

## **Evaluating Geo-Political Spread of Political Appointments in Nigeria Democratic-Federal System and its Implication for National Development**

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### **Abstract**

This paper examines the geo-political spread of political appointments within Nigeria's democratic-federal system and its implications for national development. Nigeria, characterized by its diverse ethnic and cultural composition, faces significant challenges in ensuring fair representation in political positions. The study highlights the historical context of political appointments, noting that since independence, ethnic considerations have often overshadowed merit in the distribution of political power, leading to tensions and demands for equitable representation among various groups. The analysis focuses on the recent appointments made by President Bola Ahmed Tinubu, scrutinizing the extent to which these appointments reflect Nigeria's federal character as mandated by the 1999 constitution. The findings reveal a concerning trend of lopsided appointments favoring the South-West region, particularly the Yoruba ethnic group, raising questions about inclusivity and national unity. The paper also discusses the implications of these appointments for national development, emphasizing the need for a balanced approach that fosters trust and cooperation among Nigeria's diverse ethnic groups. Furthermore, the research draws on insights from the Governance and Sustainable Development Initiatives (GSDI) to underscore the importance of adhering to the federal character principle in political appointments. The study concludes that without a commitment to equitable representation, Nigeria risks exacerbating existing divisions and undermining its democratic processes, ultimately hindering national development. This paper aims to contribute to the ongoing discourse on governance and representation in Nigeria, advocating for a more inclusive political landscape that reflects the country's rich diversity.

**Keywords:** Political Appointments, Federal Character Principles , Geo-Political Spread, National Development, Ethnic Representation

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## **Introduction and background to the study:**

One fundamental problem in every federal-democratic system is how to ensure fair and equitable representation in institutions and political position of authority among the divergent ethnic, cultural and tribal groups which makeup the state or nation. Countries or state in modern time are often cosmopolitan in nature and character, and therefore the need to ensure equitable distribution of power and position of authority is indisputably important and need not to be overemphasized.

Nigeria is a federal State operating a presidential democratic system with over two hundred and thirty (230) million people and about two hundred and fifty (250) ethnic groups according to National Population Commission (NPC,2006), ensuring fair and equitable representation of these groups in political positions have not only been daunting but cumbersome, it is therefore imperative to assess the fairness or otherwise in political office representation in Nigeria democratic system with the intent of ascertaining its fairness or otherwise and its implications for national development. There is no doubt that Nigeria as a country has been facing series of challenges and agitation from within, of the need to restructure and ensure more equitable representation in positions of authority (especially key political offices) such as President and Commander in Chief of the Armed Forces, Senate Presidents, Speaker of House of Representative, Heads of Federal Institution and Parastatals among others.

There has been outcry from different segments of the Nigeria state of non-representation or poor representation of their ethnic or tribal groups in government decision making processes thereby leading to agitation and demand for fair and equitable appointment into political offices and indeed this has fuelled agitation for succession in some quarters such as the 1966 January coup and the attempt to break away by the Eastern region under the name Republic of Biafra, championed by the Late Odumegbawu Ojukwu and of recent the Boko Haram insurgency in North East Nigeria 2009 up to date, as well as other regional groups and organizations such as Odua People's Congress in the West (Yoruba's), the Arewa Consultative Group in the North (Hausa Fulani) among others. Given this scenario, it is the intent of this paper to assess and evaluate the representations of different tribal and ethnic groups under President Ahmed Tinubu administration against the background of the increasing agitations for more inclusive participation in the process of decision making and governance for national development and sustainable growth.

## **Statement of problem**

Ensuring fair and equitable representation in positions of political authority and governance is not only daunting but difficult in most political system especially in federal democratic systems which is anchored on principle of power sharing among the component units, in Nigeria, the issue of lopsided political representation has been an age long discuss and problem among the major ethnic groups and indeed the minority groups, there has been outcry of marginalization lopsided representation and lack of representation in some quarters and in decision making processes this has often hinder effective participation and deliberation of some vital socio-economic and political issues necessary to bring about development and sustainable growth it is therefore, this research work attempt to evaluate the scenario with the hope of identifying the factors responsible for the

lop-sidedness and suggest and recommend better ways and measures to ensure fair and equitable representations of all and Sundry in political position in the state for sustainable growth and peaceful coexistence.

### **Aim and objectives:**

The core aim of this research work is to evaluate ethnic, tribal representations in some selected vital position of political authority and governance in Nigeria. While the objectives includes:

1. To see how fair and equitable the representation are in political office and authority
2. To see what measure/method has been used in allotting position of political office (authority).
3. To suggest and recommend better and more effective measure or ways to enhance equitable and fair representation in position of political authority.

