

THE ROLE OF TRADE UNION MOVEMENT
IN NIGERIA INDUSTRIAL RELATIONS.

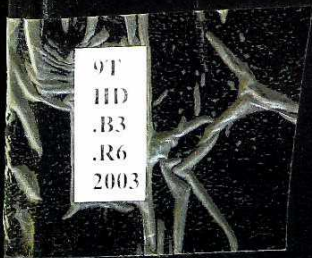
A CASE STUDY OF BENKAUF BEVERAGES LIMITED
AKURE, ONDO STATE

BY

BABALOLA KAYODE

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**THE ROLES OF TRADE UNION MOVEMENT IN
NIGERIA INDUSTRIAL RELATIONS**

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LIMITED AKURE, ONDO STATE.**

BY

BABALOLA KAYODE

OWO 200050835

A PROJECT WRITTEN IN THE DEPARTMENT OF BUSINESS
ADMINISTRATION AND MANAGEMENT.
AND
SUBMITTED TO THE SCHOOL OF BUSINESS STUDIES.

IN PARTIAL FULFILMENT OF
THE REQUIREMENT FOR THE AWARD OF
NATIONAL DIPLOMA (ND) OF
ADEKUNLE AJASIN UNIVERSITY AKUNGBA AKOKO.

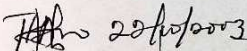
July, 2003

CERTIFICATION

This is to certify that this project is researched, compiled and written by Babalola Kayode matriculation NO OWO 200050835 under the supervision of Mr. T.D. Ayodele and submitted to the Department of Business Administration and management.

In partial fulfillment of the requirements for the award of the National Diploma in Business Administration and Management of Adekunle Ajasin University, Akungba.

BABALOLA KAYODE
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MR. T. D. AYODELE
Project Supervisor

MR. A. O. AIYEBUSI
Head of Department Bam.

DEDICATION

This project is dedicated to God Almighty for His mercies upon my life. Moreso, it is dedicated to my Parents Mr & Mrs. S. S. Babalola for making the completion of this programme a reality.

ACKNOWLEDGEMENT

For God so loved me by covering all my sins and mistakes of the past by helping me to this level which I do not know I can be forever. I acknowledge Almighty God through our Lord Jesus Christ for the completion of my studies.

I believe it is necessary to Acknowledge the efforts of a number of people who contributed to the success of my project work.

I am highly indebted to my Supervisor Mr. T. D. Ayodele who have been guiding me with a lot of constructive criticisms which have made this work a reality and my Head of Department Mr. A. O. Aiyegbusi.

My profound gratitude goes to my wife Mrs. J. O. Babalola who have been assisting me financially and in prayers through out my course of study I also appreciate the efforts of my boss in the office Mr. L. A.

Omoaregba who has kindly stand by my side to complete my course. Finally, I thank all the members of The Lord Is There Chapel and Pastor Jesunfermi Akerele for their prayer over me every time.

May the grace of the Lord Jesus Christ be with every friend and foes who loved and Critized me at the completion of my ND course at Adekunle

Ajasin Unjersity Akunba Akoko.

ABSTRACT

This work is attempt to show the roles of trade union movement in Nigeria Industrial relations .Effort is made to analyze what trade union is information registration and it objectives.

The problems encountered by trade union and the roles of trade union is not exempted.

The researcher used questionnaire and interview together relevant data which are analysed. Based on the findings of both the interview and questionnaire, the researcher was able to discover that the salaries of workers are huge enough so as to enable them to contribute heavily to the purse of the organization .

Attempts were made at recommending possible solutions the problems of union movement in Nigeria Industrial relation.

Finally, it concludes that Benkaof Beverages Limited Akure will improve if only the Trade Union can work in harmony with the Management in the Organisation.

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CHAPTER ONE

1.0 INTRODUCTION

1.1 BACKGROUND OF THE STUDY

There has been organization of workers in Nigeria before the advent of modern Unionism.

These organizations, were essentially concerned with crafts and other skilled and professional trades and were generally based on local communities.

It is important to stress the roles of Trade Union in Nigeria Industrial Relation movement such as the determination of general conditions of service, discipline, maintaining a stable work force, keeping production high, adjusting to technological change, providing welfare for workers and so forth are of paramount importance or roles of the union.

In considering the role of trade unions in Nigeria Industrial Relation Movement, we need a focus or perspective.

We can consider the factors such as economic, political, cultural etc which have influenced the roles of the unions. However, in line with the main theme of these project, the focus will be on the roles of trade unions in Nigeria industrial relations movement, their role can be considered in term of contribution to the welfare of their members, industrial peace, democratic processès in industrial relations, productivity and economic and social

progress. We should understand that all these are very important element in good industrial relations.

