

©IDOSR PUBLICATIONS

International Digital Organization for Scientific Research

ISSN: 2550-7974

IDOSR JOURNAL OF ARTS AND MANAGERMENTS 2(1): 50-81, 2017.

**Labour Unions and Social Progress in Nigeria: A Study of Nigeria Labour Congress  
Enugu State Branch**

**Nwosuji E. P.**

**Department of Sociology and Anthropology, Enugu State University of  
Science and Technology, Agbani, Enugu Nigeria.**

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### **ABSTRACT**

Labour is an organization of wage earners formed for the purpose of serving the member's interest with respect to wages and working conditions. This research was aimed at identifying and examining the factors that affect and the ways of improving social progress in Nigeria. Poor social progress can stimulate a whole lot of social problems in the society. Armed robbery, kidnapping, homelessness, heightened poverty, dirty environment, theft of any kind are all traceable to poor social progress in the country. The results from this research indicated that Nigeria labour congress (NLC) have to a reasonable extent influenced social progress in Nigeria but NLC still have more work to in this aspects.

**Keywords:** Labour, NLC, Social progress, Enugu.

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### **INTRODUCTION**

The term labour union has a variety of meanings depending on the perception of workers and the definition imposed by legal frameworks in many countries [1]. The American heritage dictionary (2009), [2], defined it as an organization of wage earners formed for the purpose of serving the member's interest with respect to wages and working conditions. Labour

union in this research is an amalgam of the legally recognized and registered trade unions in Nigeria.

Nation building is not specifically placed on the shoulders of the elites or the leaders, it is a collective task and so encourages a general co-operation of all political status of the country. The status of labour unionism as a form of nationalist movement has contributed immensely to national development and social progress of the nation [1]. The ultimate goal of social progress index (SPI) is to enhance national development and progress. The SPI defines development as the capacity of a society to meet the basic human needs of its citizens, establish the building blocks that allow citizens and communities to enhance and sustain the quality of their lives, and create the conditions for all individuals to reach their full potentials (social progress imperative) [3]. The SPI however is the contemporary benchmark adopted in 2013 to examine the progress of every country. The index has emerged from the growing awareness that economic measures like Gross Domestic Product (GDP) are insufficient to properly capture social progress. The SPI offers a rich framework for measuring the multiple dimensions of social progress benchmarking success and catalyzing greater human well being. The SPI measures the extent to which countries provide for the social and environmental needs of their citizens [4]. The Nigeria labour congress the international labour organization, the food and Agriculture organization of the United Nations, the United Nations educational scientific and cultural organization, the world health organization, the united nations children's fund and other organization within the umbrella of labour unions have pledged their concern to see to the successful accomplishment of the SPI dreams, convinced that man can achieve complete fulfillment of his aspirations only within a just social order and that it is consequently of cardinal importance to accelerate social and economic progress everywhere, thus contributing to international peace and security on the one hand and social progress, economic development on the other are closely interdependent and influence each other [5].

The labour unions in Nigeria have not rested in seeing to the representation of the Nigerian masses. The capacity of the Oshiomole leadership to spearhead the struggle against arbitrary price adjustments of petroleum products was one of the evidences. This is also evident in the words of Musa (2004), [6], organized labour is not fighting political affairs', but fighting for the impoverished masses of Nigerian workers. The successful

nation-wide strikes by labour and the unsuccessful mass actions embarked upon by the CNPP are the protests by Nigerians to change any policy of government capable of condemning them to a bleak future.

Their relentless effort in saving the Nigerian workers and the masses is evident in their fight and success of getting the federal government to approve the #18,000 minimum wage in 2011 [7]. Their relentless efforts to kick against the privatization of the hardcore companies of Nigeria e.g. the PHCN, the NLC petitioned the F.G over the planned November 1, 2013 handing over of the power holding company of Nigeria (PHCN) to the new investors without the conclusion of payment of terminal benefits, retirement saving fund and remittance of two percent of the unions deductions as agreed earlier; labour said this was not in the interest of the workers [8]. It should be noted that workers in Nigeria nowadays do not always go on strike to back their demand for better salaries and conditions of service rather workers do often go on strike to protest government policies that may not be to the workers and general public interest. Such strikes often attract public sympathy and support, for example the workers strike to protest the removal of oil subsidies in 1994. The workers strike to protest what it called the rape of democracy and perpetuation of military rule following the annulment of 1993 general election by the military dictatorship. The Academic staff union of Nigerian universities (ASUU) strikes to protest what it called the underfunding of the universities [9]. These and many more are what labour is doing to save the face of workers and put smiles on the face of all Nigerians. Labour is doing what it should do as an organized union, which is to protect the interests of its members and workers. Labour has however managed to galvanize people across political divides to protest unpopular government policies in the belief that if the government cannot protect its citizens, we would protect them ourselves [10]. Labour unions may not only aim towards salary or wage increment but can have a wide range of interests to achieve which cuts across their relentless efforts in contributing their quota to national development and remains sensitive and uncompromising in matter pertaining to welfare and good living conditions of citizens [11]. All these labour is doing in a bid to get the aim and standards of the SPI right and correct. The Nigeria labour congress have relentlessly fought for the well being of the general public, this could be seen in their policy of "SACK ONE, SACK ALL and RETRENCH ONE, RETRENCH ALL". This policy was adopted by

