CJN AND AGF AT NIALS 2011 FELLOWS LECTURE

Prof. Idornigie delivers NIALS 3rd Inaugural Lecture
THE FEDERAL GOVERNMENT TO REMAIN A GOOD AYLY OF THE BAR AND BENCH

The Attorney General of the Federation and Minister of Justice, Mr. Mohammed Bello Adoke, SAN has reiterated the determination of the present administration of President Goodluck Jonathan to remain a good ally of the Bar and Bench in its determination to run a government founded on the Rule of Law.

Mr. Adoke, SAN was speaking at the 2011 Fellows Lecture organized by the Nigerian Institute of Advanced Legal Studies at NICON Luxury Hotel, Abuja. According to the Honourable Attorney General, the government is propelled by a conviction that scrupulous and regular adherence to due process in all aspects of our national life will enhance the dignity of all residents of Nigeria and persons who do business with Nigeria. It will equally have the salutary effect of reducing the workload of the judiciary through the screening out of matters that can ordinarily be routinely addressed through the institutionalization of equitable, efficient and fair administrative mechanisms.

The 2011 Fellows Lecture titled THE NIGERIAN JUDICIARY: Towards Reform of the Bastion of Constitutional Democracy was presented by the Chief Justice of Nigeria, Honourable Justice Dahiru Musdapher, GCON, FNIALS. Referring to the lecture, the Attorney General of the Federation hoped that the lecture will offer Nigerian the opportunity to further reflect on the critical legal issues which affect the judiciary and by extension, the country and provide useful insights for the advancement of our democracy.

In commending the Nigerian Institute of Advanced Legal Studies for staying true and faithful to its mandate, Mr. Adoke, SAN congratulated the Governing Council of the Institute, its Director-General, Management and Staff for the excellent pursuit with which they had carried the Institute in the recent past. The topic of the lecture, he said, was both timely and relevant given current questions which surround the administration of justice in Nigeria today.

Continued on Page 21

HONOURABLE JUSTICE DAHIRU MUSDAFHER, GCON, FNIALS, CJN, PRESENTS NIALS 2011 FELLOWS LECTURE

November 10th, 2011 entered the history books as a day a serving Chief Justice of Nigeria presented a public lecture.

Welcoming guests to the 2011 NIALS Fellows Lecture and Conferment of Fellows of the Institute on some distinguished nominees, the Director-General of the Institute, Professor Epiphany Azinge, SAN noted that the lecture was significant in many ways. For the first time, a serving Chief Justice of Nigeria was invited to deliver the Lecture. Secondly, the topic was one that commanded public attention. Thirdly, the Guest Lecturer has had the opportunity of serving as a State Attorney-General, State Chief of Nigeria Judge and lastly as the sitting Chairman of the Institute’s Governing Council. The Institute for these reasons was proud to have provided the platform for His Lordship, the Chief Justice of Nigeria, Hon. Justice Dahiru Musdapher GCON, FNIALS to address the world on a subject that would clearly define his career on the bench.

In paying tribute to the Fellows of the Institute, the Director-General acknowledged the great support and encouragement at all times, received from the Institute’s Fellows. The Fellowship of the Institute according to the Director-General was not an honorary award but a call to service to the Institute and the legal community hence nominees were carefully selected from amongst the best legal minds for the conferment of the rank of Fellow of the Institute. The Fellows Lecture cast in the mould of “Chorley’s Lecture of the London School of Economics and Political Science” provides a platform for incisive and penetrating interrogation of issues of contemporary relevance and further invites the lecturer to make far reaching recommendations for the growth and development of law. He appreciated the Honourable Attorney-General and Minister of Justice who as supervisor of the Institute has shown immense interest in the affairs of the Institute beyond the normal call of duty. The NBA, he said, also deserved thanks and appreciation for its support of the Institute.

According to the Director-General, the State of the Institute in terms of fulfilling its statutory mandate and the dreams of its founding fathers was very strong. The Institute under his leadership has been challenged more than ever before in meeting up with the fulfillment of the Institute’s statutory mandate. Professor Azinge, SAN noted that the success story of the Institute lies in the friendship it has built over the years and prayed for the sustenance of these levels of friendship as the ship of legal scholarship in this country continues to be steered.

The guest lecturer, Hon. Justice Dahiru Musdapher, GCON, FNIALS in his opening remarks, noted that the opportunity to present the lecture was timely as it would afford him the opportunity of speaking his mind on a most critical challenge facing the judiciary and the legal profession in Nigeria today. The issue he further noted was of utmost priority to his administration as Chief Justice of Nigeria and demanded every sense of urgency in tackling. As Chairman of the Institute, he noted and appreciated that the Institute has over the years justified its existence, consistent with its motto of “Knowledge that makes the Difference” by expanded its frontiers of knowledge in a very profound manner and consecutively made substantial contributions to the development of Nigeria.
The lecture itself centered on the mandate of the Nigerian Judiciary which covers all powers and sanctions of a court of law to all matters between persons or between government or authority and to any person in Nigeria and to all actions and proceedings relating thereto, for the determination of any question as to the civil rights and obligations of our person. For the protection of the judiciary, section 410 bars the legislature from enacting laws that “oust or purports to oust the jurisdiction of a court of law or of a judicial tribunal established by law. Consequently, the judiciary, according to the lecture, is expected to be dispense justice to all manner of people without fear of favour, afflication or ill-will. On the judiciary being the bastion of democracy, the lecture acknowledges that the success or failure of our young democracy largely depends on our judicial system and we shall do our utmost to improve our capacity to perform our constitutional responsibilities, enhance protection of democratic values and entrench the rule of law. Consequently, the National Judicial Commission will continue to supervise and discipline judicial offices including judges involved in corrupt practices. Consequently, the lecture canvassed a judicial system that would be simple, fast and efficient. One that would be responsive to the needs and yearnings of the citizenry by adhering to the Fundamental Objectives and Directive Principles of State Policy as provided by sections 23 of the constitution which provides that “The National Ethics shall be Discipline, Integrity, Dignity of labour, Social Justice, Religious Tolerance, Self reliance and Patriotism.”

Discussing on the aspect of Things Fall Apart, Justice Musadapher GCON took stock of impediments before the judiciary especially lack of independence especially at the State level, inadequate funding, political manipulation of processes of appointment and removal of judges by some State Governments and their respective Houses of Assembly, delays in the administration of justice and incapacity and corruption. In all of these, the lecture captures a corrupt judge as being more harmful to the society than a man who runs amok with a dagger in a crowded street. The latter can be restrained physically but a corrupt judge deliberately destroys the moral foundation of society and causes incalculable distress to individuals through abusing his office while still being referred to as “honourable”. Arising from this situation, Justice Musadapher announced that under his administration there shall be zero tolerance to judicial corruption or misconduct. He advocated understanding from the media and necessary stakeholders to support the efforts of the judiciary as they try to extricate themselves of prevailing injustices without dragging them into political controversies.

In his way forward, Hon. Justice Musadapher, GCON admitted that public perception of the judiciary was not satisfactory. Unfortunately, the lack of public confidence in the judiciary is the beginning of the end of society. For this reason, the lecture proposes to among others enforce the Code of Conduct for Judicial officers as well as the Code of Conduct for Public Officers and other relevant laws and regulations by ensuring that these laws and regulations are strengthened. He announced the setting up of a Judicial Reform Committee, convened a Stakeholders Forum and engaged a renowned international judicial reform consultancy firm to painstakingly x-ray the judiciary and propose innovative ways through which to strengthen its capacity to optimally respond to the yearnings of the public. The Nigerian Institute of Advanced Legal studies and the Nigerian Law Reform Commission have similarly been mandated to also undertake a searchlight on these issues.

