



Federal Character Principle and Compliance of Staff Recruitment in Usmanu Danfodio University Sokoto and Federal University Gusau, Nigeria

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Abstract

Compliance of the Federal Character Principle on staff recruitment among zones in Public institutions is becoming problematic; as employment representation is dominated by few zones; that is over-representation, while other zones in the universities employment was under-represented which resulted to imbalances in national spread of representation in the country. The paper seeks to examine the compliance of the Federal Character Principle on Staff Recruitment in Usmanu Danfodio University and Federal University Gusau, Nigeria. It covers a period of five years (2014- 2019), using Expost Factor Research Design. Secondary sources of data collection were used such as periodical publications of the Federal Character Commission. Process theory of Federalism is adopted. The study revealed that socio-cultural differences; ethnicity, nepotism and the security issue were among the challenges that impede the compliance with the Federal Character commission's principle in Staff Recruitment. The study recommends the need for the Government to provide a means of inculcating the feeling of national unity among its citizens. This will help in managing cultural diversity, discouraging ethnocentrism, nepotism and promoting social inclusion, fairness and justice in the country. This would produce more patriotic and committed leaders that would enhance the integration of the nations into one entity and place national interest above any other parochial sentiments.

Keywords: *Federal Character Principle, Compliance, Staff Recruitment*

JEL Code: D70, D73, G28

Contribution/Originality:

This study contribute to the body of knowledge by exploring federal character compliance among tertiary institutions of learning in Nigeria. The area is not properly studied by academics and researchers despite the lingering problems the phenomena has generated between different parties, actors and stakeholders – along ethical, regional and religious coloration. Thus, the study will pave way for more studies in the area and in turn provides useful solutions to the issue for the peacefulco-existence of Nigeria as a federal entity.

1.0 Introduction

Representation among states in a Federal System of government has become problematic and an impediment towards national unity. This is when considering the diversity of societies in terms of tradition, cultural background and religious belief. These factors lead to crises because they hinder equal spreading of opportunities in the political and public offices, resulting to marginalisation of many zones/states in the affairs of government.

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In order to address these challenges, Federal System of government was formed based on an agreement and arrangement among different ethnic groups come together and forming a strong union that will accommodate the diverse ethnic nationalities and ensure that no persons, sections or groups dominate the affairs of government of the federation. Similarly, to achieve equity, fairness and justice in the representation of the citizens in public affairs, countries that are operating the Federal System of government saw the need to establish institutions that would be in charge in ensuring equity, fairness in representation (Okolo, 2019; Yakubu, 2017).

In the United States of America, the Equal Employment Opportunity Commission (EEOC) was established in 1978 for the purpose of having wide national spread of representation and participation in the affairs of government. The programme was successfully implemented and promoted national consciousness among the citizens of the country. In Canada, there is a similar system that is called the “Representative Bureaucracy” which came into being through the Employment Equity Act of 2011 in the public service as a policy for the purpose of removing barriers and discrimination in the service of the government, and to promote equity for the benefit of women and the minorities groups in the public service.

Moreover, in advanced nations, because of their level of advancement and effectiveness of the mechanism they put in place for the amelioration of inequity in employment and discrimination, they have attained remarkable successes on the issue of employment and development and it has translated into higher level of efficiency and effectiveness and pave way for their overall development.

Going by history, the modern public service in Nigeria began around 1975/76, when the regional government was faced with gross under-representation of the diverse ethnic groups in the region. There was no effective mechanism for regulating employment distribution in the country. This leads to crises of marginalisation which has become a recurrent decimal in the country, and is still generating a lot of agitations for better a condition (Taribo, 2014).

To this effect, in 1979 and 1995 there were Constitutional Conferences which at the end recommended the establishment of the Federal Character Commission and gave the Commission a legal status by virtue of Section 153 (3) of 1999 Constitution of the Federal Republic of Nigeria. The first mandate was for the commission to monitor and enforce compliance with its principle in the areas of recruitment, while the second mandate was to ensure equal distribution of socio-economic amenities for the growth and development of the country (FCC, 2014). The Commission was also mandated to address the existing imbalances in the public service of the federation and to promote national spread of representation among zones/ states indigenes in the public institutions.

There are few studies conducted to explore the compliance of federal character principles among federal government owned Agencies, Ministries and Departments and majority of the studies are carried out on MDAs – neglecting recently established tertiary institutions (Akpan, Nwaechia & Okafor, 2019; Ezeibe, 2013; Mbuba, 2021; Okolo, 2014; Ugor & Ekpere, 2012; Yakubu, 2017). Thus, this study contribute to the existing literature on assessing federal character compliance among recently established university and an old generation university in Nigeria.

Despite the legal recognition for the establishment of the Federal Character Commission and the laid down principle on staff recruitment, yet the composition of manpower distribution and employment representation in the study area is alarming. For instance, in Usmanu danfodio University, Sokoto, and Federal University, Gusau, Zamfara, employment representation was characterised by grossly over-represented of the few geopolitical zones, while other zones were under-represented. And this



imbalances of representation among zones in the universities employment becomes a re-current decimal. Even with the guidelines, procedures and circulars from the Secretary to the Government of the federation for mandatory compliance, yet the level of compliance is poor. The study is pinged into the research question; to what extent do Usmanu Danfodio University and Federal University Gusau comply with the Federal Character Principle on Staff Recruitment? And to examine the extent to which these universities comply with the Federal Character Principle on Staff Recruitment.

The study is structured into five parts. Part one introduces the background of the paper; give the statement of problem and objectives. Part two provides empirical review of literature, theoretical framework and the relevance of the study. Part three explains the plan of the study (methodology). Part four presents the data for analysis and the result of discussions and major findings. Part five concludes the study and offer recommendations.

2.0 Concept Framework

Federal Character Commission

Section 153(3) of 1999 Constitution of the Federal Republic of Nigeria established Federal Character Commission, which took effect in 2002, and empowered the Commission to promote, monitors, enforces Compliance in the Implementation of its principle and drawing a proportional formula in sharing of all bureaucratic, economic development, media and political post at all levels of government, on the bases of equity, fairness and justice in the conduct of affairs.

Section 14 (3) (4) of 1999 Constitution of the Federal Republic of Nigeria stated that the Composition of the government and its agencies in the conduct of the affairs shall reflect the Federal Character Principle thereby promoting national unity and foster national loyalty, ensuring that there are no predominance of a person of any group, state or section in the government or any of its agencies. The same provision of sub section (4) applies to the states government of the federation respectively.

Staff Recruitment

Staff recruitment is the creation of available pool from which organisation can draw when it needs additional employees. This is selection of best applicants placing them to the job in consideration of the Federal Character Principle. At this point, the recruiting agency will send the successful list of candidates to the Federal Character Commission for vetting to ensure that the recruitment principle is duly adhered to by the agency.