labour when 75,000. Civil servants were retrenched. Labour said that one out of every five Nigerians is out of work, in the words of NLC President Oshiomole. A government that has threatened to sack thousands of its workers; what is the headway. He further stated, "If a government continues to fight jobs and render more and more families unemployed, more and more children would be out of school, therefore the NLC will fight." These actions taken by the NLC curtailed the excesses of the government in sacking thousands of Nigerians [12].

The NLC however have made serious impact in improving the status of women in Nigeria society as well as providing a platform where women come to decide their fate in the society. A progress the NLC president noted in his remark, "we have made modest progress, including ensuring female presence in the National Administrative Council (NAC) and a gender sensitive staff appointment policy [13]. One of the means of ensuring social progress is the establishment and standardization of schools. This the NLC have not left out, the opening and commissioning of the NLC local schools in the country are clear evidences of the contributions of the NLC towards social progress [12].

The labour unions also vouch for the interest of these workers through collective, bargaining, peaceful demonstration, strikes etc. it is also evident in the fact that they accused the PDP-led federal government of being incapable of making life better for the Nigerian people by providing the basic needs of life. "Unfortunately, the PDP-led federal government has shown its incapacity to make life better for Nigerian people. They have further impoverished the lives of the Nigerian workers and made living harder and poorer. Six years of PDP-led federal government, power supply remains epileptic, prices of food items have skyrocketed, the refineries are still comatose, and corruption rampant. Instead of building houses for the Nigerian people, the administration is busy selling houses to the rich and top government functionaries [13].

Against this background, it is already clear that the NLC has more or less contributed their best in securing social progress in the country. #

### **Statement of the Problem**

Nigeria grievously suffers from diverse socio-economic, cultural, and environmental problems [14].

The SPI 2013 report shows that Nigeria is among the least performant country among other countries of the world [15]. In the same vein, the 2014 SPI report came with a similar report about Nigeria [15]. Education that is the veritable tool for the development of any nation is barely affordable by an average Nigerian. There are other problems like congestion and pollution especially in the overpopulated areas like Lagos, Jos, Kaduna, Warri, Port Harcourt, Kano, Abia, Abuja the federal capital territory. These cities are also associated with the problems of overcrowding, poor housing, poor environmental sanitation that could pose a high risk of contractible diseases, inadequate health care facilities. The number of homeless people and beggars' i.e. people that are leaving below poverty level is increasing by the day in Nigeria. The concentration of people living in the slum areas are higher than those living in well-sanitized government reserved areas (i.e. GRA). People dispose wastes indiscriminately not minding where, the gutters are stucked, posing many health hazards to the citizenry. Among all of these problems are traffic congestion and bad roads. Unemployment, crimes, and other social vices are not left out and this is endemic in the large urban centers.

The rural areas of Nigeria have not witnessed significant level of development in the past 52 years of the nation's independence. This is evidenced in the apparent lack of basic infrastructural facilities and abysmal poor quality of life in the rural areas. This situation is so in spite of the contributions of the rural sector to the overall national development [16].

All these shows that Nigeria is lacking in the basic human needs like good nutrition, basic medical care, unpolluted air, water, and sanitation, water and personal safety, foundations of wellbeing with the indicators as basic knowledge, access to basic information and communication, health and wellness, ecosystem sustainability and its components. *In addition, opportunity with personal rights* and the indicators being access to higher education, personal freedom and choice, equity and inclusion as indicators [15]. However, it has been established that the degrading conditions of the cities environment in most developing nations affects the socio-economic and national development [17]. Although, Nigeria is not a poor nation; going by the Gross Domestic Product. The finance minister Ngozi Okonjo Iweala stated that Nigeria is still buoyant despite insurgency. She also stated that

Nigeria overtook South Africa as the continents biggest economy this year [18].