Notwithstanding this initiative, the Chief Judge of Nigeria announced interim measures to include full computerization of judicial processes. This amongst others will ensure efficient and speedy processing of court documents, make it possible for court processes to be filed electronically thereby saving valuable time, simplify and fast track case management, fast track compilation and transmission of records or proceedings and other vital documents, make it possible for a judge with the click of a mouse, to find out if new processes have been filed and give appropriate directives, enable court registrars to post documents of the courts and other relevant information online. Other measures include enabling judges, litigants, lawyers, researchers and the general public to have easy access to online legal databases, enable court registrars to devise electronic mailing lists though which the larger society is kept abreast through alerts of current judicial developments. Provide a veritable platform for networking and engendering informal system of peer review of judicial decisions given that judges of comparable standing in other jurisdictions can access our judgments.

To achieve these developments, some Rules of Court may be reviewed; there will be a need to build capacity in the area of ICT for both Judges and support staff. This, the Chief Justice of Nigeria noted will be addressed expeditiously. On the appointment of judges to courts of higher jurisdiction, Hon. Justice Dahiru Musadapher alluded that a case will be made to diversify the pool from which selections should be made. To ensure the fight on corruption is total, Justice Musadapher directed Judges to conclude all corruption cases within six (6) months of their filing. He directed that where the Prosecution was not ready with the case, it should be struck out so as to restore the confidence of the public.

It was the considered opinion of the Honourable Chief Justice Dahiru Musadapher that since our democracy was gaining traction and the legislature, the youngest of the three arms of government was witnessing accelerated maturity in the conduct of legislative business, the judiciary should not fail the nation. He urged judges to note that as they sit at trial, they also stand trial.

The lecture coming at the time it did, proved to be breath-taking, incisive and penetrating in its analysis, surgical in its diagnosis, sagacious in its prognosis and seminal in its distinctive contribution to charting an agenda for repositioning the Nigerian judiciary as the bastion of constitutional democracy.

Guest list at the lecture included who is who in the legal community, bar and bench as well as members of the National Assembly who were led by the Majority Leader of the Senate, Mr. Victor Ndoma Egba, SAN.
PROFESSOR PAUL OBO IDORNIGE PRESENTS NIALS 3rd INAUGURAL LECTURE: 
PROFESSOR "INVESTMENT TREATY ARBITRATION AND EMERGING MARKETS: 
Issues, Prospects and Challenges"

In furtherance of its mandate and in justification of its 
visible role as an apex legal institute for research and 
related matters in law, the Nigerian Institute of Advanced 
Legal Studies presented its 3rd Inaugural Lecture at its 
Shuku Minza Yar’Adua Centre, Abuja on October 20, 2011. The 
lecture was presented by Professor Paul Obo Idornighe. 
Introducing the lecture and welcoming guests, the Chairman 
of Occasion and Director-General of the Institute, Professor 
Epiphany Aringe, SAN acknowledged that the lecture 
provided great enlightenment to a fast and emerging area of 
law that only a skilled professional could handle. He further 
acknowledged that the Lecture, Professor Idornighe by 
presenting the lecture had launched himself into the domain of 
international scholarship. He enjoined guests to sit back, relax 
as they were likely to be thrilled by the skill and expertise of 
Professor Idornighe in such a complex area of law. 
Professor Idornighe in his opening remarks appreciated the 
Almighty God for giving him the grace to go through his academic 
pursuits in law starting from the very low when he started in a 
Grad. H. Class Typist at the Anchi High Court in 1970. Today, he 
can only accept that the Lord God is "ever faithful" because 
he has been a testimony of His faithfulness.

In introducing the topic, Professor Idornighe acknowledged an 
incidence that pushed his thinking and finally his choice of 
topic. He recalled a dispute involving the Federal Government of 
Nigeria and an International Oil Company (IOC). The organ of the Federal Government had gone into a 
Bilateral Investment Treaty (BIT) with the government of the 
national of the IOC. The BIT provided for arbitration under 
the International Centre for Settlement of Investment 
Disputes (ICSID) based in Washington and established under 
the 1965 Convention on the Settlement of Investment 
Disputes between States and nationals of other States. It was 
in the cause of his investigating this dispute that he came across a triangular warning sign “building site: please enter with 
care”. The question then was whether in negotiating treaties 
and entering into contracts with nationals of other 
countries, the capital importing countries avert their minds to 
the provisions of these treaties and contracts, the International 
Law Commission’s Articles on State Responsibility (2001) 
and the Impact of the 1999 Vienna Convention on the Law of 
Treaties?

It is in answer to this question that Professor Idornighe 
outlined his lecture to cover what Commercial Arbitration is 
and its distinguishing features, how investment treaties evolve 
and what are the fundamental issues relating to the scope and 
application of the treaties. The lectures also extensively define 
emerging markets, and to what extent investment treaties 
protect the host countries. It also examined scenarios 
especially distinctions between treaty and contract claims in 
the relationships with the belief that disputes (contract and 
treaty-based) must abound. The lecture addresses the issues 
of jurisdiction under ICSID in the event that disputes arising 
from such treaties are to be arbitrated upon. Who is a 
‘national’ of the Contracting States to the Convention and 
what are ‘protected investments’ as well as the prospects 
of investment treaties and challenges faced by emerging markets 
and developing economies are critically examined in the lecture.

In the discussion and analysis of the complex subject of investment 
treaty, Professor Idornighe acknowledged that the subject was 
not generic and an emerging jurisprudence such that even 
developed economies, its ramifications were still uncharted. 
It was the considered opinion of Professor Idornighe that all 
emerging markets should as a matter of necessity ensure that 
the principles of the treaty, proper legal advice is 
sought by subjects the draft treaties to rigorous and robust 
debates to ensure that the best terms are negotiated. He called 
for the sensitization of the terms of the International Centre 
for the Settlement of Investment Disputes (ICSID) to create 
the required awareness of its provisions and enactments. He 
acknowledged the likelihood of forming parallel proceedings 
and advised that in the event this happens, the principles of res 
petitio and its precedents should be respected. He further 
suggested that for pure investment disputes arising from 
treaties/laws, arbitration under the municipal law was preferable. In all cases, he advised that the principle of the 
triangular warning sign should be remembered in that 
building site: please enter with care. The lecture though technically and complex, was well 
delivered and appreciated. In the words of the Chairman of 
the lecture and Director-General of the Institute, Professor 
Epiphany Aringe, SAN “this careful use of data and statistics 
produced explicitly the geographical distribution of all 
ICSID cases as well as all Bilateral Investment Treaties 
Nigeria has ratified”. He concluded with the reminder that 
“Professor Idornighe’s lecture is exceptional and well 
researched; the author is not only vastly experienced in this 
field of law, but he has brought his expertise to bear on this 
highly competitive area of law”.

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HEALTH MATTERS WITH DR. TOCHI

It is my pleasure to present to you, the 
maiden edition of the 
NIALS newsletter. It is planned 
to be a monthly news 
letter disseminated via e 
mail. Some regular 
features will be:

- the 
exercise of the 
month 
and the calorie 
counter,

- the 
news letter a reading 
pleasure.

Dr Olúwar tochi

Inside this issue:

- NIALS WELLNESS 
  1
- EXERCISE OF THE 
  1
- PHYSICAL ACTIV 
  1
- CALORIE COUNTER 
  2
- APPROPRIATE USE OF 
  LAPTOPS AND

EXERCISE OF THE MONTH

Hula Hooping is a fun way to 
have fun with your children 
while exercising at the same 
time. It is a great way of exer 
cising the waist. 

Remember you have to keep at 

it for at least 30minutes.

Cost is between 800 and 1,500 
Naira.

Currently available at the 
Game shop at The Palmis Victoria 
Island.