The Federal Character Commission has responsibility for ensuring the compliance of recruitment principle and issues certificate of compliance when fairness, justice and equity are observed in the list of successful candidates. Once this certificate of compliance is issued, the law states that any alteration to the list renders the recruitment and the certificate invalid.

Compliance to the Federal Character Staff Recruitment Principle on Geopolitical Zones

Based on the Federal Character Principle in staff recruitment for the six geopolitical zones that; the indigenes of North-West and North-Central geopolitical zones shall not constitute less than 12% or more than 15%, in the employment representation of public institutions. North-East zone shall not constitute less than 15% or more than 18%. South South, South West and South-East geopolitical zones shall not constitute less than 18% or more than 22%.

2.1 Review of Literature



Federal Character Principle in Staff Recruitment and Compliance: The nexus

Joel, Stanley, and Afamefuna (2018) carried out a study on Representative Bureaucracy and Influence on National Building. They were concerned about effective and efficient representation in public organisation for socio-economic and political growth in the entire society. This refers to equitable representation of the component units that have integrated to form a large system for the benefit of the people.

Representative bureaucracy is a system based on the belief that the ratio of minority in each employment level of government agencies should be equal in general. In other words, recruitment of public servants needs to recognize, observe and respect the diversity of the society. There is need for synergy among all ethnic groups to coordinate and have sense of belonging for peace and unity to reign, and ensure that no regions or sections are marginalised remains the top objective of the Federal Character Commission. Okoh (2016) posits that nation-building should aim at unifying the people within the state to remain politically stable and viable in the long run.

In another study by Olagunju (1987), he observes that the Federal Character Principle is introduced in a system where there are differences in culture, tradition and inequality either in human, natural resources or both. This submission explains the need for and importance of the commission. It is imperative to say that Federal Character has come to stay because of diversity and pluralistic nature in Nigeria.

More so, the socio political composition of Nigeria demands that representation of all sections or groups is essential for prosperity and unity of the nation. Despite the problems of diversity, mediocrity, and mutual suspicion among the ethnic nationalities, the principle of the commission helps to promote nation building, and its absence in a heterogeneous society like Nigeria would threaten the stability of the nation.

The study of Joel, Stanley, and Afamefuna (2018) covers a period of 2018, with the reference to Ministry of Power and Steel as a case study. Secondary source of data collection were used and content analysis was adopted. The study discovered that marginalisation exists in the Federal Public Service and is responsible for conflict among the states.

Asaju (2015) conducted a study titled “Federalism and Federal Character Principle in Nigeria”: The Federal Character Principle in Nigeria as a policy aims at fostering national integration as well as promoting national development in the country. Instead of this, it has rather generated a lot of problem in social-economic and political discourse of the nation. It is questionable because attempts at achieving national integration have proven very un-satisfactory. For example, meritocracy and equalities as essential features of federalism have eluded the country which has led to ethnic and religious crises, insurgencies and agitation for secession among various parts of the country due to the commission’s failure.

The scope of the study covered the period of 2015. Secondary source of data collection and content analysis were used for the study. The study found that the Federal Character has failed to provide equal representation, unbiased participation and equal distribution of state resources. Therefore, this has led to religious, ethnic political crises among nationalities; resulting to the poor success of federal system of government.

Okorie and Greg (2013) carried out a study on the Federal Character Principle, Nation Building and National Integration in Nigeria. This found out that Nigeria needs a principle that carries people along



for collective nation building in the country. To achieve this mission, the Federal Character Commission and its principle was established to address and prevent the occurrence of imbalance and marginalisation in the country (Nigeria).

The commission's principle has promoted institutionalise egocentrism, meritocracy, which have impede integration of the country succeeding in dividing the country along ethnic nationalities in federal appointment; unlike when large share of appointments were given to some ethnic nationalities, by so doing, impeding the integration of the country.

The study covered the period of 2013, secondary source of data collection was adopted, and context analysis was used as a tool of analysis. Major findings of the study reveal that the elites are the major beneficiaries of the Federal Character Principle through ethnic rivalries, sentiment and bias in government affairs. The rising security challenge is a result of marginalisation of different ethnic groups and sub-nationalities. The Federal Character Principle is used by the elite to divide the country along ethnic nationalities rather than being the instrument of promoting and integrating the country a single entity.

The study by Greg and Okorie (2013) is in convergence with the present in the focus on the Federal Character and regional imbalances in a bureaucratic representation. But both studies are divergent in relation to certain the dimensions for the study. While the present study examine the compliance to the Federal Character Principle in selected Federal Universities, specifically representations of six geopolitical zones of Nigeria. However, study provides a theoretical background that integrates all the six geopolitical zones of Nigeria into one entity having identifying the common problem providing workable solutions to it. The studies differ in areas of scope, method of data collection, sample and sampling techniques and possibly findings.

However, it has been observed that study of this nature is a virgin area, nothing much was written and found in the national and international journals of the past studies. Despite the peculiarities yet, the present study found it necessary to examine the level of compliance of the Federal Character Principle through the percentages that determines the level of compliance with the principle in the universities based on the geopolitical zones employment representation Nigeria inclusive.

2.3 Theoretical Framework

In order to achieve the goal set out by this study, it adopted the Process Theory of Federalism as postulated by Friedrich in 1963. The Theory was a product of the Functional Theory of Federalism. The proponent of the theory assumed that federalism is a dynamic, process organises and integrates by the nationalising a political community in which a number of separate political communities enter into agreement by conceding their sovereignty for working out solution, adopting joint decision making and policies outcome towards a common problem.

The proponent of the theory believed that federalism is an integrated system aimed at stimulating a process of transformation of policy that accommodates the nature of country like Nigeria from quota to Federal Character System for the achievement of unity among diverse ethnic nationalities in the country. Friedrich sees the theory as a complex one with no consistency in its course of development in the history of a particular nation.

This theory is relevant for understanding the nature of the Federal Character Commission as an integral aspect and communal arrangement between states and central government for the purpose of achieving strong economic development of a nation and unity in diversity. The most important discussion here is



federalism, which is seen as a dynamic process that sets relationship through a number of separate political communities; states and central government bound together to provide solutions to the problems of national integration through establishment of an institution like the Federal Character Commission.

3.0 Methodology

This is the appropriate method adopted to elicit data for the study, Exposit Factor Research Design is adopted. This kind of research design is historical in nature, because the event being assessed or under study has already taken place. The compliance of the Federal Character Principle on staff recruitment in Usmanu Danfodio University, Sokoto, and Federal University, Gusau, was on the data that already provides and documented. The study analysed the data to examine the employment representation for each zones in line with the Federal Character bench mark that determines compliance in the universities for a period of five years, i.e between 2014 and 2019.

