

LABOUR /GOVERNMENT RELATIONS IN NIGERIA: A STUDY OF REGULATION (1999 – 2012)

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Abstract

The study was conducted primarily to investigate labour/government relations in Nigeria: A Study of Regulation, 1999 – 2012. The study is guided by four research questions. The population of the study comprises of all the 500 workers and government officials in the selected areas of study. Frequency count, percentage and statistical mean were used to analyze the results. The finding of the study reveals that, the respondents accepted all the impact of trade unionism and collective bargaining on Nigeria development. That is, Trade union and collective bargaining contributed to, Economic development in Nigeria, Provision of infrastructural development such as water, electricity, road and schools facilities, Provide the knowledge of laws that regulate labour activities in Nigeria, Improve Capacity building of workers, education, finance and independent, Guarantee workers salary, Protection of workers right and personnel interest, Boost worker physical integrity and moral dignity of the individual and Prevent workers being threaten or dismissed without reasons; the finding also reveals that the respondents, responded positively to the perceived causes of strike actions in Nigeria; that is, Poor infrastructural Development, High rate of corruption, Failure to implement collective agreement such as harmonized salary structure, Military intervene into democracy, Refusal to ascend to union, Poor or Delay in salary and wages of worker, Dissolution of trade union to segment to reduce their power, Retrenchment and unemployment problems and Strike may call back without consulting member. Similarly, the finding also reveals that the respondents accepted, all the items on reasons why successive and present governments subvert labour movement activities in Nigeria; that is, Military government demoralize union right, Problems of internal democracy is a threat to trade unionism, Both military and political leaders bane or arrest and even imprisons labour leaders, Regularism of trade union act pose a problems and Fear and apathy created in worker through

unending rationalization retrieval of workers wages salary cuts. Finally, the finding reveals that the respondents, responded positively to the measures/strategies to regulate labour movement; that is, Nigerian workers must fight and dement the right at all times, Government should provide basic amenities such as water, electricity, improve agriculture and basic education to Nigerian, Improve salary structure and wages, Government in all level must fight corrupt leaders, Immunity clause should be removed in the constitution of the federal republic of Nigeria to tried corrupt leaders, Government should protect the right of workers, Prompts payment of salary and arrears to person and retired workers, There should be rule of law and due processes, Provision of employment opportunities and Employers should not victimize workers.

Keywords: Government, labour relation, regulation, collective bargaining, trade unionism, workers, strike action

Introduction

The year 1999 was widely acclaimed as a year of economic recovery, social justice, freedom, and restoration of national pride in Nigeria, as the country moved towards democratization after about two decades of continuous military rule that left the nation a pariah state (Akinwale, 2011). During 1999, a fundamental change in the system of governance was completed, after several failed attempts. However, despite the high hopes and expectation generated by democratic governance elsewhere, the dividend in Nigeria, eleven years on, has been rather slow and negligible on the fortunes of the labour movement.

There has been decline globally, in the fortunes of organized labour over the past two decades (Shalmanti, 2002). This global decline has been attributed to several factors. UNDP (2000) report showed that structural change, especially the move away from blue-collar jobs is a fundamental factor including membership decline. Low rates recognition and resistance to unions in new establishments are also contributory factors (UNDP 2000). In most developed countries the percentage of workers represented by trade unions fell precipitously (Lawal, 1996). Williams (2009) posit that, in the United States, unions witnessed a decrease from 22 percent to 16 between 1980 and 1990. Conversely, a similar proportion of decline was noted in the United Kingdom and other advanced countries within the Organization of Economic Co-operation and Development (OECD) as cited in Williams (2009).

