SAHEL INTERNATIONAL JOURNAL OF
ADMINISTRATION AND GOVERNANCE
Volume 1 | Issue 2 | July–December 2026
ISSN: 0189-1782

E-Governance, Bureaucratic Reforms, and Institutional Effectiveness in Nigeria's Public Sector: A Systematic Literature Review

Dr. Abdulkadir Aminu Ladan[1] and Manir Umar[2]
[1] Aliyu Magatakarda-Wamakko College of Technology and Advanced Studies Sokoto State
[2] Department of Economics, School of Management and Financial Studies, Aliyu Magatakarda-Wamakko College of Technology and Advanced Studies Sokoto State
[1] abdulkadiraminuladan@gmail.com +2348033320469 [2] manirumar4@gmail.com +2348030956085
DOI: 10.64290/SIJAG.v1i2.6

Abstract
This study examines the relationship between e-governance adoption, bureaucratic reforms, and institutional effectiveness in Nigeria's public sector. A systematic literature review (SLR) was informed by the PRISMA 2020 reporting protocol, was conducted between 2020 and 2026. A structured search across Nigerian institutional repositories yielded 57 initial records; after de-duplication and eligibility screening, 33 studies were retained for thematic synthesis across five domains: e-governance and service delivery, institutional readiness, bureaucratic reform history, ethics and corruption, and transparency and accountability mechanisms. The review finds that digital governance tools have measurably improved specific service-delivery functions including tax administration, court filing, and tertiary-institution registration but that adoption remains uneven across ministries and states, constrained by unreliable power supply, weak ICT infrastructure, and low digital literacy. Successive bureaucratic reforms, from the 1974 Udoji Commission through the Structural Adjustment Programme, SERVICOM, and current digital governance initiatives, have achieved only partial and inconsistent transformation of the civil service. Institutional effectiveness is further undermined by entrenched ethical violations, politicized recruitment, and weak enforcement of transparency instruments such as the Freedom of Information Act. Policy Implications: The review recommends harmonized digital infrastructure investment, institutionalized ethics enforcement independent of political interference, performance-linked civil service appraisal, and stronger inter-agency coordination to convert isolated digital-governance gains into system-wide institutional effectiveness.

Keywords: **E-governance, Institutional Effectiveness, Public Sector Reform, Bureaucracy, Digital Platforms**

1. Introduction
Institutional effectiveness is the capacity of public organizations to translate policy intentions into reliable, accountable, and citizen-responsive outcomes remains one of the most persistent development challenges facing Nigeria. Despite more than five decades of civil service reform, the public sector continues to be characterized by bureaucratic bottlenecks, weak service delivery, and low public trust (Sukare & Usman, 2025). The reform record is long. It spans the Udoji Commission of 1974, the Structural Adjustment Programme (SAP) of the 1980s, the Service Compact with All Nigerians (SERVICOM) launched in 2004, the Freedom of Information Act of 2011, and the Oronsaye Committee Report on public service rationalization of 2012. Each initiative sought to make the bureaucracy leaner, more responsive, and more accountable, and each has fallen short of its stated ambition (Anyim & Anam, 2025).

In the past decade, e-governance and digital public administration have been positioned as a potential circuit-breaker for these longstanding Institutional weaknesses. Electronic governance has visibly improved discrete functions of Nigerian public administration including telemedicine, online case filing in the justice system, electronic tax and revenue payment, and online registration at tertiary institutions (Inakefe et al., 2024). Yet the extent to which these digital gains translate into broader institutional effectiveness, rather than isolated pockets of efficiency, remains contested in the literature. Nigeria's global standing on the United Nations E-Government Development Index (EGDI) illustrates this gap: the country's EGDI value rose only marginally from 0.4208 in 2022 to 0.4331 in 2024, placing it well below the global average of 0.6382 and within the UN's "middle" development tier, even as the global proportion of the population lagging in digital government development fell sharply from 45.0% to 22.4% over the same period (Adams & Paul, 2023; United Nations, 2024). Nigeria is therefore improving in

absolute terms but falling behind in relative terms.

Conversely, Nigeria has invested in digital platforms, reform agencies, and accountability laws, yet the public sector still struggles with fragmented digital implementation, uneven ministerial capacity, politicized personnel decisions, and weak enforcement of transparency instruments. Existing studies tend to examine these issues separately. Some assess a single digital platform, others evaluate one reform programme, and others focus on corruption or ethics. Most rely on single-state or single-institution case studies.