The question is why has Nigeria performed so badly in the social progress index analysis not minding her buoyant economy?

Could it be because of misappropriation of the economy? This is because Nigeria have not adopted the SPI standard of development measurement which centers on measuring the capacity of a society with their ability to meet the basic human needs of its citizens, establish the building blocks that allow citizens and communities to enhance and sustain the quality of their lives, and create the conditions for all individuals to reach their full potential.

Moreover, it is universally accepted that the state has the responsibility to establish schools and hospitals, provide social services that can bring about human wellbeing and happiness [19].

The SPI have however strictly suggested that a shift away from Gross Domestic Product (GDP) to, Social Progress Index (SPI) as the standard of measurement will do a lot of good to the citizens; maintaining that the insufficiency of the GDP is widely recognized especially in the last report where the most buoyant countries were among the least performant countries [20].

The Nigeria labour congress is the body, which do have a constructive relationship with the government especially in policy formulation, which is necessary for economic growth and development [21]. In addition, the mouthpiece of the impoverished Nigerian masses; this means that they are one of the means through which this idea of SPI could get across to the government for the general interest of the citizenry.

With Momoh cited in (Kodilinye 2004), [22], supporting this claim with “where opposition parties have failed, organized labour have succeeded. It has stood up for the people and all Nigerians” [23].

*A true Nigeria will agree with me that the external business environment in the country is too harsh and volatile. Government policies, both monetary and fiscal is not friendly as problems of multiple tax system, high interest rate, depreciation of the value of the national currency and so on, have impacted negatively on*

*the cost of production. Energy problems and infrastructural decay have added more heat to the furnace. Mass retrenchment, unemployment, underemployment, and inability of the local products to compete with imported ones, and factory closures [23].*

Furthermore, the SPI trend of benchmarking success and catalyzing greater human wellbeing will however be most suitable to be adopted so that the Nigerian masses could be happy as well as reach their full potentials.

### **Research Questions**

In view of the problems highlighted above, the following research questions were formulated to guide the study.

- To what extent has, the NLC influenced social progress in Nigeria.
- What factors hamper social progress in Nigeria?
- What are the effects of poor social progress in Nigeria?
- How do the government policies affect the activities of the NLC in ensuring social progress in Nigeria?
- What are the strategies for improving the rate of social progress in Nigeria using labour unions?

### **Objectives of the Study**

The general objective of this study is to identify and examine the factors that affect and the ways of improving social progress in Nigeria.

- To ascertain the extent to which the NLC have influenced social progress in Nigeria.
- To access the factors behind the low level of social progress in Nigeria.
- To understand the effects of low degree of social progress in Nigeria.
- To know how government policies affect the activities of the NLC in ensuring social progress in Nigeria.
- To find out the strategies for improving the rate of social progress in Nigeria.

### **Significance of the Study**

This study will have both theoretical and practical significance. Theoretically, this study will peruse the degree of low level of social

progress in the country following the SPI directive and the activities of the labour unions (the NLC) in necessitating change and enhancing social progress in Nigeria. Labour unions and social progress in Nigeria have not received adequate research interest in the past and in the present in comparison to myriads of other research issues that has been carried out in the country and the world over. This has created a gap in understanding the extent and the grievous consequences of this scourge of low social progress in Nigeria.

It is hoped that this study will contribute in narrowing the vacuum satisfactorily. The study aims to stimulate further and extensive research on labour unions and social progress on the human race. The study however, aims to add to the existing body of knowledge on labour unions and social progress and on the social conditions and interactions that it generates in the country.

Practically, the study hopes to capture the policy interventions to curb this menace of low social progress by the NLC. In this way, feasible policies strategies that are going to enhance social progress in the country will be recommended. This study will also provide strategies and solutions to reduce the problem of low social progress and its ugly consequences to the lowest ebb.

### **Definition of Terms**

It is imperative that some terms be defined, as they will help to show clarity in the study. The following terms will be defined

**COLLECTIVE BARGAINING:** The process by which a group of employees negotiate with the employer in order to bring about an agreement that regulates working conditions. The interest of the employees is generally represented by members of the trade union to which the employees belong.

**GROSS DOMESTIC PRODUCT (GDP):** the monetary value of all the finished goods and services produced within a country's borders in a specific time, period it is usually calculated on annual basis. It includes all of private and public consumption, government outlays, investments, and exports less imports that occur within a defined territory.



**ORGANIZED:** an association of workers united as a single representative entity for the purpose of improving the workers economic and social status and working conditions through collective bargaining with employers.

