**Staff Profile for Mr. Ugwuibe, Onyemaechi Christopher**

**Picture**

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**Brief Biography:**

Ugwuibe, Onyemaechi Christopher holds M.Sc in Public Administration and Lectures in the Department of Public Administration and Local Government, University of Nigeria, Nsukka. His research interest covers public policy, local government studies, human resources management and project management. He has to his credit numerous scholarly articles in local and international journals, and book chapters. A member of International Project Management Professional (IPMP). He is equally a fellow of the Institute of Corporate and Public Administrators of Nigeria (ICPAN).Onyemaechi is currently a doctoral student in the Department of Public Administration and Local Government, University of Nigeria, Nsukka, Enugu State.

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**Responsibilities:**

* Member, Departmental Examination Committee, December, 2017 till date
* Member, Departmental Information and Communication Technology (ICT) Committee, December, 2017 till date
* Member, Departmental Time-Table Committee, December, 2017 till date

**Publications: Journals**

**1.**Okwueze,F.O & **Ugwuibe, O.C** (2014).Technological advancement and human resource management in Nigeria: Problems and prospects. *University of Nigeria Journal of Political Economy,7 (1&2):198-217.*

**2.Ugwuibe, O.C** & Olorunfemi, G.C (2013) .Youth entrepreneurship as a tool for economic development in Nigeria.*Nigerian Journal of Public Administration and Local Government*, 17(1):103-112.

**3**.Nnamani, D.O, Nwachukwu, T & **Ugwuibe, A** (2015).An assessment of local government administration and sustainable rural development in Nigeria. *Journal of Social Sciences and Public Policy,* 7(2):8-26.

**4.**Okwueze, O.F & **Ugwuibe, O.C** (2016).The privatization of power sector in Nigeria: A political economy perspective.*Nigerian Journal of Public Administration and Local Government* , *17*(1):118-137.

**5**.Agalamanyi, C.U & **Ugwuibe, O.C** (2016).The 2014 pension reform Act and pension fund administration in Nigeria: A prognostic analysis*. University of Nigeria Journal of Political Economy, 9* (2),157-174.

**6.Ugwuibe, O.C** & Ambrose-Iheanacho, E.C (2017). *General studies and the challenges of good governance. General* Studies in 21st Century African Development. A Pre-Conference Proceeding for School of General Studies International Conference held at the , University of Nigeria, Nsukka, 7th -10th May, 2017. Grand Heritage Global Communications, Nsukka, Enugu State. Pp 234-244.

**7.**Onah, F.O & **Ugwuibe, O.C** (2017). Managing Nigerian public sector organizations for economic development: Issues and techniques. In Oguonu, C.N & Ikeanyibe, M.O (Edited), *Recurrent Themes in Nigerian Public Administration*. Enugu: Otuson Nig. Ltd.

**8**.Onah, F.O; Onyishi, E; Ugwu, C; Izueke; E, Anikwe, S.O; Agalamanyi, C & **Ugwuibe, C.O** (2017). Assessment of Capacity Gaps in Nigeria Public Sector: A Study of Enugu State Civil Service. *International Journal of Advanced Scientific Research and Management (IJASRM)*, *2* (7), 24-32.

**9.**Amujiri, B.A; Amujiri, A.N; Nwogbo, D.I; **Ugwuibe, O.C** ; Okolie, C.A & Onodugo C. I, (2017).Perception of women and harmful traditional practices affecting women in Enugu State: The nexus. *Mediterranean Journal of Social Sciences***.**

* **Monographs**

**Ugwuibe, O.C** (2016).*Youths and electoral Processes: The Nigeria experience.**Discourse Square Magazine*(3rd ed)pp 33-34