Few studies bring the findings together to ask how e-governance interacts with bureaucratic reform history, ethical conduct, and accountability mechanisms to shape institutional effectiveness. Policymakers are therefore left without a consolidated, evidence-based account of why technological progress has not produced system-wide improvement. This study argues that institutional effectiveness in Nigeria's public sector cannot be understood through a purely technological lens. Drawing on systematically reviewed literature from 2020 to 2026, it examines how e-governance adoption interacts with entrenched bureaucratic, ethical, and accountability challenges to shape service-delivery outcomes.

2. Literature Review and Theoretical Framework Thematic Findings

2.1 E-Governance and Public Service Delivery

The reviewed literature consistently shows that e-governance has improved discrete aspects of Nigerian public service delivery. Electronic governance has enhanced education, justice administration, health, and commerce functions, including telemedicine, video conferencing, online case filing, and electronic tax and revenue payment (Inakefe et al., 2024). A study of digital-tool adoption in Anambra State's Ministries of Education, Finance, Works, and Women Affairs found gradual improvements in some units but persistent reliance on manual processes in others, alongside limited infrastructure and inconsistent implementation across ministries (E-Governance and Public Service Delivery: Evidence from Nigeria, 2025). At the sub-national level, e-governance adoption in Anambra State's civil service (2018–2022) was found to be strategically important for efficient and citizen-focused service delivery, yet implementation was hampered by the same structural weaknesses affecting the broader civil service (E-Governance and Public Service Delivery in Nigeria: A Study of Anambra State Civil Service, 2023). Within tertiary institutions, e-governance initiatives with strong management support were associated with continuous improvements in service delivery, reduced waiting times, and clearer, more transparent procedures but the literature emphasizes that these outcomes depend heavily on institutional leadership commitment rather than the technology itself (Afolayan, 2025).

Nigeria's position on international digital-government benchmarks corroborates this picture of partial progress. Nigeria was ranked 5th in West Africa and 141st globally on the UN e-Government Development Index (EGDI) in 2020, with unreliable power supply, insufficient infrastructure, the digital divide, corruption, budgeting constraints, and a shortage of human expertise identified as the principal obstacles to effective implementation (Adeolu-Akande et al., 2023). The observed UN survey values show a modest upward trend: Nigeria's EGDI value rose from 0.4406 in 2020 to 0.4525 in 2022 and 0.4815 in 2024, while its global rank moved from 141st to 140th and then to 144th (UN DESA, 2024). These are observed values, not forecasts. Over the same two years the global average rose from 0.6102 to 0.6382 (United Nations, 2024), so Nigeria's gain was broadly in line with the global gain and the gap to the global average remained at roughly 0.16 points. Nigeria's digital government trajectory therefore remains substantially below the global average even as most nations accelerate.

2.2 Institutional Readiness and the Limits of Technology

A recurring conceptual finding across the literature is that institutional readiness, not technology adoption alone, determines service-delivery outcomes. A study of digital governance implementation in Port Harcourt's public service sector, framed through the Technology Acceptance Model, found that perceived usefulness and perceived ease of use shape adoption, but that institutional and infrastructural readiness ultimately determines whether digital governance translates into improved efficiency, transparency, and citizen participation (Ogbel & Chilaka, 2025). This suggests that policy attention focused narrowly on technology procurement, without complementary investment in institutional capacity, is likely to reproduce the pattern of partial and uneven digital-governance outcomes documented across the reviewed studies.

2.3 Bureaucratic Reforms: A History of Partial Transformation

The reviewed literature situates current e-governance efforts within a longer history of bureaucratic reform that has achieved only limited structural transformation. Major reform milestones was the Udoji Commission of 1974, the Structural Adjustment Programme of the 1980s, SERVICOM in 2004, the Freedom of Information Act of 2011, the Oronsaye Committee Report on Public Service Rationalization of 2012, and ongoing digital governance initiatives have each targeted bureaucratic inefficiency, yet their cumulative record shows limited success in transforming the civil service into an efficient service provider (Anyim and Anam, 2025).

