

# Civil Service and Sustainable Development in Nigeria

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## Abstract

The aim of this research work is to critically examine the two concepts the Civil Service and Sustainable Development in Nigeria. Civil Service performed services such implementation of government policies and programmes, promoting unity, sustainable and equitable economic growth among others. Sustainable Development demands that quality of human life, availability of resources for current and future generations be sustained. The methodology employed by the research work is questionnaire survey design to collect primary data. The research study found that there is no significant relationship between civil service and sustainable development in Nigeria. Some of the recommendations of the research work include need for the government to give more training, motivation and so on to win the confidence of the civil service.

## INTRODUCTION:

The rise of meritocracy in the civil service began in China around 206 B.C., the selection of civil administrative officials on the basis of merit in the western world waited for another 2,000 years before it was introduced (Fika 2014). The civil service has existed in Nigeria since the amalgamation of protectorate of Northern Nigeria and Colony and Protectorate of Southern Nigeria. Majority of the officers in the senior segment were British. The junior officers were wholly Africans virtually all of them were indigenes of British West African territories. The service was then called Colonial Civil Service.

The Nigerian Civil Service has undergone various changes since the amalgamation of the socio-political development in Nigeria has over the years had some major and tremendous effects on the Civil Service. Such developments include State creation, the civil war, the Military regimes, Political instability, ethnicity, Federal Character and so on (Omotoso, 2001).

In Nigeria, as in other developing countries, governments are carrying the bulk of the burden of economic development. The state, being the biggest employer of labour as a result of lack of a well-developed private sector, has thus become one huge instrument for stemming unemployment and other socio-economic miseries. Developing countries depend on big governments for their development because of their peculiar circumstances (Ola, 1990) in Lawal *et al* (2011).

Sustainable development

## REVIEW OF RELATED LITERATURE:

Adamolekun (2002), states that the civil service is commonly used as the synonym of the machinery of the government, this is so in Britain and most common wealth countries of Sub-Saharan Africa. In British civil service is used to refer to the body of permanent officials appointed to assist the decision makers. According to the 1999 constitution, section 318 sub sections 1 Civil Service refers to Service of the Federation (state) in a civil capacity, staff of the office of the President, (Governor), the vice President, (Deputy Governor), a ministry or department of the federation (state), assigned with the responsibility for any business of the government of the federation (state), (FRN,1999). Lastly, Abba and Anazodo (2006) in Anazodo *et al* (2012), argue that civil service in Nigeria comprises workers in the various ministries or departments apart from those who hold political appointments. To Ipinlaiye (2001) the term civil service is normally used when referring to the body of men and women employed in a civil capacity and non political career basis by the Federal and state Governments primarily to render and faithfully give effect to their decisions and implementation.

Naomi (1995) opines that development involves economic growth, some notion of equitable distribution, provision of health care, education, housing and other essential services. Chavismen (1984) views development as the process of societal advancement, where improvements in the wellbeing of people are generated through strong partnerships between all sectors, corporate bodies and other groups in the society. It involves economic, socio-economic and political issues and pervades all aspects of social life.

According to Guga (2014) sustainable development, it's a situation where basic operating structures and processes that would ensure the continuous development of a nation have been established and are working efficiently. Sustainable Development - The Diploma of sustainable development online (2012) in Mohammed

(2013) refer the term as the type of economic growth pattern where the use of resources meets the needs of the human population while conserving the environment at the same time. Sustainable development means resources are used in such a way that both current and future human needs can be met.

**CORE VALUES OF CIVIL SERVICE IN NIGERIA:**

According to Ayo (2014), the principles core values of civil service in Nigeria include among others permanence, political neutrality, anonymity, impartiality, integrity, honesty, objectivity, professionalism etc

**CHALLENGES FACING CIVIL SERVICE IN NIGERIA:**

The challenges posed for the civil service by its increased size complexity responsibilities in Nigeria’s economic boom and depression, and made it a subject of public inquiry and target of mass purges by successive governments, all in an attempt to tailor it towards the accomplishment of societal goals. Some of the challenges also include poor remuneration, corruption, indiscipline, instability in the service and so on.

**REFORMS OF THE CIVIL SERVICE IN NIGERIA:**

Reforms in the Civil Service in Nigeria especially after independence are necessitated due to so many reasons. As Anazodo *et al* (2012), observed ‘the situation of grand corruption among the Civil Servants was facilitated by the long rule of the military and its attendant practices of impunity, lack of probity and accountability among others’. World Bank (2002) also advocated for reforms in developing nations ‘there is a strong consensus in the international development community on the need for Civil Service reform in developing nations’. Some of the reforms witnessed by the civil service in Nigeria include Morgan (1963), Adebo (1971), Udoji (1974), Dotun (1988) and Ayida (1995). All the reforms were carryout to ensure effectiveness, efficiency, transparency and service delivery.

**HYPOTHESIS:**

There is no significant relationship between Civil Service and Sustainable Development in Nigeria

**METHODOLOGY:**

The research employed a questionnaire survey design to collected primary data. The questionnaire measured demographic characteristics of the respondents such as sex, age, educational qualification and nationality. The independent variable is Civil Service and its constructs include integrity, honesty, political neutrality and professionalism. The dependent variable is Sustainable development and its constructs include quality of human life, resources availability, development and future generation. The research study also employed four point Likert style responses ranging from 1 = “strongly disagree”, through to 2=“disagree”, 3=“agree” and 4 “strongly agree”.