**Ugwuibe, O.C** (2015).*Youth unemployment: The Nigerian situation.**Discourse Magazine* (1st ed)pp 36.

**Ugwuibe, O.C** (2015).Youth and community development in Nigeria**.** *Discourse Square Magazine,* (2nd ed)pp-37

**ABSTRACT OF PUBLISHED PAPERS**

**TECHNOLOGICAL ADVANCEMENT AND HUMAN RESOURCE MANAGEMENT IN NIGERIA: PROSPECTS AND CHALLENGES**

**BY**

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**Abstract**

Technological advancement is slowly but surely changing just about everything in our lives, especially how we work. These days, most employees not only do a large amount of their work on a computer, but many work remotely, learn new skills in online courses, and even find jobs through social sites and web based job hunts. All of these things must be managed and developed through those working in human resources. The paper discussed prospects and challenges of technological advancement and human resource management in Nigeria.The study holdsthat rapid advancement of technology has changed the way the world operates. Data for the study were gathered through secondary sources. The study revealed that globalization, workforce diversity, changes in political and legal environment among others pose grave consequences to technological advancement in Nigeria. It recommends among others things that Training and retraining of Human Resource Information System (HRIS) should be given to the HR managers or HR professionals so that they can overcome technological advancement challenges.

**Keywords- Technology, Human Resource, Organizations, Management**

**How to cite this paper:** Okwueze,F.O. & **Ugwuibe, O.C.** (2014).Technological advancement and human resource management in Nigeria: Problems and prospects. *University of Nigeria Journal of Political Economy,7* (1&2):198-217.

**YOUTH ENTREPRENEURSHIP AS A TOOL FOR ECONOMIC DEVELOPMENT IN NIGERIA**

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**Abstract**

This paper is on youth entrepreneurship as a tool for economic development in Nigeria. The paper discussed the concept of youth, entrepreneurship, and youth entrepreneurship, the youth entrepreneurship strategies, and barriers to entrepreneurship development among Nigeria youths. The study holds the view that promoting entrepreneurship culture is on the ground that youth in all societies have sterling qualities such as resourcefulness, initiative, boldness, imagination, enthusiasm and courage among others which are all valuable traits for entrepreneurship development. Data for the study were gathered through secondary sources. The study show how high cost of doing business in Nigeria and the social attitude of youths among others were barriers to entrepreneurship development in Nigeria. It recommended among others that strong patent law should be provided by the government of the Federation so that local entrepreneurs will be protected from foreign producers.

**Keywords:** Development, Youth Entrepreneurship, Unemployment, Strategies.

**How to cite this paper: Ugwuibe, O.C.** & Olorunfemi, G.C. (2013) .Youth entrepreneurship as a tool for economic development in Nigeria.*Nigerian Journal of Public Administration and Local Government*, 17(1):103-112.

**AN ASSESSMENT OF LOCAL GOVERNMENT ADMINISTRATION AND SUSTAINABLE RURAL DEVELOPMENT IN NIGERIA**

**BY**

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**ABSTRACT**

Local government is a vehicle to drive social service delivery for people in the grassroot some obstacles undermined these services despite various reforms from military and civil regimes in Nigeria. The paper will articulate some issues to address the responsive needs of the people in rural areas irrespective of the fat revenue accrued to local government from the federation account. The politics of do-or-die affair, undue interference from state and federal levels, constitutional provisions and unqualified personnel has decline the primary function of local government to the grass root. The paper x-rays some factors derailing socio-economic development to people in the rural areas with special reference to peasants who are at the receiving end of underdevelopment. The Nigerian political arrangement negates the essence of federalism which is decentralization but local level became highly centralized. The gross fiscal practice skewed was in favour of central government couple with unaccountability among political class thwart meaningful development efforts in the grassroot. Local governments have refused to perform their constitutional roles, let alone address the social needs of people in the rural area due to emasculation by other tiers of government. An integrated rural development approach is de-factoring in ameliorating the responsive needs of rural populace. Also, the autonomy of local governments will help strengthen fiscal and political reforms to enhance sense of belonging and good governance to Nigerian grassroot.