SERVICOM itself illustrates this pattern. Established in 2004 to foster transparency, accountability, and responsiveness across public institutions, SERVICOM operates on the basis of a presidential directive rather than a specific legislative act, which has constrained its enforcement authority (SERVICOM). An assessment of SERVICOM's implementation in selected ministries found that effectiveness depends on uniform standards, clear communication strategies, positive organizational culture, and regular audits, factors that require action beyond the SERVICOM department itself, extending to every department's engagement with reform goals (Olajide et al., 2024).

2.4 Ethics, Corruption and Institutional Integrity

A systematic review of 51 articles examining ethical conduct in the Nigerian Civil Service, anchored on Weberian bureaucratic theory, found persistent unethical practices despite legal instruments and successive reform efforts, with factors such as ethnic and political loyalty, primordial interest, and private considerations frequently taking precedence over competence and merit in recruitment and promotion decisions (Amadi, 2021). This entrenched culture of nepotism and favoritism continues to undermine merit-based advancement within the civil service (Ezekiel, 2025). Nigeria's broader governance environment reflects these institutional integrity challenges. On the Transparency International Corruption Perceptions Index, Nigeria was ranked 145th out of 180 countries in 2023, with a score of 25 only a marginal improvement from 24 points in both 2021 and 2022 indicating that corruption remains deeply entrenched across key public-sector institutions (Ladi et at.,, 2024). The literature frames corruption not merely as individual misconduct but as a systemic issue undermining trust, transparency, and institutional integrity across government structures (Ladi et al.,, 2024).

2.5 Transparency, Accountability, and Performance Management

Formal transparency and accountability instruments exist within Nigeria's institutional architecture, including the Freedom of Information Act (2011), the Fiscal Responsibility Act, the Code of Conduct Bureau, and audits from the Office of the Auditor-General of the Federation, yet documentary analysis of these mechanisms shows that institutional autonomy constraints and political or sectorial resistance frequently undermine their intended effect (Sukare & Usman, 2026).

Empirical investigation into accountability and transparency in the Nigerian public sector remains comparatively limited relative to other developing-country contexts, despite governments' persistent challenges in upholding these principles even amid consistent programme funding (Omoniyi & Akintoye, 2024). Performance management and appraisal systems, intended to translate policy commitments into measurable institutional outcomes, face similar implementation gaps. While performance appraisal systems have the potential to enhance staff efficiency, accountability, and service delivery, their effectiveness in the Nigerian public service is mediated by structural weaknesses, cultural barriers, and policy implementation gaps, including bureaucratic inertia, political interference, weak institutional capacity, limited digital integration of appraisal processes, and constrained employee participation.

Table 1
Thematic Synthesis of Reviewed Literature (2020–2026)

Theme	Representative Studies	Core Finding
E-governance & service delivery	Inakefe et al. (2024); Olabimitan et al. (2023); Afolayan (2025)	Digital tools improve service delivery but adoption is uneven across ministries
Institutional readiness	Ogbel & Chilaka (2025)	Institutional readiness, not technology alone, determines outcomes
Bureaucratic reform	Sukare & Usman (2025); Olajide et al. (2024)	Reform trajectories (Udoji, SAP, SERVICOM) show limited transformative success
Ethics & corruption	Amadi (2021); Ezekiel (2025); Ladi et al. (2024)	Ethics infrastructure weak; merit subordinated to primordial interest
Transparency & accountability (including performance management)	Sukare & Usman (2026); Omoniyi & Akintoye (2024); Anyim & Anam (2025)	FOIA and audit mechanisms exist but enforcement is weak; performance appraisal is constrained by implementation gaps

Source: Compiled by the author from the systematic review corpus.

2.6 Theoretical Lenses

The review draws on four complementary theoretical perspectives. Each speaks to a different part of the problem, and together they justify the integrated reading adopted in this study.

Weberian Bureaucratic Theory. Weber's (1978) ideal-type bureaucracy rests on rule-bound procedure, hierarchical authority, specialized competence, and appointment and promotion on merit. It supplies the normative benchmark against which Nigerian practice is judged. Amadi (2021) anchors a systematic review of ethical conduct in the Nigerian Civil Service on this theory and finds that ethnic and political loyalty, primordial interest, and private considerations frequently override merit. Where merit is displaced, no amount of technology can restore the predictability that rule-bound administration is meant to provide.