In developing economies, except in South Africa, where Williams (2009) noted that involvement of labour movement in the struggle against apartheid government has aided its new organizing strategy, most other

countries have been through a period of decline, Shalmanti (2002) concludes that though there were variations in union density, most of the countries examined experience decline. In Nigeria however, the level of membership remained relatively stable during the 1980s and 1990s despite the fact that the country was under a dictatorship (Wordofa, 2008). Many other causes of decline, including the closure of textile industries, rendered one of the strongholds of unions helpless. The then introduction of Structural Adjustment Programme (SAP) policies, which led to mass retrenchment in the public sector, may have had some negative impact on the membership in Nigeria against the authoritarian regime of military administrators (Wordofa, 2008).

One major area of interest in labour is the effectiveness of these organizations to remain financially stable and the ability to work within established political, economic and social systems despite the supportive or disruptive features of the social environment such as mass media, legislation and the ability of labour leaders to satisfy member's goal and interest. This has been a major driving force that has enabled organized labour to succeed in its efforts to assist members. One way organized labour has done this, is to contribute in whatever way they can to national development.

Examining the main goal of establishing trade unions, one can deduced that the interest of members comes first, according to Sydney and Beatrice Webb as in UNDP (2000) that stressed that the main goal of establishing trade unions is that workers initially joins unions to pursue immediate economic goals, but eventually pursue political, economic and social reforms such as the nationalization of industries and the protection given to infant industries.

Despite the efforts in contributing to national development, the political class has continued to accused organized labour of interfering in political process. Take lacunae caused as a result of the absence of the late President of Nigeria Late Alhaji Umaru Musa Yar'adua for about six months from late October 2009 to March 2010. The Vice President, Dr. Goodluck Jonathan was not able to Act in the capacity of The President, because there were no provisions in the constitution enabling him to do so. Therefore, organized labour had to insist that Jonathan must be handed over power and mantle of leadership. Organized labours in Nigeria have always raised to the occasion when the need arises, especially in issues they term matters of national interest. In spite the attacks by the political class, organized labour has in one way or the other contributed to the social well-being of Nigeria, this can be deduced from the way it always insist things are done properly.

Organized labour had always lend its voice to issues of national interest, for instance, the debate for or against the International Monetary Fund loans of 1986 proposed by the Military Administration of General

Ibrahim Babangida. Labours took a stand against the acceptance of the loan. In a bid to ensure its continuous contributions to democracy in Nigeria, organized labour in 2002 applied for the registration of a political party known as Labour Party of Nigeria, which was eventually granted license to operate in the year. The party has participated in all elections in the country ever since then. (Wordofa, 2008)

Nigerian workers like their counterparts in other developing countries have witnessed fundamental changes in their condition over time. To a large extent, trade unions have played significant role in this transformation. Furthermore, in most developing countries, government is the largest employer of labour with private individuals employing a minimal proportion of the working class (Okene, 2007). In Nigeria, trade unions have become important agent of socio-economic transformation and class struggle (Okene, 2007). This role began from the period of the colonial struggle and continued till the post independence era. In the latter period, trade unions play an important role in the struggle against dictatorial military rule and the restoration of civil rule in Nigeria.

Statement of problem

The Labour Organization has had a chequered history, surviving two instances of dissolution of its national organs under military juntas and a third from a civilian administration. Arbitration, prolonged and unlawful detention of labour leaders, invasion and disruption of union meetings, seminar and other activities of congress and its component by security forces and a vicious anti-labour campaign by the state generally marked the military era of Nigeria's policy, while both the civil and military regimes invoked legislative prerogatives to unleash all manner of legislation to check the activities of unions.

Attempts by the Obasanjo administration to proscribe the Ibrahim (2006) failed in the face of rising internal and external oppositions. The administration however, continued in its bid to frustrate the activities of the movement and treat the NLC with hostility. Despite intensified use of machinery of oppression and legislative weaponry by current civilian government, the political role of labour has remained imperative not only to union members but also to Nigerian proletariats that formed the larger percentage of population of the country. Unions have organized and participated in protests and strikes of varying magnitude, to force the government to revert some of its economic decisions. In June 2000, a national strike was held to protest the 50 percent increase in the prices of petroleum products. The success of the strike forced the government to withdraw the earlier increase made on these products.