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NIALS Newsletter - 05

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NIALS Newsletter - 06
The nature of work of research fellows and other academic and non-academic staff of the Institute has necessitated the need for laptops and notebook (Portable Display Screen Equipment, or PDE) use by almost all members of staff. The design of these portable DSE can include features (such as smaller keyboards or a lack of keyboard/screen separation), which may make it more difficult to achieve a comfortable working posture. These features are also used in the range of environments, some of which may be poorly suited to DSE work.

To reduce risk to users, the following recommendations should be followed:

- Avoid prolonged use and take more frequent breaks.
- Look for as low a weight as possible (for example, 3 kg or less) for the portable computer, and keep accessories as few and as light as possible.
- Choose a large and clear screen as possible that can be used comfortably for the task to be done.
- Where available, opt for a detachable or height adjustable screen.
- Use lightweight carrying case with handles and shoulder straps. Consider using a backpack to cut down strain on arms and distribute loads evenly across the body (or wheeled luggage might be worth considering).
- Look for tilt adjustable keyboards on laptops.
- Choose a portable capable of being used with a docking station and/or with a facility for attaching an external mouse, keyboard and/or numeric keypad, where those are likely to help you work comfortably.
- Check the portable has friction pads underneath to prevent it sliding across work surfaces when in use.
- Minimise the use of portable computers in non-ideal locations such as motor vehicles.
- Take sensible precautions such as not carrying portables in luggage with a computer manufacturer's (or carrier) branding; not leaving or using a portable in a parked car; and taking extra care in public places, or in other situations (or at times) where the risk of theft may be greater.

**CALORIE COUNTER (some common foods in Nigeria and their caloric content)**

- 1/2 MEDIUM SIZED AVOCADO = 275 CALORIE
- 1 MEDIUM SIZED BANANA = 130 CALORIE
- 1 SLICE 1/2 THICK WHITE BREAD = 60-65 CALORIE
- 100GM RAW BITTER LEAVES = 52 CALORIE
- 1/2 CUP COOKED CARROT = 30 CALORIE
- 1 SMALL RAW CARROT = 30 CALORIE
- COLA NUT MANY LOGGED = 140 CALORIE
- 1 MEDIUM CORN ON COB = 90 CALORIE

**Picture above shows proper posture while using portable DSE**

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**CHIEF BAYO OJO, SAN, FIVE OTHERS CONFERRED WITH NIALS FELLOWSHIP**

The size of the Institute’s Fellowship was increased to 12 in November 2011 with the admission of six new members into the enlarged rank of Fellows of the Institute. The occasion was the 2011 Fellows Lecture and Conferment of Fellowship of the Nigerian Institute of Advanced Legal Studies held at the NICCON Luxury Hotel, Abuja. The conferment was unique as amongst the recipients was an American citizen.

Speaking at the event, the Director-General, Professor Epiphany Azinge, SAN informed guests that the Fellowship of the Institute was a highly prestigious award conferred only on members of the bar and bench and adjudged by the Governing Council and Management of the Institute as having contributed substantially not only to the frontiers of law but also with their level of identification with the activities and mission of the Institute.

He paid growing tribute to all Fellows of the Institute for their continued support and encouragement to the Institute in its effort to meeting its statutory mandate and consequently justifying the dreams of its founding fathers. As a result of their rich reservoir of knowledge, scholarship and experience placed at the disposal of the Institute at all times, the Fellowship of the Institute by and large is not an honorary award but a call to service to the Institute and the legal profession at large.

Professor Azinge, SAN noted that this year’s award was unique in several respects. For one, it was the first to be presented by a serving Chief Justice of Nigeria and a sitting Chairman of its Governing Council. In another way, the topic of the lecture provided the Chief Justice of Nigeria, Hon. Justice Dahiru Manu a platform, early in his regime as the Chief Justice of Nigeria, to chart a path for his administration. Yet on another, the Institute was going global for the first time in the conferment of its Fellowship with the award of Fellowship of the Institute to an American citizen, Professor Francis S.L. Wang of the University of Pacific, Mc George School of Law.

The conferment ceremony was performed by the Chief Justice of Nigeria, Hon. Justice Dahiru Manu, who saw the conferment of the Fellowship award on the former Attorney-General of the Federation and Minister of Justice, Chief Bayo Ojo, SAN, Honourable Justice Walter Onnoghen, CON, FCIArb, JSC, Chief Chiminzio Ikeazor, SAN, CON, Professor Kareem Challil, Professor Isabella Okagbue and Professor Francis S.L. Wang.

In their various citations, it was clear that the nominees having being adjudged credible in their various disciplines, and having contributed in one way or the other to the development of the Institute and the legal community, were deserving of the award of the Fellowship of the Nigerian Institute of Advanced Legal Studies.

In conferring the award on each of them, the Chief Justice of Nigeria recommended them to be good ambassadors of the Nigerian Institute of Advanced Legal Studies and justify at all times, the confidence reposed in them of deserving the exalted rank of Fellow of the Institute.

Speaking on behalf of the awardees, Chief Bayo Ojo, SAN appreciated the credibility of the Nigerian Institute of Advanced Legal Studies in the area of advanced legal research. He acknowledged the fact that the Institute by every indication has a reputable platform of legal research in the country and pledged the support of his co-awardees in supporting it to continue to achieve its mandate and vision.
### Nials Staff Birthdays

#### October

<table>
<thead>
<tr>
<th>Full Names</th>
<th>Designation</th>
<th>Date of Birth</th>
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<tbody>
<tr>
<td>Prof. Fagbohun Adigun Olanrewaju</td>
<td>Research Professor</td>
<td>October, 19</td>
</tr>
<tr>
<td>Eteng Uwem (Mrs.)</td>
<td>Principal Librarian</td>
<td>October 31</td>
</tr>
<tr>
<td>Anyebe Peter Ademu</td>
<td>Research Fellow 1</td>
<td>October 26</td>
</tr>
<tr>
<td>Ali Hussaini</td>
<td>Senior Librarian</td>
<td>October 22</td>
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<tr>
<td>Okpara Nnena Joy</td>
<td>Assistant Research Fellow</td>
<td>October 25</td>
</tr>
<tr>
<td>Akingbondere Ilemobayo Alfred</td>
<td>Chief Accountant/HOD</td>
<td>October 30</td>
</tr>
<tr>
<td>Falana Oluwabukola Azeenzat</td>
<td>Assistant Secretary</td>
<td>October 5</td>
</tr>
<tr>
<td>Garba Hadiza Ladi</td>
<td>Administrative Officer I</td>
<td>October 17</td>
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<tr>
<td>Udeh Lovet Usabunkonye</td>
<td>Administrative Officer I</td>
<td>October 25</td>
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<tr>
<td>Idoko Isa James</td>
<td>Principal Superintendent of Press</td>
<td>October 10</td>
</tr>
<tr>
<td>Musa Mani Bilikisu (Mrs.)</td>
<td>Principal Executive Officer</td>
<td>October 23</td>
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<tr>
<td>Mal. Abubakar Yakubu Atayi</td>
<td>Senior Executive Officer</td>
<td>October 1</td>
</tr>
<tr>
<td>Raufu Oba Toyin</td>
<td>Senior Executive Officer</td>
<td>October 9</td>
</tr>
<tr>
<td>Samson Ebire Ogege (Mrs.)</td>
<td>Accountant II</td>
<td>October 22</td>
</tr>
<tr>
<td>Ogundayomi Sumbo Lahake (Mrs.)</td>
<td>Chief Data Processing Asst.</td>
<td>October 16</td>
</tr>
<tr>
<td>Oyedeji Abiola Adewunmi (Mrs.)</td>
<td>Chief Data Processing Asst.</td>
<td>October 21</td>
</tr>
<tr>
<td>GUndu Anum Amos</td>
<td>Chief Driver</td>
<td>October 2</td>
</tr>
<tr>
<td>Odutayo Felicia Ngozi (Mrs.)</td>
<td>Data Processing Assistant I</td>
<td>October 1</td>
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<tr>
<td>Ayoo Elizabeth Iveren</td>
<td>Executive Officer</td>
<td>October 17</td>
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<tr>
<td>Jimotok Ruth Habila</td>
<td>Data Processing Assistant I</td>
<td>October 15</td>
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<tr>
<td>Obande Anyebe Edward</td>
<td>Printing Assistant Grade I</td>
<td>October 5</td>
</tr>
<tr>
<td>Amos Aloofin Olatunbosun</td>
<td>Operator (Binder)</td>
<td>October 19</td>
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### Nials Staff Birthdays