Good relationship may be manifested by the evolution of a workers union. The organization of workers union obviously indicates that employees are interested in those aspect of the government of the work-place.

The trade unions play their role in a particular context. The role which they play are, in fact, influenced by their own characteristics as much as by their environment, this topic will be considered against the Nigeria background.

1.1.1 HISTORICAL BACKGROUND OF BENKAOF BEVERAGES COMPANY LIMITED, AKURE

Benkraf Beverages, Akure was established by Chief Kayode Faloye in the year 1984. It was incorporated on 22nd August, 1980 and formally commissioned in the year 1984 for the production of the following soft drinks:

1. Africola
2. Zet Lemon
3. Bluma Orange

4. Vimto
5. Soda water.

When the company faced financial constraints in 1992, the name was changed to Limca Broters Benkaof Limited. Till date the products have been Africola, Limca, gold spot and parle soda.

This products have gained a sizeable proportion of soft drink industry mark. It remains the only serving soft drink company in Ondo State.

All this information were supplied by the General Manager of the Company Mr. I. I. Orisewezie.

1.2 STATEMENT OF THE PROBLEM

The present effort of government to implement a new national labour policy represents a generally realistic attempt to ride the labour movement of its numerous problems.

However, the extent to which these measures will be successful remains to be seen.

One of the major problems that remain unsolved include that of leadership. Nigerian unions generally lack efficient leadership. The series of leadership training programmes that have been made available to trade unions in recent years have so far failed to achieve much improvement.

reference to my case study BBC, Akure.

1.3.1 To examine the historical background of Nigeria Trade Unions role would critically be examined.

In order to achieve the objective of this study, the following area reference of Benkaof Beverages Company Ltd. Akure (BBC).

role of trade unions in Nigerian Industrial relation movement with particular The purpose of the study is to vividly and thoroughly examine the

1.3 PURPOSE OF THE STUDY/OBJECTIVES

and dues) and other unprogressive activities among trade union leaders.

There is always large scale misappropriation, embezzlement of funds (gifts willing to give more than the little they expected from their organization.

and corruption among union leaders. Members accordingly were not unions. Some of the members are discouraged because of large scale fraud

Financing the organization has been major problem for Nigerian

and dedicated to the advancement of good trade unionism.

Leaders of the unions must be people of excellent character and personality.

borders on the selection of leaders with the right attitude to trade unionism.

properly educated, although, as I see it does not entirely lie in education but

education and all aspect of industrial relations. The union leaders are not

labour studies is to be set up for the training of union leaders in labour

Secondly, under the new National Labour Policy an institute for

- 1.3.2 To examine the extent of which trade unionism in Nigeria have benefited by their activities.
- 1.3.3 To examine the problems encountered in financing unionism in Nigeria by the Government
- 1.3.4 To examine how trade union in Nigeria administered or organized themselves.
- 1.3.5 To recommend appropriate measure for improving their services to trade unions.

1.4 SCOPE OF THE STUDY

The project is limited to the roles of Trade Unions in Nigeria Industrial relations movement with particular reference to Benkaof Beverages Company Limited, Akure, Ondo State, Nigeria. This project work is not directed at providing solutions to all problems that arise in companies generally, rather the study is narrowed to the roles of Trade Union in the Company.



LIMITATION OF THE STUDY

1.5

In carrying out this research work, there are a lot of limitations that

affected the study, they are:

- a. Financial resources: The physical cash available could not meet the materials needed for this project work initially because of the increase in cost of things generally, and when the cash was available, the typist was not always readily available to know the progress of the work.

- b. Time Constraints: The time allocated for this project work was not really enough because of other lectures that were going on

- c. The text books in the library were not adequate to do vigorous simultaneously.

research so it solved down the pace of the work.

More so, the company did not make available to the researcher their document easily until he finally make an oath to keep the information secret. The researcher had to attend lectures, write tests and do assignment which were equally important.

1.6 SIGNIFICANCE OF THE STUDY

The significance of this study cannot be over emphasize. The study will serve as aid for student who wishes to research into the study of the roles of Trade Union in Nigeria Industrial Relations Movement.

The study is also good for the Trade Union Leaders who which to know about problems facing Trade Union and solution to it.

It will also be of assistance for all those who are at the management level and members of Trade Union to know what it means by industrial conflicts, industrial peace, strike, courses and cure for strike.

1.7 PLAN OF STUDY

Chapter one deals with the introduction of the study. it includes the historical background of Trade Union Movement in Nigeria, the Purpose of the Study, Limitation and Significance of the Study, the research questions and plan of study.