Institutional Theory. North (1990) defines institutions as the formal rules and informal constraints that structure human interaction, and DiMaggio and Powell (1983) show how organizations adopt structures for legitimacy rather than performance. Both ideas help explain why Nigeria can have a Freedom of Information Act, a Code of Conduct Bureau, and a SERVICOM unit and still see weak outcomes. Formal rules exist, but informal norms of patronage and non-enforcement can neutralize them, a pattern that Sukare and Usman (2026) document in their analysis of accountability mechanisms.

Technology Acceptance Model (TAM). Davis (1989) argues that perceived usefulness and perceived ease of use determine whether individuals adopt a technology. Ogbel and Chilaka (2025) apply TAM to Port Harcourt's public service and find that these perceptions shape adoption but that institutional and infrastructural readiness ultimately decides whether adoption yields results. TAM is useful at the level of the individual civil servant. It needs to be complemented by organizational and environmental perspectives.

Technology–Organization–Environment (TOE) Tornatzky and Fleischer (1990) group the determinants of technology adoption into technological, organizational, and environmental contexts. Heeks (2002) shows that e-government projects in developing countries often fail because the assumptions built into the system design differ sharply from the realities of the organization where it is deployed. Unreliable electricity, limited skills, and weak leadership commitment are typical sources of this gap, and each features prominently in the Nigerian literature.

3. Methodology

3.1 Review Design

This study employs a systematic literature review (SLR) design, following the reporting logic of the PRISMA 2020 statement (Page et al., 2021), which provides a transparent and replicable protocol for identifying, screening, and synthesizing studies. An SLR was selected for two reasons. First, the literature on public-sector governance and institutional effectiveness in Nigeria is dispersed across public administration, political science, information systems, and management sources, so a structured synthesis is needed to identify convergent and divergent findings for a policy-oriented audience. Second, the 2020–2026 window captures both the post-COVID-19 acceleration of digital-governance initiatives and the most recent (2025–2026) assessments of reform outcomes.

3.2 Eligibility Criteria

Studies were included where they (i) addressed e-governance, bureaucratic reform, institutional effectiveness, or related governance themes with explicit reference to Nigeria's federal or state public sector; (ii) reported empirical, documentary, or systematic-review evidence; and (iii) were published between 2020 and 2026. Studies were excluded where they were purely opinion-based without evidentiary grounding, or where more recent publications by the same author group superseded earlier findings. 33 studies were retained for thematic synthesis. Given the methodological heterogeneity of the retained studies spanning surveys, documentary analysis, case studies, and prior systematic reviews a narrative synthesis approach was adopted, organized around five recurring themes summarized in Table 1.

3.3 Limitation of The Review

As a systematic review, this study's conclusions are bounded by the scope, quality, and methodological rigor of the underlying primary literature, much of which relies on state-level or single-institution case studies rather than nationally representative data. The exclusion of non-English-language sources and grey literature outside the searched repositories may also have omitted relevant state-government or agency-specific evaluations.

Given the pace of ongoing digital governance initiatives in Nigeria, some very recent developments may not yet be reflected in the literature.

4. Discussion and Synthesis

The reviewed literature converges on a central conclusion: Nigeria's public sector has achieved genuine but uneven institutional progress. E-governance tools have demonstrably improved discrete service-delivery functions in taxation, justice administration, health, and tertiary education, and successive reform programmes have introduced formal transparency and accountability instruments. Yet these gains remain fragmented rather than systemic. Infrastructural deficits, low digital literacy, weak institutional readiness, and entrenched ethical violations continue to constrain the translation of individual reform initiatives into durable institutional effectiveness. The EGDI evidence supports this reading. A rise of 0.0123 points in two years (from 0.4208 to 0.4331) is real, but it is small against a global average of 0.6382, and it coincides with a sharp global reduction in the share of the population lagging in digital government. In relative terms, Nigeria is advancing more slowly than the world around it.

The four conditions in Table 1 offer a way to organize the evidence. The technological condition is the best documented and the most visibly addressed, which is why digital tools show their clearest results there. The organizational condition is partly met in institutions with committed leaders, such as the tertiary-institution cases. The institutional condition is only weakly met, because legal mandates and enforcement are inconsistent. The ethical and political condition is the weakest, because patronage and nepotism operate in the very decisions on recruitment and promotion that determine who staffs and manages digital systems. Effectiveness is limited by the weakest of these conditions, not the strongest.