### **Research question:**

1. How fair and equitable is ethnic, tribal political representation in Nigeria.
2. What measure or yardstick are used in allotment political office representation in Nigeria.
3. What measures do you think should be taken to enhance more equitable and fair representation in positions of political authority in Nigeria?

### **Methods and Materials:**

This research work employ exploratory approach in gathering data, through textbooks, journals, articles, periodical, government publications and internet materials, particularly statistic of appointment into various key political position of authority in Nigeria over the past few years, will be examine from the office of the Head of Service of the Federation and Federal office of Statistics.

### **Significance of the study:**

This study is important in many ways, first to the people of Nigeria, particularly those who felt they have been sort changed in terms of political representation, it will bring to limelight statistical evidence to show appointment into various political offices, it will also enable us to know the criteria or parameters that are used in appointing persons to key political offices.

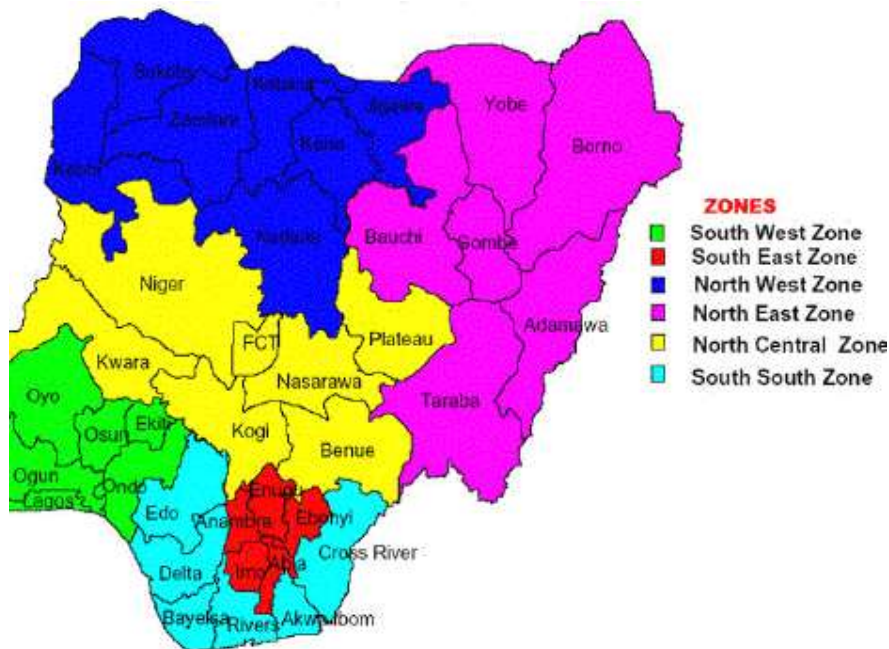
Importantly, it will bring to limelight the principle of Federal Character and quota system in appointing political office holders, so as to know if the principle are being adhere to or not, it will also show areas of lopsidedness, if at all they exist and what measures need to be taken to correct them, the government and concerned authorities will be awaken and made to know that citizens are their watchdog in their governance and administration of the polity.

The research work re-echo the importance of fair and equitable representation of all ethnic and tribal groups. Which make up the country as a way of fostering unity in diversity and enhancing sustainable national development.

### Scope of the study:

This research work is on Nigeria as a democratic federal system made up of thirty-six (36) states and the Federal Capital Abuja, it has a population of about two hundred and thirty million (230) people with over two hundred fifty ethnic/tribal groups and covers an area land mass of about 910,770 square kilometers or 351,650 square miles according to Nigeria National Population Commission (NPC 2006) head-count.

Figure 1: Nigeria's geo-political zones



Source: google

### Theoretical frame work of analysis:

The theoretical framework of analysis employed in this research is the theory of fair and equitable representation in political offices as presented by **Anne Phillip, (1998)** who argued on the need to explore importance of symbiotic representation, the need to tackle exclusion inherent in party political packaging of life as the need for more vigorous advocacy on behalf of disadvantaged groups and the importance of a politics of presence in opening up a wider range of policy options.

## Literature Review:

The 1999 constitution of Nigeria; Chapter 2 section 14 (3) and section 15 (2) states that “the composition of the Government of the Federation or any of its agencies and the conduct of its affairs shall be carried out in such a manner as to reflect the federal character of Nigeria and the need to promote national unity, and also to command national loyalty, thereby ensuring that there shall be no predominance of persons from a few State or from a few ethnic or other sectional groups in that Government or in any of its agencies. Accordingly, national integration shall be actively encouraged, whilst discrimination on the grounds of place of origin, sex, religion, status, ethnic or linguistic association or ties shall be prohibited” (Federal Republic of Nigeria, 2018). However, it is obvious that in Nigeria everything is based on first ethnic consideration before any other factor, this is evident in the area of voting, political office distribution, employment and government’s general support of the populace

