, while the south-southern, north-central, north-eastern and north-western geopolitical zones were under-privileged or deprived. The most privileged geopolitical zone was south-eastern, while north-central geopolitical zone was the most underprivileged in the distribution of senior cadre officers in the Federal Civil Service. The North-Central zone was more represented in the lower cadre and South-south was at the middle lower cadre. The North-east and South-east had the lowest employees in the low cadre employee distribution in the Federal Civil Service. The least deprived disadvantaged geopolitical zone was north-west. However, the pattern of employment distribution observed in this study is not devoid of some elements of ethno-regional preference and predisposition. 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:

- There is need for the geopolitical arrangement to be legalized and incorporated in to the constitution.
- There is also need for a proactive Federal Character Commission in order for it to achieve its set objectives.
- The employment quota given to each states and geopolitical zone should be followed during employment, promotion and cadre placement as well as periodic review of employment, promotion and placement.
- 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.
- Promotion and cadre placement in the Federal Civil Service should be in accordance with employee's educational attainment.
- Ethno-regional predisposition should be tackled to foster the country's national unity. In all time, there should be equal representation between the south and the north.
- More quota should be given to states like Bayelsa, Ebonyi and geopolitical zones in the Northern part of the country especially North-east and North-west in order to address the inequality in employment distribution in the Federal Civil Service of Nigeria.
- Further study is recommended to identify the socio-economic, ethno-religious (cultural) and political factors responsible for the observed pattern of employment distribution in the various geopolitical zones of Nigeria.

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