#### November

<table>
<thead>
<tr>
<th>Full Names</th>
<th>Designation</th>
<th>Date of Birth</th>
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<tbody>
<tr>
<td>Prof. Azinge Epiphany Chigbogu J.</td>
<td>Director-General</td>
<td>November 13</td>
</tr>
<tr>
<td>Prof. Adekunle Adeleji Osulетесь</td>
<td>Director of Studies</td>
<td>November 1</td>
</tr>
<tr>
<td>Lamikanra Ufouma (Mrs.)</td>
<td>Ag. Librarian</td>
<td>November 21</td>
</tr>
<tr>
<td>Salman Toyin Ayo</td>
<td>Principal Assistant Secretary</td>
<td>November 26</td>
</tr>
<tr>
<td>Okworo Tochi Joy</td>
<td>Institute Medical Officer</td>
<td>November 23</td>
</tr>
<tr>
<td>Ogunsanmi Bamidele Alexander</td>
<td>Principal Internal Auditor</td>
<td>November 24</td>
</tr>
<tr>
<td>Mnakwe Andy Ozoemenem</td>
<td>Assistant Research Fellow</td>
<td>November 10</td>
</tr>
<tr>
<td>Umu Cornfort (Mrs.)</td>
<td>Asst. Chief Personal Sec.</td>
<td>November 15</td>
</tr>
<tr>
<td>Abdulkarim Belu (Mrs.)</td>
<td>Assistant Secretary</td>
<td>November 4</td>
</tr>
<tr>
<td>Anyanwu Calista Ogechi (Mrs.)</td>
<td>Assistant Secretary</td>
<td>November 10</td>
</tr>
<tr>
<td>Onyebashi Justina Ifeyinwa</td>
<td>Administrative Officer I</td>
<td>November 3</td>
</tr>
<tr>
<td>Ezekwere Ogechi Amanda</td>
<td>Administrative Officer I</td>
<td>November 21</td>
</tr>
<tr>
<td>Okafor Henry Nduhuisi</td>
<td>Administrative Officer II</td>
<td>November 28</td>
</tr>
<tr>
<td>Bello Rahmatu Duwap (Mrs.)</td>
<td>Senior Accountant</td>
<td>November 3</td>
</tr>
<tr>
<td>Auwal Mohammed Inuwa</td>
<td>Accountant I</td>
<td>November 11</td>
</tr>
<tr>
<td>Abbey Taiwo Grace Iyabo (Mrs.)</td>
<td>Personal Secretary II</td>
<td>November 9</td>
</tr>
<tr>
<td>Edunjobi Adebola (Mrs.)</td>
<td>Chief Data Processing Asst.</td>
<td>November 7</td>
</tr>
<tr>
<td>Idowu Oyedeji Ayodele</td>
<td>Executive Officer</td>
<td>November 23</td>
</tr>
<tr>
<td>Onozokpia Sunday</td>
<td>Chief Driver</td>
<td>November 11</td>
</tr>
<tr>
<td>Gede Terluminu Christopher</td>
<td>Office Assistant I</td>
<td>November 4</td>
</tr>
<tr>
<td>Idefu Danjuma</td>
<td>Clerical Assistant III</td>
<td>November 11</td>
</tr>
<tr>
<td>Sanyaolu Oladijumo</td>
<td>Library Assistant</td>
<td>November 14</td>
</tr>
</tbody>
</table>
NCC DONATES COMPUTERS TO NIALS

Fruits of the massive collaborative efforts embarked upon by the Director-General of the Institute, Professor Epiphany Azinge, SAN following his appointment as Director-General of the Institute, has begun to emerge. The Nigerian Communications Commission (NCC) recently donated 100 complete pieces of computers including tables, UPS, and a Video Conference Screen along with its ditch and accessories to the Nigerian Institute of Advanced Legal Studies.

Taking delivery of the items on behalf of the Management and staff of the Institute in its Abuja and Lagos offices, the Director-General, Professor Epiphany Azinge, SAN, commended the Commission for its generosity, stressing that the items would go a long way in enhancing productivity of Institute and further bridge the gap of distance through the video conference screen-viewing.

The brief ceremony was witnessed by Management and staff of the Institute who deeply appreciated the kind gesture from the Nigerian Communications Commission.

Commending the kind gesture of the NCC, the Director-General noted that no one organization can do it alone without such assistance as this, adding that NIALS will reciprocate the kind gesture by sustaining the cordial relationship between the two organizations. He promised putting the computers and equipment to proper use and for the purpose there are meant for. Professor Azinge, SAN, called on other well meaning organizations to emulate the good deed by the NCC.

NIALS CONDUCTS COURSE IN PRACTICE AND PROCEDURE

In continuation of its training programmes, the Nigerian Institute of Advanced Legal Studies October 24th – 28th, 2011 organized a five-day Advanced Course in Practice and Procedure at its Lagos office.

The Director-General, Professor Epiphany Azinge, SAN in an opening address welcomed participants to the training workshop stating that the Institute has put up the programme to build capacity for lawyers in practice towards improving their practice skills especially in Court processes. To achieve this expectation, the Director-General assured that the resource persons were carefully chosen both in the academia and the bench to add value to the training.

Areas covered in the one week programme included Constitutional Litigation between the States and the Federal Government, the Cabotage Act and Shipping Law, and Practice in Nigeria, Fundamental Issues in Aviation Law, Pleading Principles and Techniques. Other areas were Alternative Dispute Resolution Practice and Procedures in Nigeria, Proceedings in Environmental Matters, Proceedings under the Fundamental Rights (Enforcement Procedure Rules 2009) amongst several others.

The programme attracted participants from several government and private sector organizations including the EFCC, MTN, Delta State Ministry of Justice, Sahara Group Ltd, Nigerian Navy, Akwa Ibom State Ministry of Justice, Security and Exchange Commission, AGM Bello & Co, Gombe State Ministry of Justice, ICPC, First Bank Plc, Public Complaint Commission Abuja and NAICOM. A total number of 42 participants attended the training programme.