Consequently, the government set up a committee to negotiate with labour, however, by February 2001, Obasanjo overlooked the agreements, arguing that it was becoming increasingly difficult to sustain the agreed prices on petroleum products. As a result, prices were again increased. Labour as well proceeded on a strike after the expiration of a seven-day ultimatum given to the government. On this occasion, the government went to court challenging the action of the NLC. The court declared NLC actions as illegal. In adherence to the court decision, the NLC Central Working Committee called off the strike.

These contributions made by organized labour in Nigeria have not come without a prize. Many labour leaders had suffered imprisonment, and at times death, to continue the struggle. Take the case of Nduka Eze who was a Clerk with United African Company (UAC), who became extremely popular in 1947 because of his constant challenge of the colonial authorities, he eventually lost his job in 1951, because the colonial authorities saw him as a threat to their continuous exploitation. He also suffers several arrests including his conviction for sedition in 1949 (Aiyede, 2000). Another case worthy of consideration is the pains and agony suffered by labour during and after the 1994 general strike called by labour to protect the annulment of the June 12 1993, presidential elections in Nigeria by the then military Head of State, General Ibrahim Babangida. The ruling military junta headed by General Sani Abacha proscribed almost all trade unions in the country. The government made life unbearable for leaders of these labour groups and, as they were either arrested or driven to exile and eventually lost their jobs (Okene, 2007).

The NLC has made significant impact on the nature, structure and implementation of government programmes. Although the impact diminished under the Obasanjo administration. Event evolving since 2004 in industrial relations reveal that the State in democratic dispensation is still coercive. In June 2004, the government announced its plan to decentralize the labour union and remove the oil subsidy. Consequently a bill to amend the Trade Union Act was sent to the National Assembly. The bill sought to proscribe the NLC and fragment the trade unions; make strike action impossible, make recognition difficult; and freeze union sources of finance. (Anugwon, 2007).

Another memorable spectacle was when administration of former president Olusegun Obasanjo made a very calculated move in decentralizing the labour movement which it perceived as a threat to its democratic dictatorship. This careful though out move was to decentralize the labour movement by creating another labour organization called the Trade Union Congress (TUC). The move was welcomed with suspicion in various quarters and generally perceived to be calculated move by the government to

weaken and shake the labour movement to its very foundations. The Trade union Congress (TUC) was naturally opposed and disagreed with the NLC on various issues.

The history of the Nigerian Labour movement is anything to go by, it has clearly shown that something has been terribly wrong from day one and the political equation which remains unbalanced. Without a serious opposition, the protection of workers right will continue to remain illusive and the average Nigerian worker will continue to be a slave of the larger modern economy. However, it was against this background that the study attempt to investigate labour and government relations in Nigeria: A study of regulation, 1999 – 2010.

Objective of the study

The objectives of this study are:

1. To determine the impact of Trade Unionism and collective bargaining on Nigeria's development.
2. To study the perceived causes of frequent strike actions in Nigeria.
3. To examine why successive and present governments subvert the activities of labour movement in Nigeria.
4. To study the various regulations of the labour movement and the impact on Nigerian workers.

Research questions

The following research questions were formulated in order to guide this study within the context of the research objectives as stated below:

1. What is the impact of trade unionism and collective bargaining on Nigeria development?
2. What are the perceived causes of frequent strike actions in Nigeria?
3. Why does successive and present governments in Nigeria subvert the activities of labour movement?
4. What are the measures to regulate problems of labour movement among Nigerians?

Methodology

Area of Study :It is on record that victims of laws that gag the labour movement are in most cases located in every state of Nigeria. It is also a fact that the entire stake holders of the aforementioned laws are located in each state of Nigeria. Therefore, to achieve the objectives, out survey was carried out in four states and the federal capital of Nigeria: Lagos state, Imo state, River state, Kaduna state and the federal capital territory, Abuja. In each of these locations, we identified and carried out our study on

Government/Labour Relations in Nigeria, with respect to a study of regulation of the labour movement between 1999-2010.