**Keywords: Local Government, Rural Areas, Revenue Allocation, Decentralization, Politics**

**How to cite this paper:** Nnamani, D.O, Nwachukwu, T & **Ugwuibe, A** (2015).An assessment of local government administration and sustainable rural development in Nigeria. *Journal of Social Sciences and Public Policy,* 7(2):8-26.

**THE PRIVATIZATION OF POWER SECTOR IN NIGERIA: A POLITICAL ECONOMY PERSPECTIVE**

**BY**

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**Abstract**

Power is vital to the growth and development of any economy. In the Nigerian situation the reverse appears to be the case as power outages have continued to affect the country’s development. Currently, the country faces serious energy crisis due to declining electricity generation from domestic power plants which are basically dilapidated, obsolete and gross inefficiency of the public utility provider. Implementing reform has resulted in significant progress that includes unbundling and privatization of the long-standing government-owned monopoly in the power sector. It is against this back drop that this paper takes us through memory lane of the privatization of the power sector in Nigeria. Using the political economy perspective, the paper is of the view that the privatization of the power sector in Nigeria is based on capitalist values, ideology, orientation and assumption. Data for the study were gathered through secondary sources. The study revealed among others that the transmission system is potentially the weakest link in the entire chain of the Nigerian electricity network. Inadequate transmission infrastructure has been consistently highlighted as being responsible for stranded capacity that is characteristic of the electricity grid. The paper concluded among others that in spite of the constraints to the privatization of the power sector in Nigeria, significant investment is required to improve the transmission system if it is to keep pace with the expected growth in the generation capacity and consumers’ expectations of improved power supply.

**Keywords: Political Economy, Privatization, Power Sector, Reform, Unbundling**

**How to cite this paper:** Okwueze, O.F & **Ugwuibe, O.C** (2016).The privatization of power sector in Nigeria: A political economy perspective.*Nigerian Journal of Public Administration and Local Government* , *17*(1):118-137.

**THE 2014 PENSION REFORM ACT AND PENSION FUND ADMINISTRATION IN NIGERIA: A PROGNOSTIC ANALYSIS**

**BY**

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**Abstract**

The lack of adequate and timely budgetary provisions coupled with poor retirees’ welfare scheme informed the introduction of the new pension scheme, otherwise called the contributory pension scheme. To fortify its operations and increase its regulation, the Federal Government introduced the Pension Act of 2004, and later amended as the Pension Act of 2014.The history of pensions in Nigeria started with the 1951 Pensions Ordinance. Between that time and 2014, several types of Pension schemes were legislated or decreed into law by successive governments. In 1979, the then Military Government passed the Pension Decree 102 for civil servants. As a result of the generaloutcry of the people following the maladministration of the various schemes, the Federal Government enacted thePension Reform Act in 2014 to replace all other existing Pension Schemes. Like the amended Act, the new PensionReform Act 2014 governs and regulates the administration of the contributory pension scheme for both thepublic and private sectors in Nigeria. It is against this back drop that this paper examined the 2014 Pension Reform Act and Pension Fund Administration in Nigeria. Using the social responsibility theory, the paper argued that pension administration is the social responsibility of government which it should provide for her employees. Data for the study were gathered through secondary sources. The study found that with the Pension Reform Act 2014 as amended, fraud and misappropriation of pension funds may ultimately reduce. The paper concluded that Pension Reform Act 2014 if well implemented would unarguably serve as a leveraging platform to transforming the welfare of the Nigerian worker and other stakeholders/beneficiaries.

**Keywords: Pension Reform Act 2014, Retirement, Pension, Pension Managers, Wages**

**How to cite this paper:** Agalamanyi, C.U & **Ugwuibe, O.C** (2016).The 2014 pension reform Act and pension fund administration in Nigeria: A prognostic analysis*. University of Nigeria Journal of Political Economy, 9* (2),157-174.