3.1 Sources of Data Collection

The secondary data was largely obtained from the examination of documentary materials, such as journals, textbooks, official documents, articles/papers publications and newspapers from various websites. Other relevant information for the study was obtained and examined from other documentary materials such as, staff distribution and recruitments data of selected Universities accessed from their establishments units respectively.

3.1.1 Tools of Analysis and Justification for the Method Used

Compliance with the Federal Character Principle in Staff Recruitment in the Study Area

Compliance with the Federal Character Principle on Staff Recruitment in the Universities under study considers strict adherence to the commission's principle on staff recruitment. This should be done in line with analysed manpower statistics through character balancing index before the employment is made to determine the proportionate share for each zone/state.

In other words, this is about considering the reductions of the percentages of Zones/states whose representation in the manpower is grossly over others not only that, but to also ensure increase in the percentage of other states that were grossly under-represented in the employment representation in the universities. All these aimed at bridging the already existing gap of the distribution across the zones.

However, the bench-mark that determines the compliance to the Federal Character Principle of employment representations of zones in the universities is that the North-West and North-Central employment representations shall not constitute less than 12% and above 15%. North-East shall not constitute less than 15% and above 18%, but South-South, South-West and South-East shall not constitutes less than 18% and above 22%; in the employment (Federal Character Commission, 2016). At this point, it is important to note that the data of manpower representation presented for the six geopolitical zones serve as guide for understanding their status of representation prior to the employments for the period under study. This means that their status prior to the employment could certainly assist to identify those zones to be considered in the employment. Employment representation is the major concern that determines compliance with the Federal Character Principle in UDUS and FUG. The tables explain the percentages of each of six geopolitical zones in the UDUS and FUG manpower and employment representation, respectively.



Table 1: North West Geopolitical Zone Representation in Usmanu Danfodio University, Sokoto, and Federal University, Gusau, Manpower/Employment (M% E%), (2015 – 2019).

States	UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau	
	2015		2015		2016		2016		2017		2017		2018		2018		2019		2019	
	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%
Kano	2.6	3.0	3.9	6.3	2.6	5.0	2.9	1.2	2.8	7.7	8.9	19.8	3.1	11.1	8.9	0.0	3.4	8.4	9.2	10.0
Katsina	3.8	9.1	3.5	3.9	3.9	6.7	3.1	2.5	4.1	10.3	2.9	2.6	4.2	7.4	2.9	0.0	4.3	6.1	5.0	10.8
Kebbi	21.6	6.1	8.9	8.6	21.2	5.0	8.4	7.5	21.2	15.4	8.0	7.3	20.6	12.0	8.0	0.0	20.5	18.3	7.5	6.1
Kaduna	4.3	6.1	5.8	6.3	4.3	5.0	6.7	8.1	4.4	6.4	8.4	11.6	4.4	3.7	8.4	0.0	4.3	2.3	8.8	10.0
Sokoto	33.6	24.2	8.9	4.7	33.2	18.3	7.2	4.3	32.8	12.8	6.5	5.2	32.2	24.1	6.5	0.0	31.7	22.9	5.4	2.6
Jigawa	0.6	3.0	0.4	0.0	0.6	0.0	0.2	0.0	0.6	2.6	0.3	0.4	0.6	0.9	0.3	0.0	0.7	3.1	0.6	1.3
Zamfara	9.5	0.0	44.6	46.9	9.4	5.0	48.4	54.7	9.6	12.8	45.0	38.8	9.4	5.6	45.0	0.0	9.4	10.7	41.5	31.6
Total	76	51.5	76	76.4	75.2	45	76.9	78.3	75.5	68	80	85.7	74.5	64.8	80	0.0	74.3	71.8	78	72.4

Source: Data Obtained From Federal University, Gusau, Zamfara and Usmanu Danfodio University, Sokoto, 2020.

The North-West geopolitical zone is made up of seven states: Kano, Kaduna, Katsina, Kebbi, Sokoto, Jigawa and Zamfara. The zone's manpower representation in UDUS and FUG prior to the employment is shown. As at 2015, manpower representation was 76% each, both in Usmanu Danfodio University, Sokoto, and in Federal University, Gusau. As at 2016, the zone's share in Usmanu Danfodio University, Sokoto, was 75.2%, and 76.9% in Federal University, Gusau. As at 2017, manpower of the zone in Usmanu Danfodio University, Sokoto, was 75.5% and 80% in Federal University, Gusau. As at 2018, the zone's manpower in Usmanu Danfodio University, Sokoto, was 74.5%, while in Federal University, Gusau, was 80%. As at 2019, the zone's in Usmanu Danfodio University, Sokoto, manpower was 74.3% and 78% in Federal University Gusau.

The North-West geopolitical zone's employment representation in UDUS and FUG as at 2015, in Usmanu Danfodio University, Sokoto, was 51.5 % and 76.4% in Federal University, Gusau. As at 2016, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 45%, and 78.3% in Federal University, Gusau. As at 2017, employment representation of the zone in Usmanu Danfodio University, Sokoto was 68% and 85.7% in Federal University, Gusau. As at 2018, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 64.8% and 0.0% in Federal University, Gusau. As at 2019, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 71.8%, whereas in Federal University, Gusau, it was 72.4%.

Table 2: North Central Geo. Z. Representation in Usmanu Danfodio University, Sokoto, and Federal University, Gusau, Manpower/Employment (M% E%) , (2015 – 2019).

States	UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau	
	2015		2015		2016		2016		2017		2017		2018		2018		2019		2019	
	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%
Nassw	0.4	6.1	0.4	0.0	0.5	1.7	0.2	0.0	0.5	0.0	0.3	0.4	0.4	0.0	0.3	0.0	0.4	0.8	0.3	0.4
Niger	3.1	3.0	0.8	1.6	3.4	11.7	1.2	1.9	3.3	0.0	1.1	0.9	3.1	0.9	1.1	0.0	3.1	3.1	1.0	0.9
FCT	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.2	2.3	0.0	0.0
Plateau	0.4	0.0	0.0	0.0	0.4	0.0	0.0	0.0	0.5	1.3	0.0	0.0	0.5	1.9	0.0	0.0	0.5	0.0	0.0	0.0
Benue	1.1	3.0	1.6	2.3	1.1	0.0	1.0	0.0	1.1	1.3	0.8	0.4	1.1	0.0	0.8	0.0	1.0	0.8	0.7	0.4
Kwara	3.4	9.1	3.1	3.9	3.4	3.3	2.6	1.9	3.4	2.6	2.2	1.3	3.4	5.6	2.2	0.0	3.4	2.3	2.7	4.3
Kogi	3.7	6.1	1.9	2.3	3.9	10.0	1.7	1.2	3.8	2.6	2.3	3.4	3.7	0.9	2.3	0.0	3.7	4.6	3.3	6.1
Total	12.2	27.3	78	10.1	12.8	26.7	6.7	5	12.7	7.8	6.7	6.4	12.3	9.3	6.7	0.0	12.3	13.9	8	12.1

Source: Data Obtained From Federal University, Gusau, Zamfara and UsmanuDanfodio University, Sokoto, 2020.