The review does not support a pessimistic reading in which digital governance is irrelevant. Properly sequenced, it can address several of the problems identified. Electronic payment reduces cash handling and creates audit trails. Online filing and registration cut waiting times and the discretion exercised at service counters. Open data can support citizen oversight. The literature also points to risks. Digital systems may entrench inequalities if rural and low-income citizens lack access. Poorly integrated systems can add new layers of duplicated data entry.

Cybersecurity and data-protection gaps expose citizens' information. Where a system is introduced without legal and managerial backing, staff may treat it as an extra task rather than a replacement for the

old process, and the bureaucracy absorbs the technology rather than changing because of it. Whether e-governance becomes a circuit-breaker or one more layer of administration depends on the surrounding institutional conditions.

The findings are directly relevant to the national agenda of repositioning Nigeria for sustainable development. Effective, accountable institutions are themselves a development goal and a precondition for others. The recurring lesson is that institutional effectiveness in Nigeria's public sector is less a function of any single reform instrument than of the coherence between technological investment, ethical governance, leadership commitment, and enforcement capacity operating together. Sustainable institutional transformation therefore requires treating digital governance, ethics enforcement, and leadership development as an integrated agenda rather than as parallel, loosely coordinated reform tracks.

5. Conclusion and Recommendations

This systematic review synthesizes 2020–2026 literature on e-governance, bureaucratic reform, and institutional effectiveness in Nigeria's public sector. It finds that digital governance tools have delivered genuine, if uneven, improvements in specific service-delivery functions, but that durable institutional effectiveness remains constrained by infrastructural deficits, weak institutional readiness, entrenched ethical violations, and inconsistent enforcement of transparency and performance-management mechanisms. For a conference examining how Nigeria can be repositioned for sustainable development, the evidence points to a clear conclusion: technology, ethics, leadership, and enforcement must be pursued as an integrated institutional reform agenda, rather than as isolated interventions, if Nigeria's public sector is to achieve the systemic, rather than fragmented, transformation that sustainable development requires.

5.1 Recommendations

Based on the findings of systematic literature review, the following recommendations are proposed: strengthen digital infrastructure across the public sector, the Federal and State governments should prioritized sustained investment in reliable electricity broadband connectivity, secure government networks, data centers and other digital infrastructure. Adapt an integrated e-governance implementation strategy. Government should move away from fragment and isolated digital projects towards an integrated national e-governance framework that promotes interoperability among MDAs.

E-governance programmes should accompanied by training and retraining of public servants in digital skills, data management, cybersecurity and change management. The evidence indicates that technology alone cannot improve institutional effectiveness without adequate institutional readiness and competent personnel. Public sector performance appraisal should be digitized and link directly to measurable performance indicators, professional development, promotion and carrier progression. This would help transform appraisal from routine administrative exercise into an instrument for productivity, accountability and service quality.

Overall, Nigeria’s public sector transformation should pursued as an integrated reform agenda combining technology, institutional capacity, ethical leadership, accountability performance management and effective enforcement. Such an approach will increased the likelihood that the gains from e-governance move beyond isolated improvements in individual services towards sustained system-wide institutional effectiveness and sustainable development.

References

Adeolu-Akande, K., Oyedokun, T., & Oyedokun, G. (2023). E-governance in the Nigerian public sector: Global ranking and implementation challenges. *International Journal of Research Publication and Reviews, 4*(8), 299–315.

Afolayan, D. O. (2025). Evaluating the impact of e-governance on service delivery in Adekunle Ajasin University, Akungba-Akoko, Ondo State, Nigeria. *Journal of Public Administration and Social Welfare Research, 10*(9), 115–144.

Amadi, L. O. (2021). Ethical challenges and institutional corruption in Nigeria's civil service. *International Journal of Humanities and Social Science Research, 7*(3), 72–75. https://www.academia.edu/49106947/

Anyim, G. N., & Anam, B. E. (2025). Performance management and appraisal systems in the Nigerian public service. *International Journal of Advanced Studies in Economics and Public Sector Management, 13*(2). https://internationalpolicybrief.org/wp-content/uploads/2026/02/ARTICLE-14-4.pdf

Davis, F. D. (1989). Perceived usefulness, perceived ease of use, and user acceptance of information technology. *MIS Quarterly, 13*(3), 319–340.

DiMaggio, P. J., & Powell, W. W. (1983). The iron cage revisited: Institutional isomorphism and collective rationality in organizational fields. *American Sociological Review, 48*(2), 147–160.