At the end of the well attended course, participants expressed appreciation to the Institute for adding value to their skills as the one week course did actually sharpened their skills and knowledge in the area of Court Practice and Procedure. High point of the workshop was the award of Certificates of Participation to the various participants who were pleased to be part of the programme.
FACES AT 3RD INAUGURAL LECTURE
NIGERIAN INSTITUTE OF ADVANCED LEGAL STUDIES

NIALS 2011 PUBLIC LECTURES

<table>
<thead>
<tr>
<th>S/N</th>
<th>Title</th>
<th>Date</th>
<th>Venue</th>
<th>Time</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>FOUNDERS’ DAY LECTURE</td>
<td>March 17th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
</tr>
<tr>
<td>2.</td>
<td>NEW FRONTIERS LECTURE</td>
<td>April 14th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
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<tr>
<td>3.</td>
<td>VALEDICTORY LECTURE</td>
<td>April 27th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
</tr>
<tr>
<td>4.</td>
<td>TASLIM ELIAS MEMORIAL LECTURE</td>
<td>May 10th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
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<td>5.</td>
<td>DIASPORA SCHOLARS LECTURE</td>
<td>June 7th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
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<td>6.</td>
<td>S.M.A BELGORE CHAIR LECTURE</td>
<td>July 5th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
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<td>7.</td>
<td>STATE OF THE NATION</td>
<td>August 1st 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
</tr>
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<td>8.</td>
<td>FELIX OKOYE MEMORIAL LECTURE</td>
<td>August 17th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
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<td>9.</td>
<td>CHIKE CHIBUE MEMORIAL LECTURE</td>
<td>Sept. 7th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
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<td>10.</td>
<td>INAUGURAL LECTURE</td>
<td>October 20th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>4:00pm</td>
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<tr>
<td>11.</td>
<td>FELLOWS’ LECTURE</td>
<td>Nov. 9th 2011</td>
<td>Abuja</td>
<td>11:00am</td>
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<tr>
<td>12.</td>
<td>CONVOCATION LECTURE</td>
<td>Dec. 6th 2011</td>
<td>Ayo Ajemo Auditorium, Unilag Campus, Lagos</td>
<td>11:00am</td>
</tr>
</tbody>
</table>

For more information visit: www.nials-nigeria.org

NIALS HOLDS TRAINING WORKSHOP ON UNITED NATIONS SYSTEMS AND PROGRAMMES

On December 9th, 2011, The Institute concluded a four day Training workshop on United Nations Systems and Programmes. The Director-General, Professor Epiphany Azinge, SAN while declaring the programme opened, warmly welcomed all the resource persons, guests and participants to the opening ceremony.

He remarked that the programme, as the last in the series of activities of the year for the Institute, drew inspiration largely from his experiences while on the delegation to the United Nations during his tenure as Special Adviser to the then Honourable Attorney-General and Minister of Justice. It was experiences gained from these assignments that have informed the Institute’s choice of the topic. He noted the dire need to build capacity in the area hence the training programme. He further remarked that capacity building was needed in this area so as to have people who could lead opinion and so ensures adequate preparation for the challenges at the United Nations.


Participants appreciated the insights provided in the training and urged its sustenance on a yearly basis. Certificates of Attendance were awarded at the end of the programme.
Cordially Invites You to its
HONOURABLE JUSTICE (DR) AKINOLA AGUDA CFR, NNIOM
MEMORIAL SEMINAR/LECTURE
15th - 16th February, 2012
ON
TRANSNATIONAL LEGAL PRACTICE AND CROSS-BORDER CRIMINALITY
FEBRUARY 15, 2012
REGISTRATION:
Keynote Address:
Emeritus Professor A. Adeyemi, FNIALS
Introductory Statement:
Professor Epiphany Azinge, SAN, Ph.D, LLD
Chaiman Remarks:
Honourable Justice E. Ayoola, CON, JSC (Rtd)
Remarks by the Special Guests of Honour:
Honourable Justice Kayode Eso, CON, JSC (Rtd)
Chief Wole Olanipekun, SAN
Professor Ayo Ajamu, FCMB, FCIArb, FNIALS, FNSIL, QFR
Remarks on the Life and Service of Hon. Justice (Dr) Akinola Aguda
Professor Isabella Obiora, FNIALS
Jurisdictional Challenges in Transnational Legal Practice
Professor Demola Papoole
The Maiden Akinola Aguda Memorial Lecture -
Legal Scholarship, Judicial Reasoning and Transnational Legal Cooperation
Honourable Justice Samson Uwaifo, CON, JSC (Rtd)
Detection and Prosecution of Transnational Crimes
Mr. Emmanuel Akonaye, EFCC
Current Issues in Transnational Legal Practice
Olisa Agbakoba, SAN
FEBRUARY 16, 2012
Cross Border Criminality, Regional Integration and Sovereignty Questions
Professor Dokas C. J. Dokas
International Human Rights Principles and Transnational Practice
Professor Obiora Obiora
ICC and Transnational Crimes
Professor Bolaji Owasanoye
Enforcement of Sanction of Transnational Crime
Dr. Chinonye Azi
TIME:
9:00am
VENUE:
Ayo Ajamu Auditorium,
Nigerian Institute of Advanced Legal Studies
University of Lagos Campus, Akoka, Lagos
ATTENDANCE IS FREE
R.S.V.P
James Babathea, ESL
Institute Secretary
000000001185
NIALS Newsletter 18
11 FELLOWS LECTURE

The Nigerian Institute of Advanced Legal Studies November 25th, 2011 concluded a two week training programme on Human Rights at its Ayo Ajomo Auditorium, University of Lagos Campus, Akoka, Lagos. The course designed to develop national and regional expertise in human rights regime in Nigeria, attracted participants from the military and civil societies.

The Director-General, Professor Epiphany Azinge, SAN, welcoming guests to the programme, commended the Keynote speaker and other resource persons for honouring the invitation, stressing that the resource persons and the keynote speaker were experts, and would be invaluable assets to the participants. He invited participants to make use of the rich Library facilities of the Institute urging all to make the best use of the Library while the course lasted.

The course content was tailored to ensure that participants gain the theoretical knowledge of the law and practice of human rights and acquire practical skills necessary for work as human rights practitioners.

The course covered topics in Historical Development of Human Rights; Jurisprudence of Human Rights; Overview of Global Practice and Promotion of Human Rights; Civil, Political, Economic Social and Cultural Rights; United Nations and Promotion of Human Rights; African Court of Human and Peoples Rights; The Role of NGO’s in Monitoring and Investigating Human Right Violations; Human Rights Treated and Charters; Human Rights and Development; Toxic Waste Dumping and Human Rights; Peacekeeping and Human Rights;

In his keynote address titled The Significance of International Human Rights Training, Ambassador (Dr) Martin I. Ufomoobi, Permanent Secretary, Federal Ministry of Foreign Affairs, emphasized the relevance of human rights training to emerging democracies like Nigeria, adding that the Nigerian Constitutions since independence had made provisions for the protection of human rights and fundamental freedoms such as the Chapter IV of the 1999 Nigerian Constitution which specifically enumerate the fundamental human rights which everyone under the jurisdiction of Nigeria can enjoy.

“...That is why the ‘Nigeria's Constitution could rightly be described as a progressive document, as it conforms to the Charter of the United Nations, as well as the provisions of the 1948 Universal Declaration of Human Rights (UDHR), upon which other international human rights instruments evolved.”

Ambassador Ufomoobi further added that learning about human rights is the first step toward respecting, promoting and defending those rights, emphasizing that the 1993 Vienna Declaration and Programme of Action (VDPA), which set aside the years 1995 – 2004 as the United Nations Decade of Human Rights Education.

The Ambassador left the participants with words of Henry Peter Brougham, which aptly surmises the importance of education by postulating that “Education makes a people easy to lead, but difficult to drive; easy to govern but impossible to enslave.”

Participants who attended the course were from the Nigerian Army, Navy, State House Abuja, and NIALS. They were delighted as they beam with smiles receiving their certificates of participation.

Continued from Page 01

Amongst others, the lecture, he said, captures eminently, the dominant role the judiciary has played over the years in protecting and advancing Nigeria’s democratic experience through strict adherence to the rule of law and equally highlights the fact that the judicial institution is itself in need of necessary reforms to enable it continue to discharge its constitutional mandate in an efficient, impartial and proactive manner.

The Honourable Attorney-General in conclusion, congratulated all nominees who have been carefully adjudged and found credible of the Fellowship of the Institute and urged them to identify with the principle of good governance and the Rule of Law in their respective jurisdictions. He congratulated the Institute’s Management for sustaining the annual event and particularly for the credible nominees for the year which included an American. This, he noted, demonstrated the Institute’s determination to commit itself to the pursuit of a global mandate which includes the recognition of international scholars and administrators based in other jurisdictions who have made significant contributions to the development of the law within and outside their countries of origin.