The North-Central geopolitical zone is made up of six states and FCT: Nassarawa, Niger, Plateau, Benue, Kwara, Kogi and FCT Abuja. As at 2015, manpower for the zone in Usmanu Danfodio University, Sokoto, was 12.2% while in Federal University, Gusau, manpower of the zone was 78%. As at 2016, the zone's manpower in Usmanu Danfodio University, Sokoto, was 12.8%, whereas in Federal University, Gusau, manpower for the zone was 6.7%. As at 2017, manpower for the zone in Usmanu Danfodio University, Sokoto, was 12.7%, while in Federal University, Gusau, manpower for the zone was 6.7%. As at 2018, the zone's manpower in Usmanu Danfodio University, Sokoto, was 12.3%, whereas in Federal University, Gusau, manpower for the zone was 6.7%. As at 2019, the zone's manpower in the Usmanu Danfodio University, Sokoto, was 12.3%, whereas in Federal University, Gusau, manpower was 8% for the zone.

The North-Central geopolitical zone's employment representation as at 2015, in Usmanu Danfodio University, Sokoto, was 27.3%, while in Federal University, Gusau, it was 10.1%. As at 2016, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 26.7%, while in Federal University, Gusau, employment for the zone was 5%. As at 2017, employment representation for the zone in Usmanu Danfodio University, Sokoto, was 7.8% and 6.4% in Federal University, Gusau. As at 2018, the zone's employment representation in Usmanu Danfodio University, Sokoto was 9.3% and 0.0% in Federal University, Gusau. As at 2019, the zone's employment representation in the Usmanu Danfodio University, Sokoto, was 13.9% and 12.1% in Federal University, Gusau.

Table 3: North East Geo. Z. Representation in Usmanu Danfodio University, Sokoto, and Federal University, Gusau, Manpower/Employment (M% E%), (2015-2019).

States	UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau	
	2015		2015		2016		2016		2017		2017		2018		2018		2019		2019	
	M%	E %	M%	E%	M%	E %	M%	E%	M%	E %	M%	E %	M%	E %	M%	E %	M %	E%	M%	E%
Adamawa	0.4	3.0	0.4	0.0	0.4	0.0	1.2	2.5	0.5	1.3	0.2	0.0	0.4	0.0	0.9	0.0	0.4	0.0	0.1	0.0
Bauchi	0.8	0.0	0.0	0.0	0.8	3.3	1.0	2.5	0.9	1.3	0.8	0.4	0.9	2.8	0.8	0.0	0.9	0.8	1.7	4.3
Borno	0.7	0.0	1.2	2.3	0.8	6.7	2.6	5.0	0.9	3.8	2.0	0.9	1.1	4.6	2.0	0.0	1.0	0.8	1.9	1.7
Gombe	0.4	0.0	0.8	0.0	0.4	0.0	1.4	2.5	0.5	2.6	1.5	1.7	0.4	0.0	1.5	0.0	0.5	1.5	1.6	1.7
Taraba	0.1	0.0	0.4	0.8	0.1	0.0	1.0	1.9	0.1	0.0	0.9	0.9	0.1	0.0	0.9	0.0	0.1	0.8	0.7	0.0
Yobe	0.3	3.0	0.4	0.8	0.3	0.0	0.5	0.6	0.3	0.0	0.6	0.9	0.3	0.0	0.6	0.0	0.3	0.8	0.5	0.0
Total	2.4	6.6	3.2	3.9	2.8	10	7.7	15	3.2	9	6	4.8	3.2	7.4	6.7	0.0	3.2	4.7	6.5	7.4

Source: Data Obtained From Federal University, Gusau, Zamfara and Usmanu Danfodio University, Sokoto, 2020

The North-East geopolitical zone is made up of six states: Adamawa, Bauchi, Borno, Gombe, Taraba and Yobe. As at 2015, the zone's manpower in Usmanu Danfodio University, Sokoto, was 2.4%, whereas in Federal University, Gusau, manpower for the zone was 3.2%. As at 2016, the zone's manpower in Usmanu Danfodio University, Sokoto, was 2.8%, while in Federal University, Gusau, manpower for the zone was 7.7%. As at 2017, the zone's manpower in Usmanu Danfodio University, Sokoto, was 3.2%, whereas in manpower of Federal University, Gusau, it was 6%. As at 2018, the zone's manpower in Usmanu Danfodio University, Sokoto, was 3.2% while in Federal University, Gusau, manpower for the zone was 6.7%. As at 2019, manpower for the zone in Usmanu Danfodio University, Sokoto, was 3.2%, whereas in Federal University, Gusau, manpower for the zone was 6.5%.

The North-East geopolitical zone's employment representation as at 2015, in Usmanu Danfodio University, Sokoto, was 6.6%, whereas in Federal University, Gusau, employment for the zone was 3.9 %. As at 2016, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 10%, while in Federal University, Gusau, employment for the zone was 15%. As at 2017, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 9%, whereas in employment of Federal University, Gusau, it was 4.8%. As at 2018, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 7.4%, while in Federal University, Gusau, employment for the zone was 0.0%. As at 2019, employment representation for the zone in Usmanu Danfodio University, Sokoto, was 4.7%, whereas in Federal University, Gusau, employment for the zone was 7.4%.

Table 4: South South Geopolitical Zone Representation in Usmanu Danfodio University, Sokoto, and Federal University, Gusau, Manpower/Employment (M% E%), (2015 – 2019).