**GENERAL STUDIES AND THE CHALLENGES OF GOOD GOVERNANCE**

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**Abstract**

Tertiary education is fundamental to the construction of knowledge and knowledge itself has become a vital factor for good governance. The concept of good governance and general studies programme are intertwined. Thus, this paper examined the general studies and the challenges of good governance. The paper takes us through memory lane on how leadership style, corruption among other factors has militated against good governance especially in the Nigeria context. Data for the study were gathered through secondary sources. The study revealed that the general studies programme is in the better position to educate the student, irrespective of their chosen fields, into becoming patriotic citizen that will take over the mantle of socio political leadership of the country and ensure that the tenets of good governance is uphold. The paper recommended that Nigerians should no longer be silent on poor government policies. People need to hold their destinies in their hands and make government to be alive to its constitutional responsibility of maintaining law and order and providing sufficient resources needed for the general studies programme.

**Keywords:** **Good Governance, General Studies, Education, Tertiary.**

**How to cite this paper: Ugwuibe, O.C** & Ambrose-Iheanacho, E.C (2017). *General studies and the challenges of good governance. General* Studies in 21st Century African Development. A Pre-Conference Proceeding for School of General Studies International Conference held at the , University of Nigeria, Nsukka, 7th -10th May, 2017. Grand Heritage Global Communications, Nsukka, Enugu State. Pp 234-244.

**MANAGING NIGERIAN PUBLIC SECTOR ORGANISATIONS FOR ECONOMIC DEVELOPMENT: ISSUES AND TECHNIQUES**

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**Edited Book**

The chapter discussed the history challenges and techniques for managing public organizations in the Nigerian context. The chapter provides a bird’s eye view of the development of modern public organizations in the country, types, the challenges and techniques of dealing with some of the challenges.

**How to cite this paper:** Onah, F.O & **Ugwuibe, O.C** (2017). Managing Nigerian public sector organizations for economic development: Issues and techniques. In Oguonu, C.N & Ikeanyibe, M.O (Edited), *Recurrent Themes in Nigerian Public Administration*. Enugu: Otuson Nig. Ltd.

**ASSESSMENT OF CAPACITY GAPS IN NIGERIA PUBLIC SECTOR: A STUDY OF ENUGU STATE CIVIL SERVICE**

**BY**

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**(An Original Research Funded by TETFund, Nigeria)**

**ABSTRACT**

The public sector is the engine that drives the substantial proportion of total economic activities of every nation. The shortage of appropriate skilled labour in the civil service constitutes human resource management challenges. It is against this back drop that this research was conducted to assess the capacity gaps in Nigeria public sector. Consequently, the research was conducted in Enugu State Civil Service. The paper investigated the prospects and challenges of capacity gap in the civil service. The study collected and used both qualitative and quantitative data. The study revealed that there is serious capacity gap in Enugu State Civil Service. The research revealed that inadequate funding, inadequate basic computer and ICT skills, communication skills, among others, posed grave consequences to the capacity in Enugu State public sector. The study recommended among others, that adequate funding of functional training programmes should be maintained to enhance effective and efficient performance of the employees.

**Keywords: Capacity, Capacity Building, Capacity Gap Assessment, Public Sector Reforms**

**How to cite this paper:** Onah, F.O; Onyishi, E; Ugwu, C; Izueke; E, Anikwe, S.O; Agalamanyi, C & **Ugwuibe, C.O** (2017). Assessment of Capacity Gaps in Nigeria Public Sector: A Study of Enugu State Civil Service. *International Journal of Advanced Scientific Research and Management (IJASRM)*, *2* (7), 24-32.