Chapter two, deals with review of related literature of Trade Union roles.

Chapter three, the project will deal with research methodology which include different methods of data.

Chapter four consists of data analysis and findings.

Finally, chapter five is the summary, recommendation, conclusion bibliography and the appendix.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 WHAT IS A TRADE UNION?

There are many definitions of Trade union but the most legal definition of a trade union in the Trade Union and Labour Relations Act (1974) that states "A Trade Union is an organization which consists wholly or mainly of workers of one or more description and whose principal purpose include the regulation of relations between workers of that description or those description and employers."

Trade Union generally emerge from the efforts of workers to seek an improvement of existing conditions through collective action. These conditions may relate to wages, hours of work and other conditions of employment. (Ananba, 1969).

The individual workers possess very little bargaining power in comparison with that of his employer, very few employees are indispensable. Therefore, employee have found that although their "bargaining power" as individuals in every limited, they can frequently equal that of employer by organizing a union and taking a concerted action. In defense of their interest. Workers instinctively devised tactic to avoid the worst of the situations and to secure redress where possible, to escape long hours, low wages and economic insecurity. Opines Ubeku (1983).

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2.2 FORMATION, REGISTRATION AND RECOGNITION OF TRADE UNION

Act (1973) provides for the registration, recognition and formation of Trade Unions. Trade Unions for the purpose of the act means any combination of workers or employers, whether temporary or permanent, the purpose of which is to regulate the terms and condition of employment of workers. Otopo (1987).

The act prohibits a Trade Union from functioning unless it has been registered under the act and it provides for the formalities to be made by union, to regulate the right and duties of members and for the registration of such rules at the time of registration of the Trade Union. The law also provide for cancellation of the registration of a Trade Union in certain circumstances. Trade unions can also under the act by voluntarily dissolved by its members, according to Omole (1987).

Trade Union Act restricts the numbers of Trade Unions in which a person can hold office and provides at person convicted of certain offences cannot hold offices in Trade Unions. A subsequent amendment made in 1978 specifically barred certain individuals fro holding offices in Trade Unions if they were found guilty of malpractices by a commission of inquiry.

Section II of the Act specifically prohibits persons employed in certain establishments from combining or organizing themselves or belonging to Trade Unions for the purpose of employment although they can have joint consultative committees. The Act states that persons under 16 cannot be members of a Trade union while persons under 21 cannot hold offices therein.

The Act protects Trade Unions from being regarded as unlawful combinations or from being for torts committed while acting in contemplation or in furtherance of dispute. The Act also provides for amalgamation of Trade Unions into large unions as well as the mode for altering the rules of the union and the registration of such altered rules section 2 of the Decree provides that a Trade Union shall not perform any act in furtherance of the purpose for which it has been formed unless it has been registered under the decree.

An application is made to the Registrar of Trade Unions for registration of a Trade Union by 50 workers or 2 employers. On receipt of the application for registration and provided the application complies with the provision of the Law the registrar publishes a notice of intention to register the unions in the Federal Gazette. Any objections to the publication of the notice.

At the end of the three months in which objections should have been submitted, the registrar considers the objections and if no valid objection is received against the application, the union is registered and a certificate of registration is issued within three months.

The certificate provides a proof that the union has been officially registered and therefore has legal existence, so long as it remains registered. say a high court, judge is conclusive evidence that the combination is a trade union, once a union is registered, it becomes a legal entity, it can sue and be sued, as stated by Otobo (1987).

According to Okogie (1995) the Registrar of Trade Union can refuse registration of a union on the following ground.

- a. If he does not consider the association to be a trade union within the statutory definition.
- b. If any of its purpose are unlawful.
- c. If the union's name is identical with or so nearly resembling the name of any other existing registered trade union as to be likely to deceive members of the public;
- d. If the name is unsuitable for a trade union;
- e. If the applicants have not been duly authorized to apply for registration.

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Section 22, sub (1) of the Decree provides at "where there is a trade union of which persons in the employment of an employer are members and there is not rival trade union claims to represents those persons, that trade union shall be entitled to recognition by the employer in accordance with the terms of a recognition agreement voluntarily entered into by the employer and union.

Recognition is an entitlement of unions and in case an employer is denying of it, and it is brought to the notice of the Minister or Commissioner of Labour, he may order a compulsory recognition on the employer.

Where the employer still refuses to recognize the union, such an employer shall be deemed to have committed an offence and faces a fine of #1,000.00 conclude Okogie (1995).