States	UDUS University 2015		Fed. Uni. Gusau 2015		UDUS University 2016		Fed. Uni. Gusau, 2016		UDUS University 2017		Fed. Uni. Gusau 2017		UDUS University 2018		Fed. Uni. Gusau 2018		UDUS University 2019		Fed. Uni. Gusau 2019	
	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%
Cross Riv.	0.3	0.0	0.4	0.0	0.3	0.0	0.2	0.0	0.3	0.0	0.5	0.9	0.3	0.9	0.5	0.0	0.3	0.8	0.5	0.4
Delta	0.5	3.0	0.8	0.8	0.6	3.3	0.5	0.0	0.6	0.0	0.3	0.0	0.6	0.0	0.3	0.0	0.5	0.0	0.3	0.4
AkwaiBom	0.5	0.0	0.0	0.0	0.5	0.0	0.2	0.6	0.5	0.0	0.2	0.0	0.5	0.0	0.2	0.0	0.4	0.0	0.1	0.0
Bayelsa	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.9	0.0	0.0	0.1	0.0	0.0	0.0
Edo	1.1	3.0	1.2	0.8	1.1	1.7	0.7	0.0	1.1	1.3	0.8	0.9	1.1	0.0	0.8	0.0	1.0	0.0	0.7	0.4
Rivers	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0	0.1	0.0	0.0	0.0
Total	2.5	6	2.4	1.6	2.6	5	1.6	0.6	2.6	1.3	1.8	1.8	2.7	1.8	1.8	0.0	2.4	0.8	1.6	1.2

Source: Data Obtained From Federal University, Gusau, Zamfara and Usmanu Danfodio University, Sokoto, 2020.

The South South geopolitical zone is made up of six states: Cross Rivers, Delta, Akwa-Ibom, Bayelsa, Edo and Rivers. As at 2015, the manpower for the zone was 2.5% in Usmanu Danfodio University, Sokoto, while 2.4% in Federal University, Gusau, manpower. As at 2016, the zone's manpower in Usmanu Danfodio University, Sokoto, it was 2.6%, whereas in Federal University, Gusau, manpower for the zone was 1.6%. As at 2017, manpower for the zone in Usmanu Danfodio University, Sokoto, was 2.6%, whereas in Federal University, Gusau, manpower for the zone was 1.8%. As at 2018, the zone's manpower in Usmanu Danfodio University, Sokoto, was 2.7%, while in Federal University, Gusau, manpower for the zone was 1.8%. As at 2019, manpower for the zone in Usmanu Danfodio University, Sokoto, manpower was 2.4%, while in Federal University, Gusau, manpower for the zone was 1.6%.

The South South geopolitical zone's employment representation as at 2015, for the zone in Usmanu Danfodio University, Sokoto, was 6 %, while in Federal University, Gusau employment for the zone was 1.6%. As at 2016, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 5% and 0.6% in Federal University, Gusau, employment. As at 2017, employment representation for the zone in Usmanu Danfodio University, Sokoto, was 1.3%, whereas in Federal University, Gusau, employment for the zone was 1.8%. As at 2018, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 1.8%, while in Federal University, Gusau, employment for the zone was 0.0%. As at 2019, employment representation for the zone in Usmanu Danfodio University, Sokoto, was 0.8%, while in Federal University, Gusau, employment for the zone was 1.2%.

Table 5: South West Geopolitical Zone Representation in Usmanu Danfodio University, Sokoto, and Federal University, Gusau, Manpower/Employment (M% E%), (2015 – 2019).

States	UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau	
	2015		2015		2016		2016		2017		2017		2018		2018		2019		2019	
	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%
Ogun	0.6	0.0	0.4	0.8	0.7	5.0	0.2	0.0	0.7	1.3	0.2	0.0	0.8	2.8	0.2	0.0	0.7	0.0	0.2	0.4
Ondo	0.4	0.0	0.0	0.0	0.4	0.0	0.2	0.6	0.4	0.0	0.2	0.0	0.5	3.7	0.2	0.0	0.5	0.8	0.3	0.9
Osun	1.1	0.0	0.8	0.8	1.1	1.7	0.5	0.0	1.2	2.6	0.3	0.0	1.1	0.9	0.3	0.0	1.2	1.5	0.3	0.4
Oyo	0.8	3.0	0.4	0.4	0.8	1.7	0.2	0.0	0.9	2.6	0.2	0.0	0.9	0.9	0.2	0.0	1.0	3.8	0.3	0.9
Ekiti	0.3	0.0	0.4	0.8	0.3	0.0	0.5	0.6	0.2	0.0	0.6	0.9	0.3	0.9	0.6	0.0	0.3	0.0	0.6	0.4
Lagos	0.3	0.0	0.0	0.0	0.3	0.0	0.0	0.0	0.3	1.3	0.0	0.0	0.3	0.0	0.0	0.0	0.3	0.0	0.0	0.0
Total	3.5	3.0	2	2.8	3.6	8.4	1.6	1.2	3.7	7.8	1.5	0.9	3.9	9.2	1.5	0.0	4	6.1	1.7	3

Source: Data Obtained From Federal University, Gusau, Zamfara and Usmanu Danfodio University, Sokoto, 2020.

The South-West geopolitical zone is made up of six states: Ogun, Ondo, Osun, Oyo, Ekiti and Lagos. As at 2015, manpower for the zone in Usmanu Danfodio University, Sokoto, was 3.5 %, whereas in Federal University, Gusau, the manpower for the zone was 2%. As at 2016, manpower for the zone in Usmanu Danfodio University, Sokoto, was 3.6%, while in Federal University, Gusau, manpower for the zone was 1.6%. As at 2017, manpower for the zone in Usmanu Danfodio University, Sokoto, was 3.7% and 1.5% in Federal University, Gusau, manpower for the zone. As at 2018, the zone's manpower in Usmanu Danfodio University, Sokoto, was 3.9%, while in Federal University, Gusau, manpower for the zone was 1.5%. As at 2019, the zone's manpower in Usmanu Danfodio University, Sokoto, was 4% while in Federal University, Gusau, manpower for the zone was 1.7%.

The South-West geopolitical zone employment representation as at 2015, in Usmanu Danfodio University, Sokoto, was 3.0 %, whereas in Federal University, Gusau, employment for the zone was 2.8%. As at 2016, employment representation for the zone in Usmanu Danfodio University, Sokoto, was 8.4%, while in Federal University Gusau employment for the zone was 1.2%. As at 2017, employment representation for the zone in Usmanu Danfodio University, Sokoto, was 7.8% whereas in Federal University, Gusau, employment for the zone was 0.9%. As at 2018, the zone employment representation in Usmanu Danfodio University, Sokoto, was 9.2%, while in Federal University, Gusau, employment for the zone was 0.0%. As at 2019, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 6.1% while in Federal University, Gusau, employment for the zone was 3%.

Table 6: South East Geopolitical Zone Representation in Usmanu Danfodio University, Sokoto, and Federal University, Gusau, Manpower/Employment (M% E%), (2015 – 2019).