Ezekiel, S. (2025). Ethics and accountability in Nigeria's civil service for sustainable development. *Journal of Public Administration and Governance, 15*(1), 138–158. https://www.macrothink.org/journal/index.php/jpag/article/download/22984/pdf

Heeks, R. (2002). Information systems and developing countries: Failure, success, and local improvisations. *The Information Society, 18*(2), 101–112.

Inakefe, G. I., Bassey, V. U., & Amadi, J. O. (2024). Evaluation of the policy and institutional implications of digital tools in e-governance reforms implementation for service delivery in Cross River State Civil Service, Nigeria. *SAGE Open, 14*(4). https://doi.org/10.1177/21582440241297047

Ladi, S. M., Daniel, H. E., & Umar, A. (2024). Corruption as a barrier to effective governance in key sectors of Nigeria. *International Journal of Research and Innovation in Social Science, 9*(4), 4953–4969. https://rsisinternational.org/journals/ijriss/articles/corruption-as-a-barrier-to-effective-governance-in-key-sectors-of-nigeria

North, D. C. (1990). *Institutions, institutional change and economic performance*. Cambridge University Press.

Ogbel, C., & Chilaka, F. C. (2025). Digital governance and public service delivery in Nigeria. *UKR Journal of Arts, Humanities and Social Sciences, 1*(9), 166–173. https://ukrpublisher.com/wp-content/uploads/2025/11/UKRJAHSS-155-2025.pdf

Ogu, O. A., & Chukwurah. (2023). E-governance and public service delivery in Nigeria: A study of Anambra State Civil Service (2018–2022). [Journal name, volume and pages to be supplied by the authors.]

Olabimitan, A. O., Kehinde, O., & Alaba, J. S. (2023). E-governance and public service delivery: Evidence from Nigeria. *Journal of Economics, Management and Finance, 4*(1), 110–122.

Olajide, A., Abidun, A. M., & Olawale, O. (2024). SERVICOM and the effectiveness of public service reform implementation in selected ministries in Nigeria. *International Journal of Management, Social Sciences, Peace and Conflict Studies, 7*(1), 392–397.

Omoniyi, O. S., & Akintoye, I. R. (2024). Transparency and accountability concerns in the Nigerian public sector. *International Journal of Research and Innovation in Social Science, 8*(6), 2406–2416. https://rsisinternational.org/journals/ijriss/articles/transparency-and-accountability-concerns-in-the-nigerian-public-sector/

Page, M. J., McKenzie, J. E., Bossuyt, P. M., Boutron, I., Hoffmann, T. C., Mulrow, C. D., Shamseer, L., Tetzlaff, J. M., Akl, E. A., Brennan, S. E., Chou, R., Glanville, J., Grimshaw, J. M., Hróbjartsson, A., Lalu, M. M., Li, T., Loder, E. W., Mayo-Wilson, E., McDonald, S., … Moher, D. (2021). The PRISMA 2020 statement: An updated guideline for reporting systematic reviews. *BMJ, 372*, n71. https://doi.org/10.1136/bmj.n71

Sukare, B. M., & Usman, U. D. (2025). Public sector reforms, bureaucratic bottlenecks, and service delivery in Nigeria: Challenges, prospects, and policy options. *Journal of Arts and Sociological Research, 13*(1). https://africanscholarpub.com/ajasr/article/view/1151

Sukare, B. M., & Usman, U. D. (2026). Governance, accountability, and public sector reforms in Nigeria. *Berkeley Journal of Management, Social Sciences and Economics, 10*(7). https://berkeleypublications.com/bjmse/article/download/685/619/127815

Tornatzky, L. G., & Fleischer, M. (1990). *The processes of technological innovation*. Lexington Books.

United Nations. (2024). *United Nations E-Government Survey 2024: Accelerating digital transformation for sustainable development*. UN Department of Economic and Social Affairs. https://www.un-ilibrary.org/content/periodicals/2411829x

United Nations Department of Economic and Social Affairs. (2024). *UN E-Government Knowledgebase: Country data, Nigeria*. https://publicadministration.un.org/egovkb/en-us/Data/Country-Information/id/125-Nigeria

Weber, M. (1978). *Economy and society: An outline of interpretive sociology* (G. Roth & C. Wittich, Eds.). University of California Press.