Since attaining independence, Nigeria has experienced recurrent tensions due to the severe horizontal inequalities that exist between different regions and ethnic groups. After the end of the civil war, consecutive regimes embarked on a reform process intended to address the sensitive issues of inequality and ethnic domination. To buttress this Researchers at (Governance and Sustainable Development Initiatives) Limited, (GSDI) a management consulting and advocacy think tank on public sector whose Mission Statement is “to bring innovative and practical approaches in the promotion of good governance to the door steps of Government in pursuit of sustainable development” carried out an appraisal and detailed analysis of the list of appointees into federal establishment by the Secretary to the Government of the Federation. Their findings, which reveal a number of vital information with far-reaching effects on our ethnic diversity management, underscore once again the magnitude of the bureaucratic capacity challenge facing Nigeria the lessons, according to GSDI, are a tool for good governance and political engineering.

According to Mallam Nasir El-Rufai (Former Governor of Kaduna State)’s report and analysis on a research carried out by GSDI (Governance and Sustainable Development Initiatives) Limited, Abuja, A Management Consulting and Advocacy Think Tank on Public Sector whose Mission Statement is “to bring innovative and practical approaches in the promotion of good governance to the door steps of Government in pursuit of sustainable development” , have carried out an appraisal and detailed analysis of the list of appointees into federal establishment recently released by the Secretary to the Government of the Federation, in Mallam El Rufai report titled **analyses and lessons of the current geo-political distribution of federal appointments** The Executive Summary of the Mid-Term report of President Goodluck Jonathan administration highlighted, on pages 15 -19 under Federal Character, a total of 551 Federal Appointees and the breakdown by States which show that Delta with 27 federal appointees, followed closely by Kogi (26), Anambra (25), Osun (24) and Edo (23) were the top five states while Zamfara (5), Taraba (6), Ebonyi (6), Sokoto (7) and Lagos (were the five least favoured states. Listed in the Report as the three outcomes of the 2 year efforts of the administration in balancing geo-political appointments are that:“ Confidence is building in each geo-political zone that adherence to the federal character principle guarantees a sense of belonging; Zones that had felt marginalized in the past now have a greater sense of belonging; and there is awareness that Governments can be held accountable if

they subvert the federal character principle”. Details of these 551 federal appointments were later published in the Thisday edition of Wednesday 5 June 2013.

**The six Regional zones and the states they comprised are:**

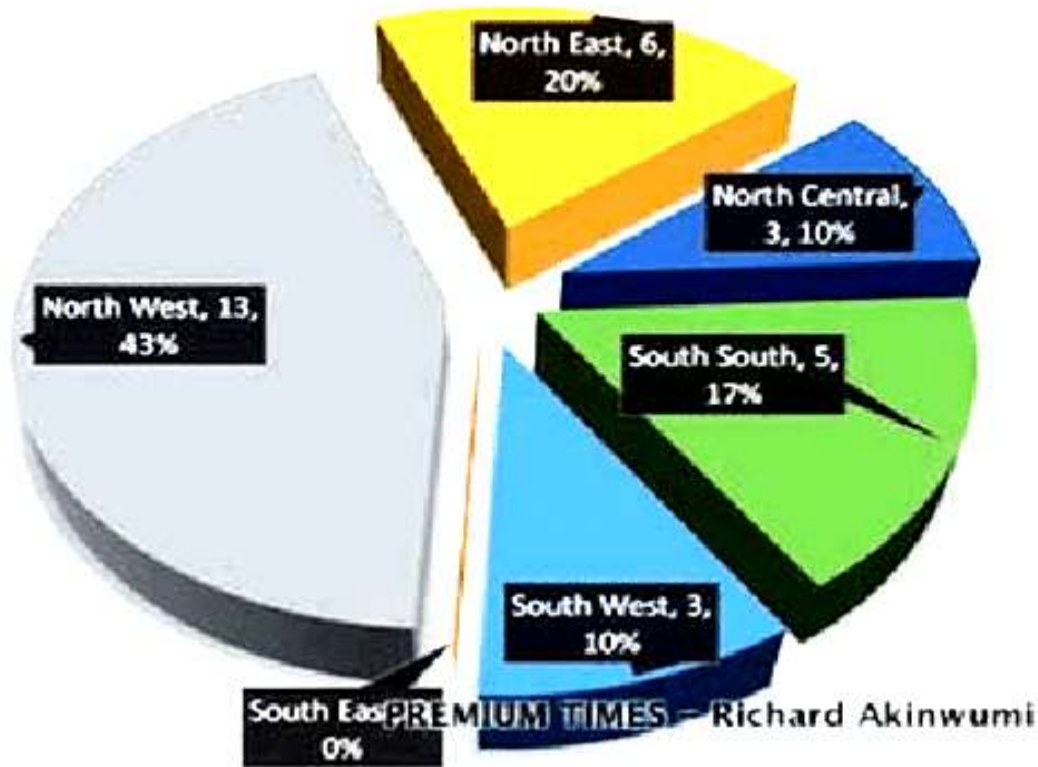
(i) North Central	Benue, FCT, Kogi, Kwara, Nassarawa, Niger, and Plateau States.
(ii) North-East:	Adamawa, Bauchi, Borno, Gombe, Taraba, and Yobe States.
(iii) North-West:	Jigawa, Kaduna, Kano, Katsina, Kebbi, Sokoto, and Zamfara States
(iv) South East:	Abia, Anambra, Ebonyi, Enugu, and Imo States.
(v) South South	Akwa Ibom, Bayelsa, Cross River, Delta, Edo, and Rivers States.
(vi) South West	Ekiti, Lagos, Ogun, Ondo, Osun, and Oyo States