**UNION:** association formed by people with a common interest or purpose.

**SALARY:** a fixed regular payment, typically paid on a monthly basis but often expressed as an annual sum, made by an employer to and employee.

**SLUM:** an area of a city where poor people live and the buildings are in bad condition and very untidy.

**SPI:** This means social progress index in full; and could be defined as the capacity of a society to meet the basic human needs of its citizens, establish the building blocks that allow citizens and communities to enhance and sustain the quality of their lives, and create the conditions for all individuals to reach their full potential.

**STRIKE:** to refuse to work as a form of organized protest, typically in an attempt to obtain a particular concession from their employers.

### **Theoretical Framework**

Several theories of sociology will be adopted in examining labour unions and social progress in Nigeria. The labour process theory of Braverman is adopted here as best and the most suitable in analyzing the labour unions and the root causes of low degree of social progress in Nigeria and the efforts of the Nigeria labour congress (NLC) in enhancing it. This theory was adopted as a framework for this study because it is a revelation to the various challenges and exploitations faced by workers in the work sector. The theory looks at how people work, who controls the work, what “skills” they use in work, and how they are paid for work. Braverman posits a very broad thesis: that under capitalism, management steals worker’s skills, reduces the pleasurable nature of work and the power workers have through controlling skill, while cutting their wages by reducing their wages to those of unskilled workers and increasing the amount of exertion required from workers.

### **Hypothesis**

For accessing some of the variables that influence labour unions and social progress in Nigeria, one hypotheses was put forward for testing.

- There is a significant relationship between poor social progress and underdevelopment in Nigeria.

- There is no significant relationship between poor social progress and underdevelopment in Nigeria.
- There is a significant relationship between Labour unions and social progress in Nigeria.
  - There is no significant relationship between Labour unions and social progress in Nigeria.

## **Materials and Methods**

### **Design of the Study**

The design of the study adopted is a cross-sectional survey design. This research method covers a broad area of observation that implied using a selected sample from a fraction of the population to analyze a large population at a given point in time [24]. This method was used because; it made it possible for the researcher to use the sample drawn to represent the different categories of the population under study.

### **Study Area**

The Nigeria labour congress is the study of this research work. The Nigeria labour congress is the only central union in Nigeria to cater for the affairs of the national unions. The NLC however, is the umbrella under which the industrial unions work and a liaison representative between all of them. It functions to improve the economic and social conditions of the Nigerian workers, and the handling of all matters of workers education at the national level. The NLC is the strong backbone of the other unions. It coordinates the affairs of all these unions and these unions are deemed to be affiliated to the NLC. It is the center force between the government and the various trade unions affiliated to it. The two principal functions of the NLC are the organization of unorganized employees, and the securing of federal, state and local legislations that are favorable to the organized labour movement, and of general benefit to working men and women throughout the country.

### **Scope of the Study**

This research focuses on labour unions and social progress in Nigeria, a study of Nigeria Labour Congress. As it is, the research focuses on the entire Nigerian society; but due to time frame Enugu state was paid more attention to.

However, this study covers different work sectors, organizations, groups, schools, firms, and industries that function in recognition of the activities of the Nigeria Labour Congress.

### Population of the Study

The population of this study would be hard to estimate because different work sectors, firms, industries, schools, organizations, groups, associations, workers- both skilled and unskilled labourers were paid attention to. The population of the study was drawn from workers, skilled labourers, retired and unretired civil servants and the students in the tertiary institution.

### Sample Size

Two hundred and twenty questionnaires were distributed to the respondents. At the end of the questionnaire administration, only 200 were returned, and this formed the sample size.

The two hundred respondents were drawn from the different work sectors, firms, industries, schools, organizations, groups, associations, workers- both skilled and unskilled labourers who duly completed and returned their questionnaires. They were randomly selected.

No	Areas of interest	Respondents
1	Civil servants	67
2	Organizations	30
3	Schools	52
4	Skilled workers	31
5	Unskilled workers	20
	Total	200

The civil servants are more in number because they constitute a greater percentage of the working sectors in the country. Followed by schools that

also make up a good percentage of the population. The skilled workers who are everywhere in the country; then organizations and unskilled labourers.

### **Sampling Techniques**

The sampling technique adopted in this study to reach the respondents was accidental a non-probability sampling method. This is whereby the researcher meets her expert respondents by chance. The reason for adopting accidental method was to minimize the problem of logistics that the research was bound to encounter.