**PERCEPTION OF WOMEN AND HARMFUL TRADITIONAL PRACTICES AFFECTING WOMEN IN ENUGU STATE: THE NEXUS**

**BY**

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**Abstract**

We verified the negative perception of females and the consequent obnoxious and harmful practices perpetuated against them particularly in Enugu state. Scholars have expressed increasing concern about these obnoxious practices. These have found practical expression in a lot of work by experts, international agencies and non-governmental organizations. We examined the people’s real and major reasons for practicing the identified obnoxious practices; verified the opinions and intentions of men towards such practices, discussed the effects of these obnoxious practices on female in Enugu state and suggested ways of eradicating these ungodly and evil practices. The instrument we used in the study includes observation method, questionnaires and oral interview. Data generated by the study was analyzed through descriptive statistics, and contents analyses. The study made some findings which sustains this negative perception which includes the believed that once married, a female and all she has revert to her husband, and that bringing girls up is like planting flowers in another man’s compound while living there or putting water in a leaking pot. The work made some useful recommendations that will reduce these obnoxious practices to a vanishing point.

**Keywords: Perception, Women, Harmful, Traditional Practices, Affecting, Enugu State, Nexus**

**How to cite this paper:** Amujiri, B.A; Amujiri, A.N; Nwogbo, D.I; **Ugwuibe, O.C** ; Okolie, C.A & Onodugo C. I, (2017).Perception of women and harmful traditional practices affecting women in Enugu State: The nexus. *Mediterranean Journal of Social Sciences***.**

**Papers Accepted for Publication**

**THE STATE AND COLLAPSE OF ANTI-CORRUPTION INITIATIVES IN NIGERIA’S FOURTH REPUBLIC**

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**ABSTRACT**

Nigeria, in the past decades has been rated as one of the top ten among the league of corrupt nations by Transparency International and other international watchdog organizations. The paper takes us through memory lane of state and collapse of anti-corruption initiatives in Nigeria’s fourth republic. The study relied on institutional theory as it framework of analysis. The institutional theory focuses on what it considers as the weak institutional structures, processes and capacities of peripheral state like Nigeria. Thus, the rule of law is weak and anti-corruption institutions such as the ICPC, EFCC among others are incapacitated, and are either themselves havens of corruption. Data for the study were basically selected from secondary sources. The study revealed that, because the state is weak, the character of the dominant class in the peripheral country like Nigeria determines the form and outcome of the anti-corruption institutions. Further, there are evidences that the anti-corruption institutions are constantly under pressure from formidable political interests which cut across political lines especially at the National level. Finally the paper recommended among others that there is an urgent need for a clarion call to strengthened these Commissions, institutionally, human capacity wise and politically.

**Key words: Corruption; Anti-Corruption; State, Nigeria, Institutions**

**HUMAN CAPITAL DEVELOPMENT AND SUSTAINABLE DEVELOPMENT IN NIGERIA: THE NEXUS**

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**Abstract**

Human capital development is a central determinant in the achievement of sustainable development in any economy. Sustainability to any development requires that both natural resources and human resources have to be maintained for future generations. Sustainable development involves devising a social and economic strategy, which ensures that real incomes rise, that educational standards increase, that the health of the nation improves, that the general quality of life of the ordinary citizen is advanced. Presently Nigeria is in the midst of economic crisis. The study examined the nexus of human capital development and sustainable development in Nigeria. Public –Private Partnership paper revealed that sustainable development is being threatened by insecurity, brain drain syndrome, inadequate health facilities, poor standard of education, high rate of unemployment especially among the labour force, violation of human rights among others. These crises are interconnected and interdependent. Each one of these crises destroys human capital. The study concluded that human capital development is a major determinant of the process of social, economic and ecological development.

**Keywords:** Development, Human Capital, Sustainability, Natural Resources, Nigeria

* **Monographs**

**Ugwuibe, O.C** (2016).*Youths and electoral Processes: The Nigeria experience.**Discourse Square Magazine*(3rd ed)pp 33-34

**Ugwuibe, O.C** (2015).*Youth unemployment: The Nigerian situation.**Discourse Magazine* (1st ed)pp 36.

**Ugwuibe, O.C** (2015).Youth and community development in Nigeria**.** *Discourse Square Magazine,* (2nd ed)pp-37.