Design of the Study: The study utilized a survey research design because of the type of information required. This is because survey research focuses on people, the vital facts of the people and their beliefs, opinions, attitudes, motivations, and behaviours (Adekanye: 1993). This study aimed at ascertaining the perceptions of both stake holders and Nigerian workers on government/labour relations with regards to a study of selected states. The study also explored the level of awareness of the impact of labour regulations on Nigerian workers

Population of the Study: The targeted population for this study consists of 500 Nigerian workers and private institutions employees. These categories of people are directly or indirectly affected by the laws that gag labour movement in Nigeria. The study evaluates the perception of these groups on the effect and impact of regulation of the labour movement in Nigeria.

Sample Size and Sampling Procedure: Our knowledge, behaviour and actions are determined by sampling. The study is made of sampling technique. Since the study covered a range of 1999-2010, we selected workers in public and private institutions in each of the selected states of the Nigerian federation. In each of the targeted location intended to be surveyed, 100 respondents were purposefully selected for the study. This gave rise to a total of 500 respondents.

Description of the Presentation: The researcher developed a set of questionnaire for the purpose of gathering data for this study. The questionnaire was administered to the targeted people in each of the four states of the federation and the Federal Capital Territory, Abuja as stated earlier. The instrument was designed to obtain relevant data to answer the research questions. The questionnaire was divided into three sections. Section one sought information on the biographic data of the respondents, including their level of education, date of birth, year of service and status within their organization. Section two measured the awareness and perception level of the respondents on issues pertaining regulation of the labour movement in Nigeria, Section three dealt with problem identification and possible solution to the ailing problems affecting labour movement in Nigerian.

Validation of the Instrument: The instrument was scrutinized for content validity by three specialists in Political Science, Public Administration and Law professions. This procedure was to ensure that the items strictly address the research questions and propositions for this study. The first validated instrument was pilot-tested with 100 respondents from Abuja metropolitan. Based on their input, the instrument was modified and

used for this present study. A pilot study or pre-tested is a useful method of ensuring that the questions asked are appropriate ones. It is also useful in ensuring that the respondents or informants we have in mind are the intended ones, that that timing of field work will be favourable, that the wordings of the instrument will be unambiguous and that all questions will have some intended and true

Questionnaires Distribution and Retrieval: The questionnaire was administered to 500 respondents in the targeted areas in Nigeria. The selected areas for this study are: Lagos state, River state, Kaduna state, Imo state and the Federal Capital Territory of Nigeria, Abuja. In each study area 100 questionnaires was administered to 100 respondents. This gives a total of 100 respondents in each study area and a grand total of 500 respondents. The instrument was administered through personal contact and with the help of 5 research assistants. The questionnaire was administered and collected on the spot.

Method of Data Analysis: Data from the questionnaire were analyzed and, frequency counts and mean (X) statistics were used to determine the level of agreement and disagreement of the respondents to each item. In the social and behavioral sciences, the description and explanation of special reality can hardly be achieved in terms of only one or two variables for one thing, unlike its counterpart in the natural sciences. The social scientist is not in a position to exercise physical control over all the extraneous variables influencing his study subjects. We necessarily therefore has to deal with far more variables than two at any given time. Under the circumstance, the only avenue open to him is to devise or adopt statistical methods of exercising control over his multiple variables as well as measuring the nature of interactions and inter-relationship among them.

Results

Research question 1: what is the impact of Trade Union and collection bargaining on Nigeria development?

The research question was answered using items 5-15 in the question

Table 2: Impact of trade unionism and collective bargaining on Nigeria development.