**Representation of political appointments in the Federal Government, Nigeria by geopolitical zone (as of August 2018).**

	Min.	Min. of State	Perm. Sec.	Chm. of Board	Mem. of Board	Ambas.	S. Adv. to Pres.	S. Ass. to Pres.	S. Ass. to Vice-Pres.	Chief. Exec.	Total	%
NC	4	3	0	0	0	0	0	7	0	48	62	14.2%
NE	3	3	0	0	0	0	2	21	0	37	66	15.1%
NW	4	3	0	0	0	0	2	26	0	50	85	19.5%
SE	4	1	0	0	0	0	0	4	0	43	52	11.9%
SS	3	3	1	0	0	0	1	15	0	52	75	17.2%
SW	5	1	0	0	0	0	3	38	1	48	96	22.0%
Total	23	14	1	0	0	0	8	111	1	278	436	100%

Note: FCC (2018); federalcharacter.gov.ng

**Figure 2:Geo-political representation**



Source : google

**Geo-Political Spread of Key Political Offices in Nigeria Democratic-Federal System May, 1999 – May 2027.**

S/N	Position	May 1999- May 2007	May 2007 – May 2010	May 2010 – May 2011	May 2011 – May 2015	May 2015 – May 2023	May2023- May 2027
1	President	South West	North-West	South-South	South-South	North-West	South-West
2	Vice President	North-East	South-South	North-West	North-West	South-West	North-East
3	Senate President	South-East	North-Central	North-Central	North-Central	North-East	South-East

4	Speaker House of Representative	North-West	South-West	South-West	North-East	North-Central	South-West
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Given this prelude in the distribution and spread of Political appointment in Nigeria Federal instructions and Parastatals as provided by the office of the Secretary to the Government of the Federation, the research carried out by GSDI (Governance and Sustainable Development Initiatives) Limited, Abuja, and analyzed by Mallam El- Rufai (Former Governor of Kaduna State) it is expected that subsequent Government will take an edge from this point in addressing issues of equitable and fair distribution of political appointments across states and regions this research work explore the current political appointments under President Ahmed Bola Tinubu;s administration

There has been serious outcry from sections and regions about the appointment of people into sensitive key political positions of authority by Mr. president especially among his kens men {Yorubas} to the exclusion of other regions few among them is the Arewa Youths Integrity Network (AYIN) who critized President Tinubu for appointing Shamseldeem Babatunde Ogunjimi as Acting Accountant General of the federation, the group questioned trhe President's repeated selection of his kinsmen for key positions, labeling it a great disregard and disservice to the North. The group urged President Tinubu to embrace fairness and inclusive, warning thar nepotism hinders national growth and development, the group accuse the President of marginalizing other region in favor of appointing individual from his ethnic Yoruba group to strategic national positions

Some other people observed that just like his predecessor (President Muhammadu Buhari) President Tinubu does not see any reliable Christian to appoint even in Christian dominated region, and where he eventually pick one he gave them positions that are purely administrative in nature with no direct command of troops as the service branches (Army, Navy and Air force) have intelligence branches with troops and personnel on group. It is however worthy to note that President Ahmed Bola Tinubu has emphasized many times his government is all about national competence, but the crux of the matter here is that are there no competent people in other regions apart from the South-West where he comes from (Yoruba) Citing example only Mallam Nuhu Ribadu (National Security Adviser ) is from the North-East among the top thirty-four key senior political appointee made in the first six month of his administration, in the same vain only Rear Admirral E A Ogalla ( Chief of Naval Staff) is from South-East region. North-Central have Lt. Col. Muhammed Abdulkarin 102 Guards Battalion Suleja Niger and Major Isah Farouk Audu (N/14695) Commanding Officer State House Artillery North-West: Major General C.G. Musa Chief of Defense Staff, (Southern Kaduna Christian, AVM H.B Abubakar Chief of Air Staff (Fulani), Lt Col. Auwalu Baba Inuwa 117 Guards Battalion Keffi Nasarawa State (Hausa), Lt. A Aminu N/18578) Second-in Command State House Armament. (Hausa). South-South Major General EPA Undiandeye, Chief of Defense Intelligence (Obudu Cross River)