**ANALYSIS OF DATA, RESULTS AND DISCUSSIONS**

Table 1 Demographic characteristic of Respondents (Sex)

|                | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| Valid Male     | 26        | 50.0    | 65.0          | 65.0               |
| female         | 14        | 26.9    | 35.0          | 100.0              |
| Total          | 40        | 76.9    | 100.0         |                    |
| Missing System | 12        | 23.1    |               |                    |
| Total          | 52        | 100.0   |               |                    |

From the above table one (1) it has shows the sex of the respondents, in which male respondents are higher with 65% of the total respondents. While female’s respondents representing 35% of the total respondents. Generally, male respondents constitute the majority of the respondents.

Table 2 Demographic characteristic of Respondents (Age)

|                | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| Valid 25 - 35  | 4         | 7.7     | 10.0          | 10.0               |
| 36 - 45        | 28        | 53.8    | 70.0          | 80.0               |
| 46 -55         | 8         | 15.4    | 20.0          | 100.0              |
| Total          | 40        | 76.9    | 100.0         |                    |
| Missing System | 12        | 23.1    |               |                    |
| Total          | 52        | 100.0   |               |                    |

From the table 2 shows the respondents are categorized into three (3) ages. The results shows 53.8% of the total respondents are within the age of 36 – 45 years. This shows majority of the respondents are middle age respondents or civil servants.

Table 3 Demographic characteristic of Respondents (Educational Qualification)

|                             | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------------------|-----------|---------|---------------|--------------------|
| Valid secondary certificate | 17        | 32.7    | 42.5          | 42.5               |
| tertiary certificate        | 23        | 44.2    | 57.5          | 100.0              |
| Total                       | 40        | 76.9    | 100.0         |                    |
| Missing System              | 12        | 23.1    |               |                    |
| Total                       | 52        | 100.0   |               |                    |

Table 3 virtually shows that majority of the respondents have acquire tertiary education with 58% of the total responses.

Table 4 Demographic characteristic of Respondents (Nationality)

|                | Frequency | Percent | Valid Percent | Cumulative Percent |
|----------------|-----------|---------|---------------|--------------------|
| Valid Nigerian | 40        | 76.9    | 100.0         | 100.0              |
| Missing System | 12        | 23.1    |               |                    |
| Total          | 52        | 100.0   |               |                    |

Table 4 shows that all the respondents are Nigerians which represent 100% of the total responses.

Table 5 (Level of Independent Variable)

|                | Integrity | Honesty | Political Neutrality | Professionalism |
|----------------|-----------|---------|----------------------|-----------------|
| N Valid        | 40        | 40      | 40                   | 40              |
| Missing        | 12        | 12      | 12                   | 12              |
| Mean           | 2.0000    | 1.8750  | 1.8000               | 1.8750          |
| Std. Deviation | .81650    | .82236  | .96609               | 1.09046         |

Table 5 shows that integrity in the civil service recorded the highest positive response with mean of 2.00 meaning satisfactory. All the other variable honesty, political neutrality and professionalism are lost due to so many reasons related to lack training, mistrust, poor motivation and so on.

Table 6 (Level of Dependent Variable)

|                | Quality of human life | Resource availability | Development | Future Generation |
|----------------|-----------------------|-----------------------|-------------|-------------------|
| N Valid        | 40                    | 40                    | 40          | 40                |
| Missing        | 12                    | 12                    | 12          | 12                |
| Mean           | 3.6250                | 2.6250                | 2.3500      | 2.3750            |
| Std. Deviation | 4.98041               | .95239                | 1.02657     | 1.10215           |

Quality of human life recorded the highest commendation with the mean of 3.63 meaning very satisfactory. The

other construct resources availability, development and future generation recorded average mean of 2.63, 2.35 and 2.76 respectively. This shows satisfactory responses from the respondents.

Table 7 Correlation

|    |                     | iv   | dv   |
|----|---------------------|------|------|
| Iv | Pearson Correlation | 1    | .980 |
|    | Sig. (2-tailed)     |      | .127 |
|    | N                   | 4    | 3    |
| Dv | Pearson Correlation | .980 | 1    |
|    | Sig. (2-tailed)     | .127 |      |
|    | N                   | 3    | 3    |

Table seven (7) shows the relationship between independent and dependent variable is very strong.

Table 8 Regression

**ANOVA<sup>b</sup>**

| Model |            | Sum of Squares | Df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | .929           | 1  | .929        | 11.901 | .075 <sup>a</sup> |
|       | Residual   | .156           | 2  | .078        |        |                   |
|       | Total      | 1.086          | 3  |             |        |                   |

a. Predictors: (Constant), iv

b. Dependent Variable: dv

Table 9

**Coefficients<sup>a</sup>**

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|
|       |            | B                           | Std. Error | Beta                      |        |      |
| 1     | (Constant) | -10.010                     | 3.701      |                           | -2.705 | .114 |
|       | Iv         | 6.750                       | 1.957      | .925                      | 3.450  | .075 |

a. Dependent Variable: dv

For the interpretation of the tables (8 and 9) the research study found that the sig value (0.114) is greater than (0.05); the research study therefore accept the null hypothesis and concludes that there is significant relationship between civil service and sustainable development in Nigeria.

**CONCLUSION**

In conclusion, civil service in Nigeria has no significant relationship with sustainable development in Nigeria. This was proved by the research study in which constructs under independent variable shows poor performance towards achievement of sustainable development in Nigeria. So the research study emphasized that government in particular have to do more to reposition the Nigerian civil service to meet present and future challenges.

**RECOMMENDATIONS:**

Research findings/recommendations include the following:

- i. Government at all levels have to engage civil service in issues related to training, manpower development and so on to win the confidence of the service.
- ii. Civil service itself needs to do more in making sure that it's dedicate itself in serving the citizenry.
- iii. Rewards at all level needs to be emphasized for the best civil servant of the year, so that
- iv. Punishment must be in place for those civil servants that have made the service to suffer unnecessarily.
- v. Lastly, another research can be conducted to find more about the two concepts civil service and sustainable development in Nigeria.

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