S/N o	Items	SA (4)	A (3)	SD (2)	D (1)	Total	Mean	Deviation
5	Trade union and collective bargaining contributed to	305	123	50	20	500	3.43	Agree
6	Economic development in Nigeria	218	140	110	05	500	3.03	Agree
7	Provision of infrastructural development such as water, electricity, road and schools facilities	410	90	-	-	500	3.82	Strongly Agree
8	Provide the knowledge of	116	250	134	-	500	2.96	Agree

	laws that regulate labour activities in Nigeria							
9	Improve Capacity building of workers, education, finance and independent	250	150	80	20	500	3.26	Agree
10	Guarantee workers salary	250	180	50	20	500	3.32	Agree
11	Protection of workers right and personnel interest	400	50	30	20	500	3.66	Strongly Agree
12	Boost worker physical integrity and moral dignity of the individual.							
13	Prevent workers being threaten or dismissed without reasons	350	102	30	18	300	3.57	Strongly

Source: Data collected from the field.

The result in the study as presented in table 2 shows that the respondents, responded to all the items on the impact of trade unionism and collective bargaining on Nigerian Development. This induce that all the impacts received mean rating score above 2.50 and above implying that respondents accepted all the of trade union and collective bargaining in the area.

Research question 2: What are the causes of frequent strike actions among Nigeria?

The research question was answered using item 14-22 in the questionnaire. The Data one represented in table 3 below

Table 3: Perceived causes of strike actions in Nigeria.

S/No	Items	SA (4)	A (3)	SD (2)	D (1)	Total	Mean	Deviation
14	Poor infrastructural Development	250	180	50	20	500	3.32	Agree
15	High rate of corruption	350	142	08	-	500	3.68	Strongly Agree
16	Failure to implement collective agreement such as harmonized salary structure	400	80	20	-	500	3.79	Strongly Agree
17	Military intervene into democracy	100	50	30	-	500	2.50	Agree
18	Increase fuel, food and others items prices	400	80	20	-	500	3.79	Strongly Degree
19	Refusal to accend to union	350	140	08	-	500	3.67	Strongly Agree
20	Poor or Delay in salary and wages of worker	250	150	50	50	500	3.22	Agree
21	Dissolution of trade union to segment to reduce their power	350	145	05	-	500	3.69	Strongly Agree

22	Retrenchment and unemployment problems	400	80	20	-	500	3.79	Strongly Agree
23	Strike may call back without consulting member	200	95	100	105	500	2.98	Strongly Agree

Source: Data collected from the field.

The result of the study as presented in table 3 shows that the respondents, responded to all the item on the perceived cause of strike action in the area. This indicates that all the perceived cause of strike action received means rating score of 2.50 and above implying that the respondents accepted all the perceived cause of strike acting in Nigeria.

Research Question 3: Why does a successive and present government in Nigeria subject the activities of labour movement?

The research question was answered using items 24-29 in the questionnaire. The data are represented in the table 4 below

Table 4: Why successive and present governments subvert labour movement activities in Nigeria.

S/No	Items	SA (4)	A (3)	SD (2)	D (1)	Total	Mean	Deviation
24	Military government demoralize union right	400	50	40	10	500	3.68	Strongly agree
25	Democratic government discourages labour unionism	105	200	50	145	500	2.4	Disagree
26	Problems of internal democracy is a threat to trade unionism	51	200	200	49	500	2.51	Agree
27	Both military and political leaders bane or arrest and even imprisons labour leaders	350	50	51	49	500	3.40	Strongly Agree
28	Regularism of trade union act pose a problems	310	90	48	52	500	3.32	Agree
29	Fear and apathy created in worker through unending rationalization retrieval of workers wages salary cuts	310	80	58	57	500	3.30	Agree

Source: Data collected from the field.

The result of the study as presented in table 4 shows that the respondents, responded to the entire item on the reasons why successive and present governments subvert labour movement activities in Nigeria. This indicates that all the reasons why successive and present governments

subvert labour movement activities in Nigeria, received means rating score of 2.50 and above implying that the respondents accepted all the reasons why successive and present governments subvert labour movement activities in Nigeria. But, rejected item 25 that is, democratic government discourages labour unionism.