These are few of the key position appointed by President Tinubu, on the onset when the president appointed the Chief of Staffs it was a well idea as the President took a significant step towards inclusiveness by assembling a diverse cabinet of security Chiefs. A team which represents all the six geo-political zones of the country and encompasses various religious backgrounds, more importantly the three service Chiefs were Course mates from RC39 DHQ/AHQ/NHQ/AFHQ Commanders, However what is most important is the competence of the appointee and not where they come from or which course the graduated, Therefore, questions been raised as to why is President Bola Ahmed Tinubu is now relegating himself as being a Pan- Yoruba rather than being a Pan-Nigeria or Pan-African in his appointments of people into key political offices rise more question than answer,

One very important issue agitating people mind is "Does he Mr. President Tinubu not trust other Nigerians from other regions enough like his predecessor (President Muhammadu Buhari) to have them appointed to his cabinet strategic position, where then is the national unity we are talking about, where is the inclusiveness and sense of belonging we much talked about ?. People opined that even during Military rule one can see clearly that Nigeria has never witnessed such lopsided/ ethnic and tribal appointment as we are seeing with the present government, where are the Binis, Ijaws Jukuns and others in this government. Observers are calling on President to retrace his steps in this direction as a way of fostering unity in diversity the essence of the federal system of government.

### **Findings of the Research:**

The findings of this research reveal that over the years, political office appointments have often tilted towards one region or the other, depending on whom is at the helm of affairs (The President and Commander in Chief of the Armed forces of the Federal Republic of Nigeria), Who to a large extent determines who occupies some sensitive and strategic positions in government such as Heads of the Armed Forces, Head of Boards, and Parastatals. Although there are certain laid down principles and guidelines set up in the Federal Character Principle or Quota system as detailed in the Constitution of the Federal Republic of Nigeria, this only applied to certain political office positions. For example, the principle provides for the election of three (3) Senators from each of the thirty-six (36) states and one from the Federal Capital Territory (FCT Abuja), which make up the 109 Senators in the upper house of the country.

Similarly the constitution of the Federal Republic also provides for election of representatives from each of the thirty-six states on the basis of their population strength and geographical expanse. This is why the number of representatives from each state varies in number, depending on the population of the state, since states are not evenly created on the basis of population, therefore, states like Kano and Lagos with a greater population will invariably have more members in the House of Representatives than states with a lesser population such as Yobe and Ebony states, nonetheless there are 360 members in the Federal House of Representatives, otherwise referred to as the lower house in Nigeria.

It is also important to know that appointments in to Civil Service (Ministries, Boards and Parastatals) are expected to be based on Federal Character and Quota System, as well as in other

areas, such as government educational institutions and paramilitary institutions such as regular Army, Navy, Air-force, Police, Civil Defense, State Security Services (SSS), Customs, Immigration Services, and many others. Unfortunately, this principles is often not adhered to or are misuse and abused in all facets of public/government institutions.

Similarly, appointments into boards and other agencies of government are supposed to reflect the Federal Character Principle. For instance Nigeria Seaport Authority, Airways, Nigeria National Petroleum Corporation (NNPC), Independent Electoral Commission (INEC), appointment of Ambassadors and Foreign Emissaries or Boards and Commissions such as National University Commission (NUC), Industrial Fund, National Board for Technical Education (NBTE), Nigeria Television Authority (NTA), National Commission for Colleges of Education (NCCE) among others.

Unfortunately, this is not been adhered to or applied in appointments of key political office-holders, thereby undermining the purpose and objectives for which they are set to achieve, which is primarily to ensure equal access and opportunity to all and sundry in respective of origin, tribal or ethnic affinity, it is however, worthy to say that despite the aforementioned criteria and guidelines embedded in the constitution of the Federal Republic and the setting up and establishment of institutions and agencies to ensure there implementation and adherence, in reality, these policies are mere paperwork devoid of what is obtained practically in the political realm. Little can be said to be seen in the core Civil Service bureaucracy but in the political appointments which is on tenure system the principles are absolutely not in use as evident from one regime tending to dominate others.