States	UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau		UDUS University		Fed.Uni. Gusau	
	2015		2015		2016		2016		2017		2017		2018		2018		2019		2019	
	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%	M%	E%
Abia	0.7	0.0	0.0	0.0	0.8	1.7	0.0	0.0	0.8	2.6	0.0	0.0	0.8	0.9	0.0	0.0	0.8	0.0	0.0	0.0
Anambra	0.8	6.1	6.2	2.3	0.8	0.0	3.8	0.0	0.8	0.0	2.5	0.0	0.8	0.9	2.5	0.0	0.7	0.0	1.9	0.4
Ebonyi	0.2	0.0	0.4	0.8	0.2	0.0	0.2	0.0	0.2	0.0	0.2	0.0	0.2	0.9	0.2	0.0	0.2	0.8	0.2	0.4
Imo	0.8	0.0	1.9	1.6	0.8	0.0	1.2	0.0	0.8	1.3	0.8	0.0	0.8	1.9	0.8	0.0	0.8	0.8	0.6	0.0
Enugu	0.5	0.0	0.4	0.0	0.6	3.3	0.2	0.0	0.6	2.6	0.2	0.0	0.7	2.8	0.2	0.0	0.7	1.5	0.3	0.9
Total	3	6.1	8.9	4.7	3.2	5	5.4	0.0	3.2	6.5	3.7	0.0	3.3	7.4	3.7	0.0	3.2	3.1	3	1.7

Source: Data Obtained From Federal University, Gusau, Zamfara and Usmanu Danfodio University, Sokoto, 2020

The South-East geopolitical zone is made up of five states: Abia, Anambra, Ebonyi, Imo and Enugu states. As at 2015, manpower prior to the employment for the zone in Usmanu Danfodio University, Sokoto, was 3%, while in Federal University, Gusau, manpower for the zone was 8.9%. As at 2016, the zone manpower in Usmanu Danfodio University, Sokoto was 3.2%, whereas in Federal University, Gusau, manpower for the zone was 5.4%. As at 2017, manpower for the zone in Usmanu Danfodio University, Sokoto, was 3.2% while in Federal University, Gusau, manpower for the zone was 3.7%. As at 2018, manpower for the zone in Usmanu Danfodio University, Sokoto, was 3.3%, whereas in Federal University, Gusau, manpower for the zone was 3.7%. As at 2019, the zone's manpower in Usmanu Danfodio University, Sokoto, was 3.2% while in Federal University, Gusau, manpower for the zone was 3%.

The South-East geopolitical zone's employment representation as at 2015, in Usmanu Danfodio University, Sokoto, for the zone was 6.1 % while in Federal University, Gusau, employment for the zone was 4.7%. As at 2016, the zone's employment representation in Usmanu Danfodio University, Sokoto, was 5%, whereas in Federal University, Gusau, employment for the zone was 0.0%. As at 2017, employment representation for the zone in Usmanu Danfodio University, Sokoto, was 6.5%, and while in Federal University, Gusau, employment for the zone was 0.0%. As at 2018, employment representation for the zone in Usmanu Danfodio University, Sokoto, was 7.4%, whereas in Federal University, Gusau, employment for the zone was 0.0%. As at 2019, the zone employment representation in Usmanu Danfodio University, Sokoto, was 3.1%, while in Federal University, Gusau, employment for the zone was 1.7%.

However, employment representations for the six geopolitical zones are the main concern in the discussions to determine the compliance or otherwise based on the bench-mark prescribed by the Federal Character Commission on the minimum and maximum percentages.



4.0 Results and Discussion

The result of data analysis and discussions established that the employment representation of North-West geopolitical zone as at 2015, was 51.5% in UDUS and 76.4% in FUG. As at 2016, was 45% in UDUS and 78.3% in FUG. As at 2017, in UDUS was 68% and 85.7% in FUG. In 2018, was 64.8% in UDUS and 0.0% in FUG. In 2019, was 71.8% in UDUS and 72.4% in FUG.

This zone has more than employment representation of 12% minimum and maximum of 15% based on the prescribed bench-mark for compliance by the Federal Character Commission. This established that the North-West geopolitical zone has the advantage over other zones because the UDUS and FUG are located in the zone. Again, 75% of junior staff that were from the catchment areas within the zone constitute a threat to the balance of employment representation with other zones; this led to the zone having more influence in major decision with concentration of employment representation in the zone. This gives the advantage to the North-West geopolitical zone to dominate, thereby leading to neglect of other zones in the universities' employments.

Similarly, the North- Central geopolitical zone's employment representation as at 2015, was 27.3% in UDUS and 10.1% in FUG. 2016, was 26.7% in UDUS and 5% in FUG. In 2017, was 7.8% in UDUS and 6.4% in FUG. In 2018, was 9.3% in UDUS and 0.0% in FUG. And 2019, was 13.9% in UDUS and 12.1% in FUG. Therefore, the employment status of this zone in UDUS showed over-representation, that is more than 12% minimum and maximum of 15% while in FUG the zone was under-represented based on the same representation. The two zones of North-West and North-Central have the same percentages of employment prescribed as bench- mark that determines compliance by the Federal Character Commission.

The North-East's employment representation of the zone as at 2015, was 6.6% in UDUS and 3.9% in FUG. As at 2016, it was 10% in UDUS and 15% in FUG. In 2017, it was 9% in UDUS and 4.8% in FUG. As at 2018, 7.4% in UDUS and 0.0% in FUG. In 2019, it was 4.7% in UDUS and 7.4% in FUG. This shows in the period under study that the employment representation of the zone in the universities is less than the prescribed bench-mark that determines compliance by the Federal Character Commission's 15% minimum and maximum of 18%. This means that North-East employment status is below the ideal representation, being grossly marginalised in the universities' employments.

The North-Central and North- East were under- represented; ethnicity and nepotism of the chief executives tend to influence the employment process to the extent that other zones such as North-Central and North-East are not considered, even when they applied for the job. This means that, even within the same region or zone, diversity exists which did not allow the leaders of UDUS and FUG to manage and treat people equally in the employment representation.

The findings of the present study are supported by Okorie and Greg (2013) who carried out a study on the "Federal Character Principle, Nation Building and National Integration in Nigeria". They recommend that Nigeria needs a principle that carries people along for collective nation building in the country. The Federal Character Commission's principle has promoted and institutionalised egocentrism, mediocrity, which have impeded integration of the country succeeding in dividing the country along ethnic nationalities in federal appointment by so doing, impeding the integration of the country.

However, South-South's employment representation of the zone as at 2015, was 6% in UDUS and 1.6% in FUG. In 2016, it was 5% in UDUS and 0.6% in FUG. In 2017, was 1.3% in UDUS and 1.8% in



FUG. In 2018, it was 1.8% in UDUS and 0.0% in FUG. As at 2019, it was 0.8% in UDUS and 1.2% in FUG.