Research question 4: What are the measures to regulate problems of labour movement among Nigerians?

The research questions was answers using item 30-36 in the questionnaire as shows in table 5 below:

Table 5: Measures/strategies to regulate labour movement.

S/No	Items	SA (4)	A (3)	SD (2)	D (1)	Total	Mean	Deviation
30	Nigerian workers must fight and dement the right at all times	250	105	110	35	500	3.36	Agree
31	Government should provide basic amenities such as water, electricity, improve agriculture, basic education etc to Nigerian	310	120	70	-	500	3.48	Agree
32	Improve salary structure and wages	318	112	70	-	500	3.49	Agree
33	Government in all level must fight corrupt leaders	250	180	50	20	3.32	500	Agree
34	Immunity clause should be removed in the constitution of the federal republic of Nigeria to tried corrupt leaders	350	150	-	-	3.70	500	Strongly agree
35	Government should protect the right of workers	400	80	20	-	3.76	500	Strongly agree
36	Prompts payment of salary and arrears to person and retired workers	410	85	15	-	3.81	500	Strongly agree
37	There should be rule of law and due processes	410	90	-	-	3.82	500	Strongly agree
38	Provision of employment opportunities	400	89	06	05	3.76	500	Strongly agree
39	Employers should not victimize workers	400	86	04	10	3.75	500	Strongly agree

Source: Data collected from the field.

A cursory looked at the above table show that the respondent, responded to all the items on measures/strategies enhancing labour

regulation/movement among Nigeria's workers. This indicate that all the suggested measures received means rate score of 2.50 and above implying that the respondent accepted all the measure to enhancing labour movement and workers welfare in the area.

Discussion

From the result in table two, the respondents, responded to all the impact of trade unionism and collective bargaining in Nigerian development that is Provision of infrastructural development such as water, electricity, road and schools facilities; Provide the knowledge of laws that regulate labour activities in Nigeria; Improve Capacity building of workers, education, finance and independent; Guarantee workers salary; Protection of workers right and personnel interest; Boost worker physical integrity and moral dignity of the individual; Prevent workers being threaten or dismissed without reasons. This finding is in line with the findings of Adekanye (1993), Mac (1998), Stevis & Boswell (2008), Wordofa (2008), Okene (2007) on the impact of trade unionism and collective bargaining on Nigerian development.

From the result in table three, the respondents responded to all the perceived causes of strike actions in Nigeria that is Poor infrastructural Development; High rate of corruption; Failure to implement collective agreement such as harmonized salary structure; Military intervene into democracy; Increase fuel, food and others items prices; Refusal to ascend to union; Poor or Delay in salary and wages of worker; Dissolution of trade union to segment to reduce their power; Retrenchment and unemployment problems; Strike may call back without consulting member.

This is in line with the findings of Okene (2007), Aspinall (2007), Williamson (2005) and Wiliams (2009) on the causes of strike action among Nigerian workers. Conversely, Akinwale (2011) examined Labour Reform and Industrial Conflicts Mismanagement in Nigeria using documentary analysis. Industrial conflicts have not been fully managed in Nigeria due to anomalies in the country's conflict management mechanisms. The state power has been used arbitrarily whereas the Nigerian Labour Congress has remained adamant in its struggle for workplace justice. This development derived from decades of antagonism between the Nigerian government and organized labour. The organized labour's strikes in resistance against the state have become a popular industrial culture in Nigeria. Thus, efforts made towards ensuring industrial peace remain inadequate as industrial conflicts have been mismanaged. Following the consolidation of state coercive apparatus and amendment of the Nigerian Labour Law, the organized labour spread its tentacles towards civil society organizations for mass mobilization and political participation. Reforms and amendments of the labour law

coupled with the evolution of labour party marked a new phase in the Nigerian industrial relations.