### **Instrument for Data Collection**

Questionnaire administration was the only instrument used for data collection exercise in this study. The questionnaire had two sections. Section A and section B. the section A questions were meant to discover the demographic characteristics of the respondents, while the section B, dealt on the questions on labour unions and social progress in Nigeria, a study of Nigeria labour congress

### **Method of Data Collection**

The researcher collected the questionnaire personally from the respondents. The questionnaires were administered to the respondents personally. In this exercise, the total of two hundred and twenty (220) questionnaires was distributed to the respondents. Out of the two hundred and twenty questionnaires distributed, only two hundred were returned, duly completed.

### **Method of Analysis**

The study was purely quantitative. As a result, the information from the administered questionnaire was analyzed using statistical methods. Such as

frequency tables and percentages (%) and each table was followed with brief discussion. CHI square was used to test the hypotheses to determine the degree of freedom, whether to accept the critical value or the calculated value.

### **Presentation of Data Analysis**

This chapter presented and analyzed the data collected from the field survey. The analysis is divided into two sections. These are the demographic characteristics of the respondents and the substantive issues of the study.

### **Personal Data Presentation**

The adult respondents' personal data was obtained and analysed reanging from sex, age, marital status, religion, educational qualification of the respondents and occupation.

**Table 1: Percentage Distribution of Respondents by Sex.**

<b>Category</b>	<b>Number of respondents</b>	<b>Percentage</b>
<b>Female</b>	130	65%
<b>Male</b>	70	35%
<b>Total</b>	200	100%

Table 1 above shows that the sex of the sample within the study area varies. It shows that the females are more largely represented in the questionnaire distribution than the males. That is 130 or 65% for females and 70 or 35% for males.

**Table 2: Percentage Distribution of Respondents by Age**

Range	Number of respondents	Percentage
18-29	37	18.5%
30-39	72	36%
40-49	58	29%
50 and above	33	16.5%
<b>Total</b>	<b>200</b>	<b>100%</b>

The above table shows the age range of the respondents. 37 or 18.5% of the respondents are between the ages of 18-29, 58 or 29% of the respondents are between the age of 40-49, 72 or 36% of the respondents are between the ages of 30-39, and 33 or 16.5% of the respondents are between the ages of 50 and above. This table however, shows that the age ranges of the highest number because the form the highest number of the working population.

**Table 3: Percentage distribution of respondents by marital status.**

Marital status	Number of respondents	Percentage
Single	67	33.5%
Married	82	41%
Widow/er	28	14%

<b>Divorced</b>	23	11.5%
<b>Total</b>	200	100%

The table above represents the marital status of the respondents. The married people represents the highest number of the respondents with the total number of 82 or 41%, followed by the single i.e. those who are not married with the totality of 67 or 33.3%. The widows and the widowers represents 28 or 14% of the respondents, while the divorced represents 23 or 11.5% of the respondents. So as the table stipulates, the married are more largely represented.

**Table 4: percentage distribution of the respondents by religion.**

<b>Religion</b>	<b>Number of respondents</b>	<b>Percentage</b>
<b>Christians</b>	88	44%
<b>ATR</b>	26	13%
<b>Islam</b>	67	33.5%
<b>Atheists/pagans</b>	19	9.5%
<b>Total</b>	200	100%

The above table shows that the majority of the respondents are Christians. This is because; the research was carried out mainly in the eastern part of the country. However, the number of respondents for Christians is 88 or 44%, ATR has the total number of 26 or 13%, and Islamist is 67 or 33.5% while the atheists/pagans are 19 or 9.5% of the respondents.

**Table 5: percentage distribution of respondents by educational qualification**

<b>Educational qualification</b>	<b>Number of respondents</b>	<b>Percentage</b>
<b>FSLC</b>	24	12%
<b>OND/NCE</b>	38	19%
<b>GCE/NECO/WAEC</b>	49	24.5%
<b>BSC/HND</b>	61	30.5%
<b>OTHER</b>	8	4%
<b>No formal education</b>	20	10%
<b>Total</b>	200	100%

In the table above, it could be observed that the majority of the respondents belong to those with the BSC/HND educational qualification with the figure 61 or 30.5%. This is because they are basically the people constituting the organized sector represented by the NLC e.g. NUT, NBA, NUPENG, PENGASSAN, ASUU etc. More still, those with FSLC qualification have the number 24 or 12% while those with OND/NCE qualification have the number 38 or 19%. However, those that has GCE/NECO/WAEC has the total number of 48 or 24.12%, while those with other certificates like BED, TC2 etc has the number 8 or 4% and those without any formal education has the number 20 or 10%.