South- West employment representation as at 2015, was 3.0% in UDUS and 2.8% in FUG. As at 2016, 8.4% in UDUS and 1.2% in FUG. As at 2017, it was 7.8% in UDUS and 0.9% in FUG. As at 2018, was 9.2% in UDUS and 0.0% in FUG. In 2019, was 6.1% in UDUS and 3% in FUG.

South-East's employment representation as at 2015 was 6.1% in UDUS and 4.7% in FUG. In 2016, 5% in UDUS and 0.0% in FUG. In 2017, it was 6.5% in UDUS and 0.0% in FUG. As at 2018, it was 7.4% in UDUS and 0.0% in FUG. And 2019, it was 3.1% in UDUS and 1.7% in FUG. These three other zones are on the same page in employment representation and their representations are below the minimum of 18% maximum of 22% prescribed by the Federal Character Commission.

Employment representations of the South-South, South-West and South-East geopolitical zones were less than the ideal representation minimum of 18% and 22% maximum as prescribed bench-mark that determines compliance by the Federal Character Commission. This has established that three geopolitical zones in UDUS and FUG employments were marginalised for the period under study, and conferred that there is low compliance to the Federal Character Principle, despite this status in manpower representation in these universities; yet, certificates of compliance were issued to them. There is no serious punishment for the defaulters; the universities recruited when the budget provision was approved and funds were available without considering the compliance with the principle, neglecting the character balancing index for the previous years.

The reasons for this low compliance can be attributed to socio-cultural factors responsible for marginalisation of other zones in these universities. In other words, religious and traditional disparities between the people of the North-West where the universities are situated couple with climatic conditions of the zone also discourage applicants from other zone. In addition, security challenges in the North-West also contributed to the rising marginalisation of other zones in the universities. The UDUS and FUG universities are left with no alternative than to employ from the zones nearest to them. This by implication endangers the unity of the country, due to the low application of the Federal Character Principle in staff recruitments for the national spread of representations among zones.

Similarly, Asaju (2015) conducted a study titled "Federalism and Federal Character Principle in Nigeria". The Federal Character Principle in Nigeria as a policy aims at fostering national integration as well as promoting national development in the country, but instead it has generated a lot of problem in the social, economic and political discourse and its effectiveness is questionable because an attempt at achieving national integration proves very weak.

The scope of Asaju study covered the period of 2015. Secondary source of data collection and Content Analysis were used for the study. The study found that the Federal Character has failed to provide equal representation, equal participation and distribution of state resources; this is because of socio cultural problems such as religious, ethnic, political crises among nationalities, and result to poor success of federal system of government.

The studies of Asaju (2015) Okorie and Greg (2013) showed that ethnic rivalries and socio cultural disunity, religious factors were among the factors responsible for the non-compliance with Federal Character Principle in public institution. But the present study has established that factors such as socio-cultural differences, ethnicity, nepotism, climatic condition and security challenges were among, while scholars in the past studies mentioned only two challenges. The present study has more weight in terms of number of challenges identified, even though, the findings are similar, and validate the outcome of



past studies. They also differ in the areas of scope, methodology, tools of analysis, domain and the case study.

5.0 Conclusion and Recommendations

It is pertinent to conclude that most of the Federal employees are beneficiaries of the Federal Character Staff Recruitment Principle, because without this principle subjectivity can dominate the employment procedures to the extent that the chief executives of the respective organisations could enjoy more powers to even decide who to employ or not employed. The Federal Character Commission has made efforts to ensure substantial compliance of the principle in staff recruitment in the universities yet the efforts recorded poor-compliance in UDUS and FUG employments. Also the challenges of socio-cultural differences such as religious, traditional belief, climatic condition and ethnicity, coupled with nepotism, are militating against compliance to the Federal Character Principle in UDUS and FUG which, by implications, affects negatively the performance of the Federal Character Commission.

Based on the findings and conclusion of the study, the paper proffers the following recommendations:-

- i. Government should provide a means of inculcating the feeling of national unity among the citizens, managing cultural diversity, discouraging ethnocentrism, nepotism and promoting social inclusion in the country thereby respect for the diverse nature of the country in the heart of the leadership of both the universities and the Federal Character Commission. This will produce more patriotic and committed leaders that would enhance the integration of the nations into one entity and place national interest above any other parochial sentiments.
- ii. As compliance becomes cardinal principle in bridging the imbalances in the representation, Government should intensify efforts and develop policy guidelines to incorporate a serious punishment and deterrence to any chief executives who default of the Federal Character Principle on staff recruitment; this could promote compliance of the Principle in the universities.

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APPENDIX I

Table1: Usmanu Danfodio University Sokoto State Manpower/Employment (M%E%) Distribution Percentages By The States Of Origin From, (2015 – 2019)