The Lecture, he concluded, will significantly enrich the pool of goodwill and expertise available to the Institute and greatly assist it in achieving its set objectives.

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<table>
<thead>
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<td>1</td>
<td>Financing The States (The Constitutionality of Sales Tax Law)</td>
<td>O. Akani (1983)</td>
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<tr>
<td>2</td>
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<td>I. Adi (1983)</td>
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<td>3</td>
<td>Special Libraries: Their Role and Place in Legal, Political and Social Development in Nigeria</td>
<td>O. Jegede (1983)</td>
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<td>4</td>
<td>Nigeria In Search of Social Justice through the Law</td>
<td>T.A. Aguda (1986)</td>
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<td>A Bibliography on the Writings of the Honorable Justice T.O. Elias</td>
<td>Honorable T.O Elias (1986)</td>
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<td>6</td>
<td>Honorably T.A. Aguda: The Man, His Works and the Society</td>
<td>I.O. Agbode (1986)</td>
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<td>8</td>
<td>A Decade of Securities Regulations in Nigeria</td>
<td>O. Akani (1980-90)</td>
<td>1991 500.00</td>
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<td>9</td>
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<td>A. Adewale (1990)</td>
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<td>10</td>
<td>Regulation of Occupational Safety, Health, and Environment in Nigeria</td>
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<td>11</td>
<td>T.O. Elias: Clariations, Honours and Awards</td>
<td>M. A. Ajomoh (1991)</td>
<td>500.00</td>
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<td>15</td>
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<td>500.00</td>
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<tr>
<td>16</td>
<td>The Structure of Personal Income Tax Law and the Basis of Liability in Nigeria</td>
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<td>500.00</td>
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<tr>
<td>18</td>
<td>The African Charter on Human and Peoples' Rights</td>
<td>Professor U. O. Umuruktik</td>
<td>500.00</td>
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<td>19</td>
<td>Nigeria: The Legal Dynamic of her Constitutional Development: An Appraisal</td>
<td>Ameke Guobadia (1993)</td>
<td>500.00</td>
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<td>20</td>
<td>Bibliography of Nigerian Law Reports</td>
<td>O. Jegede (1995)</td>
<td>500.00</td>
</tr>
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<td>21</td>
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<tr>
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<tr>
<td>23</td>
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<td>24</td>
<td>Miscellany at Law</td>
<td>(2003)</td>
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## RESEARCH SERIES

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<tbody>
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<td>1</td>
<td>The Right of The Child in Nigeria</td>
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<td>1,500.00</td>
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<tr>
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</tr>
<tr>
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</tr>
<tr>
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</tr>
<tr>
<td>5</td>
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<tr>
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</table>

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<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Author(s)</th>
<th>Price</th>
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<tbody>
<tr>
<td>1</td>
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</table>

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<table>
<thead>
<tr>
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<th>Title</th>
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<tr>
<td>1</td>
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<th>Title</th>
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<tr>
<td>1</td>
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## NIALS HALL OF FAME

<table>
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<td>1</td>
<td>Public Interest Litigation</td>
<td>Han. Justice P. M. Bhagwati (2010)</td>
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<table>
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<th>Title</th>
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<td>3</td>
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<th>Title</th>
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<td>M. O. Ajemba and I. Okigbo</td>
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<td>7</td>
<td>Nigerian Essays In Jurisprudence</td>
<td>T.O. Elia and M.I. Jegede (1993)</td>
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<td>9</td>
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<td>11</td>
<td>Proceedings of the Roundtable On &quot;Problems and Prospects of a Commodity Exchange&quot;</td>
<td>I.A. Ayia and Owsasanye</td>
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<td>26</td>
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<td>T. Akon de Aguda</td>
<td>2500.00 (Imp) 3000.00 (Cased)</td>
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<tr>
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<td>Foreign Investments in a Globalized World</td>
<td>D.A. Gobadiah and P.T. Akep (2007)</td>
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</tbody>
</table>
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<table>
<thead>
<tr>
<th>No.</th>
<th>Title</th>
<th>Speaker/Author</th>
<th>Date</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The Functions of the Law and the Lawyer in Development Administration</td>
<td>Professor Dr. Heinrich Scholler (1981)</td>
<td>500.00</td>
</tr>
<tr>
<td>4</td>
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<td>Professor E. Nwoyiegu (1985)</td>
<td>500.00</td>
</tr>
<tr>
<td>5</td>
<td>The Relevance of the Judiciary in the Policy in Historical Perspective</td>
<td>A.G Kariisa-Wythe (1988)</td>
<td>500.00</td>
</tr>
<tr>
<td>6</td>
<td>International Law In the Period After Decolonisation</td>
<td>J.A Frowein (1988)</td>
<td>500.00</td>
</tr>
<tr>
<td>7</td>
<td>Social Security in Nigeria</td>
<td>Prof. Ben. O. Nwabueze - (1989)</td>
<td>500.00</td>
</tr>
<tr>
<td>8</td>
<td>The Southern African Situation and the Eventual Triumph of International Law</td>
<td>Prof. I. Sapay (1991)</td>
<td>500.00</td>
</tr>
<tr>
<td>9</td>
<td>The Concept of National Sovereignty and Development</td>
<td>Prof. Rolf Knipper (1992)</td>
<td>500.00</td>
</tr>
<tr>
<td>10</td>
<td>What’s Wrong with the Law?</td>
<td>M.I. Magidde (1993)</td>
<td>500.00</td>
</tr>
<tr>
<td>11</td>
<td>Constitutions and the Problems of Nigeria</td>
<td>Chief Bola Aje (1995)</td>
<td>500.00</td>
</tr>
<tr>
<td>12</td>
<td>Discipline, Nigerian University and the Law</td>
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<td>500.00</td>
</tr>
<tr>
<td>13</td>
<td>The Nigerian Legal Profession: Towards 2010</td>
<td>Dr. Harriu A. Yakoju (1997)</td>
<td>500.00</td>
</tr>
<tr>
<td>15</td>
<td>Transition to Transition: Prospects of an Enduring Democratic Polity in Nigeria</td>
<td>J. Isaac Elugari (1999)</td>
<td>500.00</td>
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<tr>
<td>16</td>
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<td>500.00</td>
</tr>
<tr>
<td>18</td>
<td>The Exercise of Legislative Powers in Nigeria</td>
<td>Niki Tobi (2002)</td>
<td>1000.00</td>
</tr>
<tr>
<td>19</td>
<td>The Rule of Law and Judicial Reforms in Promoting the Rule of Law and Good Governance in Africa</td>
<td>Sufihi J. Muyamtwali- (2004)</td>
<td>500.00</td>
</tr>
<tr>
<td>21</td>
<td>Federalism, Constitutional Democracy and Challenges for Good Governance</td>
<td>Cheryl Sauners – (2005)</td>
<td>1000.00</td>
</tr>
<tr>
<td>23</td>
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<td>1000.00</td>
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<tr>
<td>24</td>
<td>Rethinking the Nigerian Constitution</td>
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<td>1000.00</td>
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<tr>
<td>25</td>
<td>Judicialism and Good Governance in Africa</td>
<td>Prof. B Nwabueze (2009)</td>
<td>3,500.00</td>
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**FACES AT THE 3RD INAUGURAL LECTURE**

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**INVESTMENT TREATY MARKETS ISSUES, PROSPECTS AND POLICIES IN AFRICA**

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**POLICY PROSPECTS AND POLICIES IN AFRICA**
INTRODUCTION
The Nigerian Civil Service is the machinery through which the government of Nigeria, at all levels, implements its policies, designed to meet political aims and provide social services. The performance of the Nigerian Civil Service is critical to the socio-economic and political development of Nigeria given the dominance of Government in Nigeria. Civil Servants regardless of seniority, translate visions, policies, etc established by the political leadership into concrete actions that impact on all of us.