**Table 6: percentage distribution of respondents by occupation.**

<b>Occupation</b>	<b>Number of respondents</b>	<b>Percentage</b>
<b>Unemployed</b>	52	26%



Civil servants	73	36.5%
Traders/business people	46	23%
Farmers	21	10.5%
Other	8	4%
<b>Total</b>	<b>200</b>	<b>100%</b>

Table 6 above indicates that 52 or 26% of the respondents are unemployed, 73, or 36.5% of the respondents are civil servants, 46 or 23% are traders/business people, 21 or 10.5% of the respondents are farmers while those that indicated others i.e. those who may be self employed has the number 8 or 4% of the respondents.

Before going into the analysis of the research questions proper, we found it pertinent to ascertain the views of the respondents on what social progress means and whether there is social progress in the Nigerian society was duly ascertained too as represented below.

**Table 7: distribution of responses on, what social progress means in their various opinions.**

Response	Number of respondents	Percentage
Constant electricity	27	13.5%
Quality education	55	27.5%
Health and wellness of citizens	72	36%
Maximum security	46	23%
<b>Total</b>	<b>200</b>	<b>100%</b>

The table 7 above indicates that those that suggested that social progress basically centers on health and wellness of citizens are 72 or 36%, while those who are for constant electricity are 27 or 13.5%, those for quality education are 55 or 27.5% and those for maximum security are 46 or 23% of the respondents.

**Table 8: distribution of responses on, whether there is social progress in Nigeria.**

Response	Number of respondents	Percentage
Yes	55	27.5%
No	95	47.5%
I don't know	50	25%
<b>Total</b>	<b>200</b>	<b>100%</b>

### Analysis of research questions

### Research question 1

To what extent has, the NLC influenced social progress in Nigeria.

Number 8-12 of the questionnaire provided the data represented in table 9 below.

**Table 9: distribution of responses on, the extent to which the NLC has influenced social progress in Nigeria.**

Responses	Number of respondents	Percentage
To a large extent	70	35%
To a low extent	62	31%
To a minimum degree	48	24%
I don't know	20	10%
<b>Total</b>	<b>200</b>	<b>100%</b>

The data gotten as represented in the table 9 above indicates that 35% of the respondents indicated to a large extent, 31% of the respondents indicated that the extent to which the NLC have influenced social progress in Nigeria, 48% of the respondents indicated to a minimum degree, which 10% of the respondents answered I don't know.

After wards, it was considered necessary to ascertain how they see the activities of the NLC in bringing social progress to Nigeria e.g. reduction of the fuel price hike. This is presented in the table 10 below.

**Table 10: distribution of responses on how they see the activities of the NLC in bringing social progress to Nigeria.**

Reponses	Number of respondents	Percentage
Good enough	55	27.5%
Not good enough	73	36.5%
Not necessary	22	11%
I don't know	50	25%
<b>Total</b>	<b>200</b>	<b>100%</b>

The data in the table 10 above shows that the respondents that responded that the activities of the NLC in bringing social progress to Nigeria e.g. the reduction of the fuel price hike is good enough is 55 or 27.5% in number, those for not good enough is 73 or 36.5% in number, those for not necessary is 22 or 11% while those who said that they do not know are 50 or 25% of the respondents.

**Table 11: represents the data on whether they think that the NLC have succeeded in bringing good cordial relationship between the employers and them employees.**

Responses	Number of respondents	Percentage
Yes	51	25.5%
No	85	42.5%
I don't know	64	32%
<b>Total</b>	<b>200</b>	<b>100%</b>

This table indicates that those for NO are higher in number with the total number of 85 or 42.5%, those for YES are 51 or 25.5% while those for I DON'T KNOW are 64 or 32% of the respondents.

After this, it was considered pertinent to access how the NLC tackle the excesses of the government against the citizens e.g. imposition of the fuel subsidy.

**Table 12: represents the data on, how the NLC tackle the excesses of the government against the citizens e.g. imposition of the fuel subsidy.**

Responses	Number of respondents	Percentage
Partial	64	32%
Not good enough	75	37.5%
Very well	33	16.5%
I don't really know	28	14%
Total	200	100%

The data in the table 12 above indicates that the respondents for not good enough are higher than the rest of the respondents with the total number of 75 or 37.5%, those for partial are 64 or 32%, those for very well are 33 or 16.5% while those for I don't really know are 28 or 14% of the respondents.

## Research Question 2

What factors hamper social progress in Nigeria? Question 13 of the questionnaire provided the data represented in table 13 below.