For example, statistics showed that during the tenure of the immediate past president,(Retired Major General Muhammadu Buhari), key and important political positions of authority were predominantly Hausa /Fulani from the Northern part of the country. For instance, some are Chief defense Staff, Inspector General of Police, Chief of Army Staff, Chief of Air Staff, Chief of Naval Staff, Director of State Services (SSS), Chief of Staff to the President, and many Heads of government Parastatals and Agencies with marginal inclusion of people from the West and East of the country. In the same vein, the current President, Senator Ahmed Bola Tinubu, has also appointed his political allies, tribesmen into key political positions and authority from the Yoruba ethnic group (West), such as Custom, Immigration, Police Inspector General (IG), Chief of Staff to the President, Commandant Civil Defense among others as well as appointments into boards, agencies, and parastatal.

There has been outcry in some quarters that the present administration of President Ahmed Tinubu fails to adhere to the federal character principle in his appointment of key political office holders. Indeed, there are allegations of his administration favoring his ethnic/tribal group in his appointments to the denial of other ethnic/tribal groups within the federal system.

**The table below shows the political spread of key federal political appointments under President Ahmed Tinubu's administration 2023–2024. As at December 2024**

S/N	NAME OF APPOINTEE	POSITION	STATE OF ORIGIN	REGION
1	Mallam Nuhu Ribadu	National Security Adviser	Adamawa	North-East
2	Maj Gen, C.G Musa	Chief of Defence Staff	Kaduna	North-West
3	Lt. Gen. Olufemi Oluyede	Chief of Army Staff	Ekiti	South-West
4	Vice Admirral E.I Ogalla	Chief of Naval Staff	Enugu	South-East
5	AVM H. B Abubakar	Chief of Air Staff	Kano	North-West
6	I G Kayode Egbetokun	Inspector General of Police	Ogun	South-West
7	Maj Gen. Emmanuel Undiandeye	Chief of Defence Intelligence	Cross River	South-East
8	Col. Adebisi Onasanya	Brigade of Guards Commander		South-West
9	Lt Col. Moshood Abiodun Yusuf	7 Guards Battalion Asokoro		South-West
10	Lt. Col. Auwalu Baba Inuwa	177 Guard battalion Keffi Nasarawa State		North-Central

11	Lt. Col. Mohammed Abdulkarim	102Guard Battalion Suleja		
12	Lt.Col Olumide A Akingbesote	176 Guard Battalion Gwagwalada Abuja		South- West
13	Major Isah Faruk Audu N14695	Commanding office State House Artillery	Sokoto	North- West
14	Capt. Kazeem Olalekan Koyejo Hamzat	Commanding Officer State House Intelligence		South- West
15	Major T.S Adeola	Commanding Officer State House Armament		South- West
16	Lt A. Aminu	Second-in- Command State House Armament		North- West
17	Senator Godswill Akpabio	Senate President	Cross River	South – South
18	Hon Abbas Tajudeen	Speaker House of Representative	Kaduna	North- Central
19	Hon Julius Ihomvbere	Majority Leader Hose of Representative	Edo	South- South
20	Adeniyi Bashir Adewale	Ag. Controller General of Customs	Osun	South- West

21	Mr Olayemi Micheal Cardoso	Central Bank Governor	Lagos	South-West
22	Kemi Nandap	Immigration Control General	Ogun	South-West
23	Olufemi Hakeem Gbajabiamila CFR	Chief of Staff	Lagos	South-West
24	Victor Adekunle Adeleke	Head/Chief Protocol	Oyo	South-West
25	Justice Olukayode Ariwoola	Chief Justice of the Federation	Oyo	South-West
26	Mr.Sylvester Nwakuche	Ag Controller general of Nigeria Correctional Services	Imo	South-East
27	Mr. Shamseldeen Babatunde Ogunjimi	Ag. Accountant General of the Federation	Lagos	South-West
28	Hajia Hadiza Bala Usman	Special Adviser on Policy Coordination	Kaduna	North-West
29	Hajia Hannatu Musa Musawa	Special adviser Culture and Entertainment Economy	Katsina	North-West
30	Senator Abdullahi Abubakar Gumel	Senior Special Assistant, National Assembly Matters (Senate)		
31	Hon (Barr) Olarewaju Kunle Ibrahim	Senior Special Assistant, National Asse		South-West

		mbly Matters (House of Representative s)		
32	George Akume	Secretary to the Federal Government of Nigeria	Benue	Noth- Central
33	Mr. Abisoye Fagade	Director General National Institute Hospitality and Tourism		South- West
34	Mr. Adebowale Adedokun	Director General Bureau of Public Procurement		South- West
35	Mr. Daniel Bwala	Special Adviser Media and Public Communicatio n State House	Borno	North- East
36	Mr. Bayo Onanuga	Special Adviser on Information and Strategy		South- West
37	Mr. Silas Agara	Director General National Directorate of Employment (NDE)		
38	Mr. Umar Ibrahim Muhammed	Director General		