The result of the study as presented in table 4 shows that the respondents, responded to the entire item on the reasons why successive and present governments subvert labour movement activities in Nigeria. This indicates that all the reasons why successive and present governments subvert labour movement activities in Nigeria, received means rating score of 2.50 and above implying that the respondents accepted all the reasons why successive and present governments subvert labour movement activities in Nigeria. But, rejected item 25 that is, democratic government discourages labour unionism. From the above findings, respondents, responded to all the successive and present government in Nigeria subvert the activities of labour movement in the area. That is Military government demoralize union right; Problems of internal democracy is a threat to trade unionism; Both military and political leaders bane or arrest and even imprisons labour leaders; Regularism of trade union act pose a problems; Fear and apathy created in worker through unending rationalization retrieval of workers wages salary cuts. This is in line with the findings of Aiyede (2000), Anugwon (2000), and Okene (2007), Ibrahim (2006), Shalmati (2002) UNDP (2000), on the reason why successive and present government subvert the activities labour movement in the country. That is both military democratic governments subvert the activities of labour movement in the country. Furthermore, studies reveals, that the provisions of labour laws and international labour standards of the ILO in, and by, themselves are not enough guarantees for the protection of workers' rights and as such there is the need to look beyond these instruments in protecting the rights of workers. Workers, their organizations and allies within the labour movement should develop and adopt extra-judicial means such as political and social actions to secure their rights at work (Adewumi & Adenugba, 2010).

This finding is in line with the findings of Botero, Djankov, Porta, Lopez-de-Silanes & Shleifer (2004) investigated the regulations of labour markets through employment, collective relations and social security laws in 85 countries. Their finding reveals that the political power of the left is associated with more stringent labour regulations and more generous social security systems, and that socialist, French, and Scandinavian legal origin countries have sharply higher levels of labour regulation than do common law countries.

From the result in table five, the respondents responded to all the various measures/strategies to regulate labour movement among Nigerian workers. That is Nigerian workers must fight and dement the right at all times; Government should provide basic amenities such as water, electricity, improve agriculture, basic education etc to Nigerian; Improve salary

structure and wages; Government in all level must fight corrupt leaders; Immunity clause should be removed in the constitution of the federal republic of Nigeria to tried corrupt leaders; Government should protect the right of workers; Prompts payment of salary and arrears to person and retired workers; There should be rule of law and due processes and Employers should not victimize workers. This findings is in line with the findings of Lawal (1996), Dere (2009), Abba (1995), UNDP (2000), Wilmoot (2007), on the suggested measures to reduce strike action in the country. In addition to related studies conducted, by Besley and Burgess (2013) they investigated whether the industrial relations climate in Indian states has affected the pattern of manufacturing growth in the period 1958-92. There finding show that states which amended the Industrial Disputes Act in a pro-worker direction experienced lowered output, employment, investment and productivity in registered or formal manufacturing increased. Regulating in a pro-worker direction was also associated with increases in urban poverty. This suggests that attempts to redress the balance of power between capital and labour can end hurting the poor. Similarly, Anugwom (2007) examined the influence of globalization on labour utilization in Nigeria using the construction industry as a case study. It reveals that the era of globalization has given rise to profound changes in the way labour is utilized, specifically in terms of employment patterns as well as the related issues of earnings, job security, and unionization and so on. In effect, the way the worker is used by the firms in the industry is determined solely by the dictates of capitalism, that is, the profit motive.

Finally, in support of this study, Oginni; Yemi; Adesanya; & Segun (2013) they examined the availability of workers' rights as made available by the law of the land (Nigeria), the practice found to be in operation and the conformity by employers of labour with the existing labour laws that promotes the rights of workers in the country in order to determine the true position of workers' right in Nigeria. The paper adopted the use of exploratory research together with secondary data in order to obtain relevant information for the paper at hand and from this, it was reveal that there appear to be enough and sufficient laws to usher in enviable standards to ensure that Nigerian workers' rights are protected and enjoyed by all workers.