**Table 13: distribution of responses, the factors that hamper social progress in Nigeria.**

Factors	Number of respondents	Percentage
Mismanagement of the public fund	40	20%
Government's insensitivity to people's needs	35	17.5%
Citizen's ignorance to their rights	20	10%
Ineffective NLC	55	27.5%
Military interference	32	16%
I don't know	18	9%
<b>Total</b>	<b>200</b>	<b>100%</b>

The data in the table above indicates that the respondents who are for ineffective NLC are more in number with the total number of 55 or 27.5%. Those for mismanagement of the public fund by the government are 40 or 20%, those for government's insensitivity to people's needs are 35 or 17.5%, those for citizen's ignorance to their rights are 20 or 10%. Those for military interference are 32 or 16% while those for I don't know are 18 or 9% of the respondents.

### Research Question 3

What are the effects of poor social progress in Nigerian development?

Numbers 14-16 of the questionnaire provided the data represented in the table 14 below.

**Table 14: distribution of responses on, the effects of poor social progress in Nigeria.**

Responses	Number of respondents	Percentage
Dirty environment	21	10.5%
Poor housing and homelessness	23	11.5%
Inadequate health care	45	22.5%
High risk of contractible diseases	111	55.5%
<b>Total</b>	<b>200</b>	<b>100%</b>

The table above shows that those with the highest number of respondents are those for high risk of contractible diseases with the figure 111 or 55.5%. This could be witnessed in the dirtiest areas of the country and the kind of diseases that are endemic there. Places like Aba in Abia state, Amahausa/ Abakpa in Enugu state and other ghetto areas in Nigeria. Those for dirty environment has the figure 21 or 10.5%, those for poor housing and homelessness has the number 23 or 11.5% and those for inadequate health care are 45 or 22.5% of the respondents.

More still, it is important to ascertain whether the people have felt the good impact of the NLC'S fight for social progress in any way.

**Table 15: distribution of responses on, whether the people have felt the good impact of the NLC's fight for social progress in any way.**

Response	Number of respondents	Percentage
Yes	72	36%
No	68	34%
I don't know	60	30%
Total	200	100%

The table 15 above indicates that those for yes are higher in number with the total number of 72 or 36%, those for no are 68 or 34% while those for I don't know are 60 or 30% of the respondents.

**Table 16: distribution of responses on, is there any relationship between poor social progress and underdevelopment.**

Responses	Number of respondents	Percentage
Yes	88	44%
No	59	29.5%
I don't know	53	26.5%
Total	200	100%

The table 16 above shows the data for the responses on is there any relationship between poor social progress and underdevelopment. Those who answered for yes are 88 or 44% while those who answered for no are



59 or 29.5%, more still, those that answered for I don't know are 53 or 26.5% of the respondents.

#### Research Question 4

How do the government policies affect the activities of the NLC in ensuring social progress in Nigeria?

Number 17 of the questionnaire provided the data represented in the table 17 below.

**Table 17: distribution of responses on, how the government policies affect the activities of the NLC in ensuring social progress in Nigeria.**

Responses	Number of respondents	Percentage
They hinder the NLC's activities most times	68	34%
They make things difficult by not providing an enabling environment for them	70	35%
They make policies that are anti-masses	62	31%
<b>Total</b>	<b>200</b>	<b>100%</b>

From the table 17 above, we can understand that those who answered for they make things difficult by not providing an enabling environment for them are more in number with the total number of 70 or 35%. Those who answered for they hinder the NLC activities most times are 68 or 34% while

those who answered for they make policies that are anti-masses are 62 or 31% of the respondents.

### Research Question 5

What are the strategies for improving the rate of social progress in Nigeria using labour union?

Question 18 of the questionnaire provided the data represented in table 18 below.

**Table 18: distribution of responses on, the strategies for improving the rate of social progress in Nigeria using labour unions.**

Responses	Number of respondents	Percentage
Proper utilization of the public fund	55	27.5%
View the people’s problem as a top priority	58	29%
The NLC should continue to stand up for the poor and the down trodden without fear or favor	51	25.5%
Sanction any employer that mistreats the employees.	36	18%
Total	200	100%

The table 18 above indicates that those that answered for proper utilization of the public fund are 55 or 27.5% in number. Those who answered for view

the people's problem as a priority are 58 or 29% of the respondents, those for the NLC should continue to stand up for the poor and the down trodden without fear or favor are 51 or 25.5% of the respondents. Those who answered for sanction the employer that mistreats the employee are 36 or 18% of the respondents. From this, one can observe that those for view the people's problems as a priority are more in number.

### **Testing of Hypothesis**

In this study, the researcher will test the hypothesis formulated earlier in this research work. The testing of the hypothesis is carried out to enable the researcher to form opinions and draw inferences from the test so that the proven data would be adopted while the contrary data would be rejected.