The Fundamental Objectives and Directive Principles of State Policy of the 1999 Nigerian Constitution as amended, though not justifiable, were intended to play significant role in the ethical direction of the Nigerian State. Specifically, section 23 provides: “The national ethics shall be Discipline, Integrity, Dignity of Labour, Social Justice, Religious Tolerance, Self-reliance and Patriotism”. This is complemented and reinforced by other provisions of the Constitution as well as other national institutions whose mandates have profound implications for the national ethical drive. In order to instil discipline and integrity as fundamental ethics for public service the Constitution has also provided in the Fifth Schedule, the Code of Conduct for Public Officers. The Code of Conduct Tribunal is set up to adjudicate on matters bordering on the breach of the Code of Conduct for Public Officers as well as the both the Independent Corrupt Practices and other Related Offences Commission (ICPC) and the Economic and Financial Crimes Commission (EFCC) are also strangley, it was the military that institutionalized the national ethical drive with the establishment of Mass Mobilization for Social and Economic Recovery (MAMSER). Before then it was War against Indiscipline (WA) with its WA Brigade, which was short lived. Since May 29, 1999, after decades of military rule the Civil Service has been undergoing gradual and systematic reforms and restructuring. However, the Civil Service is still considered stagnant and inefficient, and the attempts made in the past have had little effect.

It is therefore not difficult to have a consensus that the current work ethics of the public servant is less than satisfactory and has led to underperformance of the government sector in practically all phase of engagement. Corruption and sharp practices have become common occurrence and responses from appropriate authority agencies have been weak, delayed or even absent.

In realization of the need for a persistent and consistent ethical drive to reposition Nigeria as a most populous Black nation in the world, the Nigerian Institute of Advanced Legal Studies, in performing its leadership role in charting the right course for good governance and policy formulation in the country, held a one day Roundtable on Developing Appropriate Work Ethics for The Nigerian Public Servant to discuss these issues with a view to finding solutions that will strengthen our democracy.

Perspectives for the Roundtable include:
• Leadership, Social Contract and Work Ethics;
• The Challenge of Enthroning Proper Work Ethics in Public Service;
• Fixing the Disconnect Between the People and Public Service;
• Reward System and Work Ethics;
• Revising the Philosophy of *Na My Papa Job*;
• The Concept of Wage Earning and Work Ethics;
• Punctuality and Discipline in Public Service;
• Work Ethics: The Private Sector Experience;
• Work Ethics in Public Service: a Comparative Analysis;
• Work Ethics, the New Generation and Prospects of Change.

OBSERVATIONS
The Roundtable made the following observations:

1. The Nigerian Civil Service consists of employees in Nigerian government agencies other than the military. Hence, it is composed of:
   • Federal Civil Service- Ministries, Departments,
   • The 36 autonomous States’ Civil Services,
   • The unified Local Government Service,
   • The several Federal and State government Agencies, including parastatals and corporations;
   • Government Universities, Schools, Hospitals et cetera.
   • Includes the Police Force, Customs, Immigration and other uniformed services.

2. Ethics refer to principles by which behavior is evaluated as right or wrong, good or bad. It is a well-based standards of right and wrong, and prescribe what humans ought to do. Ethics are continuous efforts of striving to ensure that people, and the institutions they shape, live up to the standards that are reasonable and solidly based. Work ethics include not only how one feels about his or her job but also how he or she handles the allocated responsibilities. It involves attitude, behavior, respect, communication, and interaction; how one gets along with others. Work ethics demonstrate many things about whom and how a person is.


4. At independence, the British Colonial Government did hand over to Nigeria a competent, capable and highly motivated civil service. It is out of these corps that the much admired Super permanent secretaries and civil service leaders emerged.

5. Following the unfortunate incursion of the military into governance in 1966, Nigeria commenced the path towards the degradation of Public Service. The government of Gen. Yakubu Gowon substantially maintained the civil service infrastructures inherited from the British colonial government at both Federal and State levels up until 1975 when it was overthrown by the Gen. Murtala Mohammed/Ohananjo administration.

   The unprecedented and massive purge in the civil service particularly at the top carried out in 1975 had a negative effect on the Nigerian Public Service and introduced significant elements of insecurity, poor work ethics, indiscipline, and diminished loyalty. A generation of Permanent Secretaries often referred to as Super Permanent Secretaries and their very well trained subordinates were summarily thrown into retirement most of them less than 45 years old then.

   The Nigerian Public Service has not recovered from the trauma generated by this action 36 years later. Subsequent military administrations did not help matters as it would appear that a competent and motivated Public Service was perceived as threatening to the agenda of the political leadership.

   Until the 1988 reforms, following the British tradition, the Civil Service was characterized by permanence, anonymity and neutrality;

   **Permanence**- As career officers civil servants are ordinarily expected to remain in the service for their entire working lives while governments come and go. This permanence ensures continuity.

   **Anonymity**- Civil servants are expected to work behind the scenes; they place their skills and energies at the disposal of their political masters, who make the final decisions and receive applause for good work and jeers for bad work.

   **Neutrality**- Civil servants are prohibited from having political affiliations; they are expected to faithfully and impartially serve any government in power.

   Highlights of the 1988 reforms include:

   a) Merging of ministerial responsibilities and administrative controls and their investment in the Minister as Chief Executive and Accounting Officers;
   b) Replacement of the designation of Permanent Secretary with “Director-General”, whose tenure will terminate with the Government that appointed him/her who will serve as a Deputy Minister;
   c) Greater ministerial responsibility in the appointment, promotion, training and discipline of staff;
   d) Vertical and horizontal restructuring of ministries to “ensure overall management efficiency and effectiveness ...”
   e) Permanency of appointment, as every officer, is to make his/her career entirely in one Ministry;
   f) Abolition of the Office of the Head of Civil Service; and
   g) Abolition of the pool system.

10. In reality, however, the 1988 Civil Service Reforms led to the:
   a) Conscious and deliberate politicization of the civil service;
   b) Misuse and abuse of power by Ministers and Directors-Generals who saw their Ministries as a separate entity and ran them as personal properties;
   c) Increase in the cost of running the civil service due to:
      (i) the imposition of uniform structures on ministries;
      (ii) the proliferation of parastatals;
      (iii) increase in human personnel without a corresponding increase in productivity;
   d) Absence of a coherent and systematic training policy throughout the Civil Service;
   e) Glaring shortage of skilled manpower, especially in the technical and professional cadres in virtually all the ministries;
11. It is of great concern that after 12 years of democratic governance, the very important job of rebuilding the competence of the public sector is yet to commence in earnest.

12. Some other problems of the Civil Service are:
- Corruption,
- Uncooperative behaviour among civil servants,
- Ineptitude,
- Tardiness,
- Lack of motivation,
- Lack of Passion for the job,
- Nepotism,
- Low productivity and delays,
- Moonlighting and Divided Attention
- Inefficiency Bordering on Laziness, etc.

13. Other factors that led to the current poor work ethics include:
- Lack of will by the political leadership to maintain and sustain a competent and motivated public service
- Job security
- General decline in the Nigerian Economy
- Lack of objectivity in recruitment, rewards and terminations
- Poor compensation that did not keep pace with performance in other sectors of the economy, etc.

14. Matters of ethical drive are not limited to the Constitution and other laws only, but there are also strong complementary roles played by religious organizations, civil society organizations and the various communities. Both the Church and the Mosque drive their ethical dispositions with a lot of passion, believing that conformity is sine qua non for eternity. Civil Society organizations are equally passionate about decent and disciplined society that offers hope for progress and development.