		Nigeria Institute of Hydrological Services Agency (NIHSA)		
39	Mr. Baffa Dan Agundi	Director General National Productivity Centre (NPC)	Kano	North- Central
40	Cornelius Oluwasegun Adebayo	Executive Secretary and Chief Executive Officer of National Agricultural Land Development Authority (NALDA)		South- West
41	Mr. Saleh Abubakar	Director General National Agency for Great Green Wall	Yobe	North- East
42	Dr. Olufemi Adekanbi	Project Coordinator for Hydrocarbon Pollution Remediation Project	Ondo	South- West
43	Mr Tosin Adeyanju	Executive Secretary National		South- West

		Lottery Trust Fund (NLTF)		
44	Oluwaseun Faleye	Managing Director and Chief Executive Officer Nigeria Social Insurance Trust Fund (NSITF)		South-West
45	Mrs Mojisolaoluwa Kehinde Alli-Macualay	Executive Director Operations Nigeria Social Insurance Trust Fund (NSITF)		South-West
46	MS Omobola Bridget Oloworaran	Director General National Pension Commission (PENCOM)		South-West
47	Mr. Johnson Ewalefoh	Director General Infrastructure Concessions Regulatory Commission (ICRC)		
48	Mr. Olawale Olapade	Director General National Sport Commission	Ogun	South-West
49	Mr. Adeola Oluwatisin Ajayi	Director General State Security Services (SSS)		South-West

50	Dr, Ahmed Abubakar Audi OFR Mni	Commandant General Nigeria Civil Defence Corps	Nasarawa	North- Central
51	Aisha Garba	Executive Secretary Universal Basic Education Commission		North West

### Conclusion:

There is no doubt that President Bola Ahmed Tinubu started his political appointment on a sound ground with the appointment of the Army Chiefs from the same course code RC 39 to which he was applauded for his choice and selection of vibrant, agile and vase-tile armed men, believed to possess the technical know-how to carry on with the expected professionalism of the military and to work toward achieving the required goals of a peaceful secured and harmonious Nigeria, he was also applauded in his spread of choice and selection from the six geo-political regions as well as taking cognizance of religion and ethnic diversity indeed he would have done nothing more than he has done. However, his subsequent appointment leave much to be desired as it does not only leave out some known and credible people whom majority of the populous assume will be picked as part of his cabinet to work towards achieving the much expected better Nigeria, ( Renew-Hope) but to the dismay of many he ended up picking mediocre whom cannot deliver, no wonder some of them have been shown the way out in the first year of his administration, some were involved in corrupt practices, diversion and embezzlement while some were laid off on the ground of incompetence, One would have expected people like Fashola, El-Rufai, Sanusi, Aganga, and some few old good hands from the previous government and from the opposition parties instead of assembling party stalwarts who have little or no knowledge of public administration talk less of initiating and implementing viable policies that will bring about the much expected desirable progressive changes. Worst more the President tend to tilt completely towards his kinsmen and old associates who happens to be from his tribal or ethnic group the Yorubas, no wonder there has been outcry by many about lopsidedness in his political appointments favoring his clan, associates and tribal men to the neglect of other tribes, regions and ethnic groups, so much so that there is the contention of his Yorubalization of the Nigeria Federal system as a follow-up to the Fulanization of Nigeria of the previous regime of President Muhammadu Buhari. This observation raised is borne out of the fact that out of the fifty-one (51) sampled Federal Political Appointments of President Bola Ahmed Tinubu between May 29/2023 and December 18/2024, 29 out of 51 are from the South-West (Yorubas) this is why he is said to be recruiting his kinsmen alone into the

federal political office, this implies that the other five (5) regions have twenty-two (22) positions in the federal political appointment which in reality is grossly lopsided.

On a general note and as observed from previous administration, every government tends to tilt toward his own kinsmen and region in the appointment of Security personnel and immediate administrative supportive staff Such as Chief of Defense Staff, Chief of Army Staff, Guards Commandants, and Inspector General of Police (IGP), while in term of Administrative support staff such as Chief of Staff to the President, Chief of Protocol, Director of State Security Services among others are usually close allies. The President cannot avoid to be carefree with his personal security setup and that of his family, this must have been the main reason why most at time leaders pick people of proven integrity in whom they have trust and can continue to put their trust under all situation and circumstances. It is however, expected that that in the appointment of other positions the principle of fairness, equity, federal character and quota system will be a guide, Administration are urge to take cognizance of this very important observation and suggestions.