#### **Hypothesis 1**

H1: There is a significant relationship between poor social progress and underdevelopment in Nigeria.

H0: There is no significant relationship between poor social progress and underdevelopment in Nigeria.

In testing this hypothesis, no 14 of the research question is used. Number 14 asked the question: what are the effects of poor social progress to Nigerian development? Therefore, the hypothesis 1 was tested using responses from the above question, which have already been capture in table 14, using the data from the table 14 thus...

$$X^2 = \sum (O-E/E)^2$$

$\sum$  = Sum total

O = Observed frequency

E = Expected frequency

**Table 19**

<b>Responses</b>	<b>O</b>	<b>E</b>	<b>O-E</b>	<b>(O-E)<sup>2</sup></b>	<b>(O-E/E)<sup>2</sup></b>
<b>Dirty environment</b>	21	50	-29	841	16.82
<b>Poor housing and homeless</b>	23	50	-27	729	14.58
<b>Inadequate health care</b>	45	50	-5	25	0.5
<b>High risk of contractible diseases</b>	111	50	61	3721	74.42
<b>Total</b>	200				106.32

Degree of freedom =(r-1) (c-1)

DF =(2-1) (4-1)

DF =1 X 3 =3ans

DF = 3.

Therefore table value  $\chi^2$  at P= 7.815. Therefore, since the table value is less than the calculated value, we accept the alternative hypothesis (H1) and reject the null hypothesis (H0).

**Table 20**

Respondents	O	E	O-E	(O-E) <sup>2</sup>	(O-E/E) <sup>2</sup>
Yes	88	66.7	21.3	453.69	6.8
No	59	66.7	-7.7	59.29	0.8
I don't know	53	66.7	-13.7	187.69	2.8
<b>Total</b>	200				10.5

Degree of freedom = (r-1) (c-1)

DF = (2-1) (4-1)

DF = 1 X 3

DF = 3.

Table value of x<sup>2</sup> at P = 7.815

Therefore, since the table, we accept the alternative hypothesis (H1) and reject the null hypothesis (H0).

### Conclusion

This research work dealt on labour unions and social progress in Nigeria, a study of Nigeria labour congress. The study brought to fore the manifest

and the latent functions of the labour unions in enhancing social progress in the society. However, in the course of the study; the researcher was able to come out with the following findings.

In the first finding, it was understood that the NLC have to a reasonable extent influenced social progress in Nigeria. More still the research was able to find out that much is still expected of the NLC for Nigeria to reach an encouraging level of social progress in the international standard.

In the second finding, which centered on the factors that hamper social progress in Nigeria it was found out that not minding the efforts of the NLC in spearheading social progress in the country the following factors has been the stumbling block for them: ineffective NLC, governments insensitivity to people's needs, citizens ignorance to their rights, military interference, mismanagement of the public fund by the government etc.

In the third finding, it was found that there are many effects of poor social progress in Nigeria for instance: poor housing and homelessness, inadequate health care, dirty environment, high risk of contractible diseases etc.

In the fourth finding, it was found out that the government policies does not favor the activities of the NLC so well, for instance they hinder the NLC activities most times, they make things difficult by not providing an enabling environment for them, they make policies that are anti-masses etc. and these has led to poor productivity in the efforts of the NLC in bringing social progress to Nigeria.

In the fifth finding, it was found out that proper utilization of the public fund by the government, the government should as well view the peoples problem as a top priority, the NLC should on the other hand continue to stand up for the poor and the down trodden without fear or favor, the

government should as well not hesitate to sanction any employer who mistreats the employee for no reason.

The essence of this study is to basically understand the ways in which the labour unions can foster social progress in every society and most importantly the efforts of the NLC in influencing social progress in Nigeria. This will therefore help in bringing to book what is still expected of the NLC in order for Nigeria to experience a reasonable degree of social progress in the country, counting on the SPI standard. It has however been observed that ineffective NLC has been the major problem that the country is facing towards reaching a good standard in social progress attainment.

Moreover, the consequences of poor social progress cannot be overemphasized in the sense that it could stimulate a whole lot of social problems in a society. For instance, armed robbery, kidnapping, homelessness, heightened poverty, dirty environment, theft of any kind etc are all traceable to poor social progress in the country.

Most importantly, social progress is something every country should reckon with because it favors a level of development that leaves neither the society nor the individual behind. In

addition, it affects the economy of any society positively and gives no room to underdevelopment at all. If the NLC should wake up and buckle up, the country will reach a good height in social progress attainment.

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