s/n	State of origin	2015		2016		2017		2018		2019	
		M%	E%	M%	E%	M%	E%	M%	E%	M%	E%
1.	Abia	0.7	0.0	0.8	1.7	0.8	2.6	0.8	0.9	0.8	0.0
2.	Adamawa	0.4	3.0	0.4	0.0	0.5	1.3	0.4	0.0	0.4	0.0
3.	Akwaibom	0.5	0.0	0.5	0.0	0.5	0.0	0.5	0.0	0.4	0.0
4.	Anambra	0.8	6.1	0.8	0.0	0.8	0.0	0.8	0.9	0.7	0.0
5.	Bauchi	0.8	0.0	0.8	3.3	0.9	1.3	0.9	2.8	0.9	0.8
6.	Bayelsa	0.0	0.0	0.0	0.0	0.0	0.0	0.1	0.9	0.1	0.0
7.	Benue	1.1	3.0	1.1	0.0	1.1	1.3	1.1	0.0	1.0	0.8
8.	Borno	0.7	0.0	0.8	6.7	0.9	3.8	1.1	4.6	1.0	0.8
9.	Cross river	0.3	0.0	0.3	0.0	0.3	0.0	0.3	0.9	0.3	0.8
10.	Delta	0.5	3.0	0.6	3.3	0.6	0.0	0.6	0.0	0.5	0.0
11.	Ebonyi	0.2	0.0	0.2	0.0	0.2	0.0	0.2	0.9	0.2	0.8
12.	Edo	1.1	3.0	1.1	1.7	1.1	1.3	1.1	0.0	1.0	0.0
13.	Ekiti	0.3	0.0	0.3	0.0	0.2	0.0	0.3	0.9	0.3	0.0
14.	Enugu	0.5	0.0	0.6	3.3	0.6	2.6	0.7	2.8	0.7	1.5
15.	Fct	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.2	2.3
16.	Gombe	0.4	0.0	0.4	0.0	0.5	2.6	0.4	0.0	0.5	1.5
17.	Imo	0.8	0.0	0.8	0.0	0.8	1.3	0.8	1.9	0.8	0.8
18.	Jigawa	0.6	3.0	0.6	0.0	0.6	2.6	0.6	0.9	0.7	3.1
19.	Kaduna	4.3	6.1	4.3	5.0	4.4	6.4	4.4	3.7	4.3	2.3
20.	Kano	2.6	3.0	2.6	5.0	2.8	7.7	3.1	11.1	3.4	8.4
21.	Katsina	3.8	9.1	3.9	6.7	4.1	10.3	4.2	7.4	4.3	6.1
22.	Kebbi	21.6	6.1	21.2	5.0	21.2	15.4	20.6	12.0	20.5	18.3
23.	Kogi	3.7	6.1	3.9	10.0	3.8	2.6	3.7	0.9	3.7	4.6
24.	Kwara	3.4	9.1	3.4	3.3	3.4	2.6	3.4	5.6	3.4	2.3
25.	Lagos	0.3	0.0	0.3	0.0	0.3	1.3	0.3	0.0	0.3	0.0
26.	Nassarawa	0.4	6.1	0.5	1.7	0.5	0.0	0.4	0.0	0.4	0.8
27.	Niger	3.1	3.0	3.4	11.7	3.3	0.0	3.1	0.9	3.1	3.1
28.	Ogun	0.6	0.0	0.7	5.0	0.7	1.3	0.8	2.8	0.7	0.0
29.	Ondo	0.4	0.0	0.4	0.0	0.4	0.0	0.5	3.7	0.5	0.8
30.	Osun	1.1	0.0	1.1	1.7	1.2	2.6	1.1	0.9	1.2	1.5
31.	Oyo	0.8	3.0	0.8	1.7	0.9	2.6	0.9	0.9	1.0	3.8
32.	Plateau	0.4	0.0	0.4	0.0	0.5	1.3	0.5	1.9	0.5	0.0
33.	Rivers	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0
34.	Sokoto	33.6	24.2	33.2	18.3	32.8	12.8	32.2	24.1	31.7	22.9
35.	Taraba	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.0	0.1	0.8
36.	Yobe	0.3	3.0	0.3	0.0	0.3	0.0	0.3	0.0	0.3	0.8
37.	Zamfara	9.5	0.0	9.4	5.0	9.6	12.8	9.4	5.6	9.4	10.7
Grand Total		100	100	100	100	100	100	100	100	100	100

Source: Data Obtained From Usmanu Danfodio University, Sokoto State 2020.



APPENDIX II

2: Federal University Gusau Manpower/Employment (M% E%) Distribution Percentages by States of Origin, From (2015 – 2019)

s/n	State of origin	2015		2016		2017		2018		2019	
		M%	E%	M%	E%	M%	E%	M%	E%	M%	E%
1.	Abia	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
2.	Adamawa	0.4	0.0	1.2	2.5	0.9	0.4	0.9	0.0	1.1	1.7
3.	Akwaibom	0.0	0.0	0.2	0.6	0.2	0.0	0.2	0.0	0.1	0.0
4.	Anambra	6.2	2.3	3.8	0.0	2.5	0.0	2.5	0.0	1.9	0.4
5.	Bauchi	0.0	0.0	1.0	2.5	0.8	0.4	0.8	0.0	1.7	4.3
6.	Bayelsa	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
7.	Benue	1.6	2.3	1.0	0.0	0.8	0.4	0.8	0.0	0.7	0.4
8.	Borno	1.2	2.3	2.6	5.0	2.0	0.9	2.0	0.0	1.9	1.7
9.	Cross river	0.4	0.0	0.2	0.0	0.5	0.9	0.5	0.0	0.5	0.4
10.	Delta	0.8	0.8	0.5	0.0	0.3	0.0	0.3	0.0	0.3	0.4
11.	Ebonyi	0.4	0.8	0.2	0.0	0.2	0.0	0.2	0.0	0.2	0.4
12.	Edo	1.2	0.8	0.7	0.0	0.8	0.9	0.8	0.0	0.7	0.4
13.	Ekiti	0.4	0.8	0.5	0.6	0.6	0.9	0.6	0.0	0.6	0.4
14.	Enugu	0.4	0.0	0.2	0.0	0.2	0.0	0.2	0.0	0.3	0.9
15.	Fct	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
16.	Gombe	0.8	0.0	1.4	2.5	1.5	1.7	1.5	0.0	1.6	1.7
17.	Imo	1.9	1.6	1.2	0.0	0.8	0.0	0.8	0.0	0.6	0.0
18.	Jigawa	0.4	0.0	0.2	0.0	0.3	0.4	0.3	0.0	0.6	1.3
19.	Kaduna	5.8	6.3	6.7	8.1	8.4	11.6	8.4	0.0	8.8	10.0
20.	Kano	3.9	6.3	2.9	1.2	8.9	19.8	8.9	0.0	9.2	10.0
21.	Katsina	3.5	3.9	3.1	2.5	2.9	2.6	2.9	0.0	5.0	10.8
22.	Kebbi	8.9	8.6	8.4	7.5	8.0	7.3	8.0	0.0	7.5	6.1
23.	Kogi	1.9	2.3	1.7	1.2	2.3	3.4	2.3	0.0	3.3	6.1
24.	Kwara	3.1	3.9	2.6	1.9	2.2	1.3	2.2	0.0	2.7	4.3
25.	Lagos	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
26.	Nassarawa	0.4	0.0	0.2	0.0	0.3	0.4	0.3	0.0	0.3	0.4
27.	Niger	0.8	1.6	1.2	1.9	1.1	0.9	1.1	0.0	1.0	0.9
28.	Ogun	0.4	0.8	0.2	0.0	0.2	0.0	0.2	0.0	0.2	0.4
29.	Ondo	0.0	0.0	0.2	0.6	0.2	0.0	0.2	0.0	0.3	0.9
30.	Osun	0.8	0.8	0.5	0.0	0.3	0.0	0.3	0.0	0.3	0.4
31.	Oyo	0.4	0.8	0.2	0.0	0.2	0.0	0.2	0.0	0.3	0.9
32.	Plateau	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
33.	Rivers	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0	0.0
34.	Sokoto	8.9	4.7	7.2	4.3	6.5	5.2	6.5	0.0	5.4	2.6
35.	Taraba	0.4	0.8	1.0	1.9	0.9	0.9	0.9	0.0	0.7	0.0
36.	Yobe	0.4	0.8	0.5	0.6	0.6	0.9	0.6	0.0	0.5	0.0
37.	Zamfara	44.6	46.9	48.4	54.7	45.0	38.8	45.0	0.0	41.5	31.6
Grand Total		100	100	100	100	100	100	100		100	100

Source: Data Obtained From Federal University Gusau, Zamfara State, 2020