### **Recommendations:**

It should be borne in mind that Nigeria is a federal system which presupposes the existence of diverse ethno-tribal groups and people coexisting on the bases of certain fundamental principles which often serve as guide for the continued existence and survival of the system, this principles are often seen as agreements among the coexisting regions which are not also static but dynamic, in fact this principles are common features or characteristics of all federal systems either old or young, the greater the level of adherence to this principles the better it is for the system to function effectively or otherwise, It is also known fact that federal systems often put in place mechanisms and institutions that will always ensure that the guiding principles are always abide with by all the component units, groups and organizations one of this guideline and institution is the constitution, National Assembly, Institutions of inter-governmental relations, Policies and Programs such as Federal Character Principles, Quota system, Zoning system. Rotational Leadership, constitutional conferences among others. Even in the advance federal systems such as United States of America, Canada and Australia among others, this institutions and principles are often guided and fine-tune from time to time.

Therefore, this research work suggest and recommend the following:

1. Leaders should always bear in mind that Nigeria as a country is a federal system built on certain fundamental principles of understanding and agreement among the diverse group of people that make up the society, this is why it is often referred to as a Nation made up of different Nations, it therefore incumbent on Leaders and Staff officers to always carry out their responsibilities with this in mind and to be cautious of their actions, utterances and dealings with the people over whom the rule and govern.
2. There should be adherence to the body of rules and regulations ( Constitution) Constitutionalism, which is the fundamental rule and regulations of the land and the provisions of the constitution as contained therein, such as the rule of law, freedom of Association, freedom of Speech, Fundamental human rights, Press freedom, Equal opportunity, Freedom of thought and consent among others.

3. Independent of the Judiciary, which is the last hope of the common man (Last resort) in the protection and guaranty of fundamental human rights should be upheld and respected.
4. The Federal Character Principles and Quota system in appointment of political office holders, civil servants, Bureaucrats, admission into higher institutions should be implemented and adhered to by all sector of the society.
5. Issue of marginalization and outcry by sections, regions and ethno-tribal groups should be revisited and addressed.
6. Nigeria's relationship with outside countries especially, Nigeria new found friend under President Tinubu administration should be caution and careful, the experience of French Colonial Administration in some African countries such as Niger, Chad and Mali (See Frantz Frano (Wretched of the Earth) is enough to serve as lesson for us not to be too close to them.
7. There is the need for strong and virile political parties with strong ideology and political will to manage and harness our economic resources to bring about development and progress.
8. There is the dear need to invest into productive sectors such as Agriculture, Industry, Manufacturing and construction as against the buying and selling economy which add no value to the system.
9. Security need to be strengthened, the wave of security challenges in different parts of the country leave much more to be desired, government must as a matter of urgency and necessity take more pro-active measures in the protection of life and property of citizens for a peaceful and harmonious coexistence.
10. Regional agitations by groups and organizations such as Movement for the Independent Sovereign People of Biafra (MOSPOB). Yoruba Nation by Odua groups, Arewa Forum, the Niger Delta issue, Ijaw Movement, the Jukun and many other pockets of agitation must be address timely and promptly. Similarly issues regarding the prominent leaders or agitators need to be address and put to rest once and for all, such as Kanu and Sunday Igboho, of MOSPOB and Yoruba nation.
11. Poverty and economic hardship is no doubt one of the major problem confronting Nigeria and her people, government must make haste in addressing hunger and starvation in the land by putting in place robust economic policies that will address poverty, inequality and hunger, especially among the poor majority.
12. The focus of this research work is on Evaluating Political Office Appointments across geo-political setting which has often been a cause for alarm and for agitation by different groups and sections of the society there is the need to revisit this, so as to give every one equal opportunity and access to political office holding and create sense of belonging among all and sundry, this is not to say that merit, competence and capability should be undermined. It fact is should be a topmost agenda but be that as it may be that is not to say there are no competent, qualify people in other regions of the country than South-West? Certainly there are.
13. There is also the urgent need to address the wave of security challenges in difference section of the society, such as Boko-Haram in the North-East, Kidnapping in virtually all parts of the country, Banditry in North-West, Animal rustling, and violence crisis

everywhere North, South, West and East Urgent step are required to stem this wave ravaging the country.

14. The government should as a matter of urgency embark on provision of infrastructures such as road, electricity (Power supply), health care facilities and rehabilitation of dilapidated ones in the nooks and cranny of the country. This will reduce the suffering of people and make life more meaningful.
15. Education need to be given the desired attention as it is the institution responsible for teaching, learning and value transmittion from generation to generation and for any meaningful development in term of science and technology, the required enabling environment must be provided.

Finally, National development can only be achieve if there is good and inclusive governance, security of life and property guaranteed, fundamental human rights must be assured, and a people oriented government who sees the people as the subject of governance rather than been the object to be govern. Nigeria has come of age and should learn how to manage her affairs, our over reliance on foreign aids and control such as International Monetary Fund (IMF) and World Bank Policies, the Structural Adjustment Policy, Devaluation of Naira, Foreign Aids, Over-dependent on foreign friends such as Britain, America and France, is not only a blow on our face but a plot to be conscious about, A word they say is enough for the wise.

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