15. For the corporate and harmonious existence of the society, communities have developed appropriate norms and values. These norms and values comprise core ethical values, below which members of the community is expected to descend. Such anti-social behaviour will be met with reprobation of varying measure and proportion.

16. Poor work ethics is not a monopoly of the public sector, as the private sector also encounters the same issues. The aim of the private corporation or business is, in general, to make money, whereas the public sector is meant to perform functions for the society as a whole. The major difference is that in the private sector, issues relating to poor work ethics at employee performance are usually dealt with summarily. Similarly, issues relating to good performance are rewarded appropriately.

17. Another difference between private and public sector is that the private sector is usually constrained by often mis-applied policies/considerations relating to par affiliations, zoning, quota systems, etc.

18. Furthermore, unlike the public sector that is funded from national resources (citizens & gas revenues, taxation, etc.), the private sector only survive on the basis of delivering competent services and goods to the market place. This pressure to perform or perish compels the private sector to be more objective in dealing with the issues listed above.

19. Reform attempts in the public service include:
- The Adebo Commission (1970) and the Udoji Commission (1972) reviewed the structure and orientations of the civil service to make it more efficient. Although these commissions recommended ways of rationalizing the civil service, the greatest problems of the service remained inefficiency and red tape.
- In 1976, the then Head of State undertook a purge of the civil service, retiring several top ranking and other civil servants – the effect of which further decimated the civil service and the "esprit de corps".
- In 1985, a study group headed by Godwin Etuk looked into the problems. It was believed that the reforms of 1988 were based on this report and resulted in the 1988 Civil Service Reorganization Decree promulgated by General Ibrahim Babangida.
- The later report of the Ayida Panel made recommendations to reverse some of the past innovations and to return to the more efficient Civil Service of earlier years.

20. Since the advent of democratic rule from May 29, 1999 the Government has adopted some measures, including the following, to restore the dignity and glory of the Civil Service:
- de-militarization of the Civil Service by:
  - ensuring that the system is guided by the relevant provisions of the Constitution, the Public Service Rules, the Financial Regulations and Circulars;
  - Revising the Rules, Regulations and Procedures in the Civil Service to underscore the concern of Government for discipline as well as proper conduct and practices by public officers.
- Correction of the various distortions introduced by the 1988 Reforms and implementation of most of the recommendations of the AYIDA Review Panel on the Civil Service Reforms with qualitative improvements.
- Setting up the Service Compact (SERVICOM) initiative. Former President Obasanjo's administration conceived that the SERVICOM Desk Office was to be set up in every Government Ministries, Departments and Agencies with a Desk Officer to receive complaints and ensure good service delivery.
- The restoration of the Office of the Head of Civil Service of the Federation; which has the positive impact of:
  - maintaining the Civil Service political neutrality and cohesiveness;
  - promoting high morale and esprit-de-corps amongst civil servants;
  - coordinating training policies and programmes;
  - improving staff welfare and development;
  - managing common establishment matters;
  - fostering professionalism; and
  - promoting cordial and mutual relationship between the political officers and civil servants.

**RECOMMENDATIONS:**
At the end of the Roundtable, the following recommendations were made:
1. An Executive perspective of the ethical standards of the public service must be such that exudes extant commitment. A dedicated and committed public service will certainly enhance desirable work ethics that will assist the Executive in the performance of its functions.

2. The Executive is entrusted with the responsibility of ensuring that the public Service works efficiently and in accordance with the law. Hence, the Executive must ensure compliance with the Code of Conduct for Public Officers.

3. The Executive also has the responsibility to carefully position the service for effective performance. In this regard, confidence building mechanism must be put in place.

4. Public Officers are expected to be diligent, transparent and fair in the conduct of their service. It is in this regard that public officers must put themselves in any situation that is likely to engender conflict of interest.

5. The Nigerian Civil Service work ethics must be aligned with the Organization for Economic Co-operation and Development OECD Counci’s recommendations on improving ethics in the public service adopted in 1989, that:
   a. Ethical standards for public service should be clear.
   b. Ethical standards should be reflected in the legal framework.
   c. Ethical guidance should be available to public servants.
   d. Public servants should know their rights and obligations when exposing wrongdoing.
   e. Political commitment to ethics should reinforce the ethical conduct of public servants.

f. The decision-making process should be transparent and open to scrutiny.

7. There should be clear guidelines for interaction between the public and private sectors.

8. Managers should demonstrate and promote ethical conduct.

9. Public service conditions and management of human resources should promote ethical conduct.

10. Adequate accountability mechanisms should be in place within the public service.

11. Appropriate procedures and sanctions should exist to deal with misconduct.

12. Government should institute a reward system to encourage and sustain a good work ethic among civil servants and academics. Such reward systems help shape, bolster and foster an ethical work culture.

Promotions should not be handed down periodically or as long service awards: you apply whenever you think you have met the set criteria; and this could be after two years for some, four or ten for others, or never for some. This brings a sense in which you choose how fast you want to rise; within broad expectations re the normal time frames. For instance, not every lecturer, research fellow, or professor hired the same day with the same degrees/qualifications should make the same amount of money as salary/compensation after a number of years.

13. Every Ministry Department and Agency must ensure that a SERVICOM desk is set up to receive complaints and act as a link between the public being served and the management.

9. The Public Complaints Commission

needs to be strengthened to address the disconnect in the work ethics in the public service.

10. There should be a public service disciplinary Committee in order to reduce the level of impunity and restore integrity in the Civil Service.

11. Workers who fail to exhibit a good work ethic should be regarded as failing to provide fair value for the wage the employer is paying them and should not be promoted or placed in positions of greater responsibility.

12. Civil servants should also:
   - Realize that “Na my papa job and na we pikin hope”
   - Re-orient self with personal vision and mission
   - Lift society and societal obligations above self (What is for the common good and best interest of civil society?)
   - Align their vision and mission with that of the office
   - Be committed to productivity and adding value
   - Be loyal to Nation and Creed
   - Deliver on the civil service contract with society
   - Grade self in communication, integrity, attitude, behavior, efficiency/performance on job and interaction.
   - Focus on achievement and success
   - Workers exhibiting a good work ethic in theory should be selected for better positions, more responsibility and promotion.

13. For the Government, discipline should include:
   - Putting the welfare of the Civil Servants as a top priority:
   - Helping the CS to develop new skills that will improve their competitive value.

   Effectively Evaluating performance, and doing the best to motivate staff for optimal performance.

   For the Civil Servant, discipline should include:
   - Following Orders
   - Efficiency
   - Punctuality and Promptness
   - Self Respect & Respect for Others
   - Hard Work, Team Work, Organising work
   - Giving a Good Impression to the Public
   - Good Manners
   - Professionalism

   Working to improve your understanding of the job

   Always Giving Your Best (100%)

Lagos, Nigeria
29th September, 2011.
<table>
<thead>
<tr>
<th>S/N</th>
<th>Course Title</th>
<th>Date</th>
<th>Venue</th>
<th>Fee</th>
<th>Coordinator</th>
<th>Contact</th>
<th>Target Participants</th>
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</thead>
<tbody>
<tr>
<td>2.</td>
<td>26th Course in Drafting Commercial Agreement and Banking Documentation</td>
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<td>Jadavos Akaide Lecture Theatre</td>
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<tr>
<td>5.</td>
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</tr>
<tr>
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<td>08052552408, 08065303766, 07035974779</td>
<td>Staff of Military, Para-Military, Financial Intelligence Unit, EFCC, IPCC, SSS, SD, Federal and State Ministry of Justice, Prosecutors and all lawyers.</td>
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