Conclusion

The findings revealed that the impact of trade union and collective bargaining in Nigeria development include Provision of infrastructural development such as water, electricity, road and schools facilities; Provide the knowledge of laws that regulate labour activities in Nigeria; Improve Capacity building of workers, education, finance and independent; Guarantee

workers salary; Protection of workers right and personnel interest; Boost worker physical integrity and moral dignity of the individual; Prevent workers being threaten or dismissed without reasons.

The findings of the study also revealed that the perceived cause of strike action in Nigeria are Poor infrastructural Development; High rate of corruption; Failure to implement collective agreement such as harmonized salary structure; Military intervene into democracy; Increase fuel, food and others items prices; Refusal to ascend to union demands; Poor or Delay in salary and wages of worker; Dissolution of trade union to segment to reduce their power; Retrenchment and unemployment problems; Strike may be called back without consulting members.

The findings of this study further reveals that successive and present government subvert the activities on of labor movement in Nigeria that is Military government demoralize union right; Problems of internal democracy is a threat to trade unionism; Both military and political leaders bane or arrest and even imprisons labour leaders; Regularization of trade union act pose a problems; Fear and apathy created in worker through unending rationalization retrieval of workers wages salary cuts.

Finally, the study also revealed measures or strategies to regulate trade unions activities and foster productivity among which include, Nigerian workers must fight and demand their right at all times; Government should provide basic amenities such as water, electricity, improve agriculture, basic education etc to Nigerian; Improve salary structure and wages; Government in all level must fight corrupt leaders; Immunity clause should be removed in the constitution of the federal republic of Nigeria to tried corrupt leaders; Government should protect the right of workers; Prompts payment of salary and arrears to person and retired workers and there should be rule of law and due processes and Employers should not victimize workers.

Recommendations

From the findings of this study the following recommendations were made:

1. There should be a corrupt free society and supportive government in Nigeria
2. There should be stable democracy and free and fair election, this will foster adequate and effective governance, peace and tranquility in the country
3. Workers right, protection, wellfarisms, promotion, education, scholarship, should be given priority.
4. There are should be laws regulating the activities of trade unionism and collective bargaining among workers.

5. Government and law enforcement agency should work and cooperate and follow the rule of law and due processes.
6. Immunity clause protecting the power of the governance should be abolish. This will pave way to reduce corruption and enhance productivity.
7. Seminar, workshops, supervision and conferences should be organized to sensitize both trade unions and government working relationship and trade regulation in the country.
8. Effective and efficient monitoring and supervision of trade union activities should be encouraged.

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The findings of the study also revealed that the perceived cause of strike action in Nigeria are Poor infrastructural Development; High rate of corruption; Failure to implement collective agreement such as harmonized salary structure; Military intervene into democracy; Increase fuel, food and others items prices; Refusal to ascend to union demands; Poor or Delay in salary and wages of worker; Dissolution of trade union to segment to reduce their power; Retrenchment and unemployment problems; Strike may be called back without consulting members.

The findings of this study further reveals that successive and present government subvert the activities on of labor movement in Nigeria that is Military government demoralize union right; Problems of internal democracy is a threat to trade unionism; Both military and political leaders bane or arrest and even imprisons labour leaders; Regularization of trade union act pose a problems; Fear and apathy created in worker through unending rationalization retrieval of workers wages salary cuts.

Finally, the study also revealed measures or strategies to regulate trade unions activities and foster productivity among which include, Nigerian workers must fight and demand their right at all times; Government should provide basic amenities such as water, electricity, improve agriculture, basic education etc to Nigerian; Improve salary structure and wages; Government in all level must fight corrupt leaders; Immunity clause should be removed in the constitution of the federal republic of Nigeria to tried corrupt leaders;

Government should protect the right of workers; Prompts payment of salary and arrears to person and retired workers and there should be rule of law and due processes and Employers should not victimize workers.

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