2.3 OBJECTIVE OF TRADE UNION

The growth of the labour sector inevitably necessitates definite relationship between union and management. The relationship may be manifested by the evolution of a workers union. Usually, through their elected representatives, to participate in the determination of the policies under which they will consent to work. Therefore, trade union objective is to be critically analysed here.

The main aims of the trade unions in this area are to secure good levels of income for their members, jobs and future prospects for jobs and good working condition. Security of income means the maintenance of wages and salaries at levels that provides a good standard of living.

It also covers income outside of working hours, as when members fall ill, with provision of reasonable sick-pay schemes by management. In readiness for retirement. Another objective is the security of pension rights.

The protection of jobs is a major objective of the trade union and members will often go on strike to achieve this end paradoxically this line of action some times lead to the loss of even more jobs as firm go out of business.

Trade unions are interested in the achievement of job satisfaction, which indirectly contributes to job security as moral and motivations increases. The future prospects of members depends to a certain extent on their skills, a factor recognized in the education and training programmes that unions themselves have developed. Much of this is provided by individual trade union at their own training establishments, and the TUC sponsors delegates on courses run by public sector further education colleges. Some union like National and Local Government Officers Association (NALGO) have pioneered distance learning courses and have

developed learning materials in conjunction with the institute of personnel management.

Unions have also fought for longer holidays and a shorter working week. This battle has shown some success over the years more local issues include the improvement of health and safety and to some extent help has been given by government legislation in this area.

Health and safety may be extended to include amenities and physical working conditions, even where these may not actually be a danger but merely unpleasant or uncomfortable.

Trade Unionism flourishes when jobs are threatened. Wherever there is a large wage earning population, the workers will organize themselves into union. In many small family business unionism is known. The more an organization grows. The more impersonal becomes the management and the greater is the need for the work-force to have a common bond, fear of a powerful management provides fertile ground for unions. New technology in the form of word processing and the electronic office poses a threat to jobs. Office work is made more effective by the new electronic aids and time wastage is reduced. In such circumstances the individuals, feeling vulnerable, looks for the protection of a large organization such as a trade union, according to Agwu (1980).

2.4 TYPES OF TRADE UNION

The historical development of labour union is still reflected in their organization today. According to Okojie (1996) Union vary.

Firstly – as to whether they organized by crafts or by industries.

Secondly – In the extent and level of representation.

Thirdly – As to whether they are independent or affiliated with the NLC.

2.4.1 CRAFT AND INDUSTRIAL UNIONS CRAFT UNIONS

Skilled workers like Road Transport Union, Typist Union, Carpenters Union etc. are known as craft. They are organized according to the craft to skill performed by members regardless of the kind of company or industry for which the work is done.

2.4.2 INDUSTRIAL UNIONS

Are organized around particular industry such as Civil Service Union, NUT, ASSU, POSSAN, NUJ, NBA etc. in theory, all workers in the industry skilled and unskilled and workers in every craft and trade belong to the same union when it is organized this way.

2.5 PROBLEMS OF TRADE UNIONS

There are different types of factors which have influenced the trade union structure in Nigeria, the problems are as follows:

1. Leadership problems
2. Educational Problems
3. Administration Problems
4. Finance Problems
5. Tribalism, Ethnicity and Nepotism

1. **Leadership Problem:** Nigerian unions generally lack efficient leadership. The series of leadership training programmes that have made available to trade unions in recent years have so far failed to achieve much improvement. The fragmentary character of unions in the past reflected the desire of some trade unionist to be a union president or secretary after barely two or three years in union activity. There should have been a leadership structure, from the grassroots right up to the top without this leadership crisis will remain.
2. **Educational Problems:** Another problem concerns education under the new National Labour Policy and Institution for labour studies is to set up for the training of union leaders in labour education and all aspects of industrial relations. But this proposed was not

implemented and caused the hindrance of union of education. The issue, as I see it, does not lie in labour education but the feeling unconcerned of the management of the selection of leaders with the right attitude to trade unionism.

3. Administration Problems: Nigerian Unions generally lack efficient personnel officials that can handle their administrative very well. Some are there by chance and not by the knowledge and qualification.

4. Finance Problem: Financing the organization has been a major problem for Nigerian unions. The size of union membership was generally false. Mainly because of the fragmentary nature of Nigerian unions there was no standard rule guiding the size of the union yet the achievement of any union to be able to function effectively, it must have adequate funds to transact its primary functions. There is credence that the members of the union feel less committed to support their unions financially. They are discourage because of large scale fraud and corruption among the union leaders.

5. Tribalism, Ethnicity and Nepotism: Lastly, Tribalism, ethnicity and Nepotism are major characteristics of unions in the country. They may take the form of tribal group against the other or one ethnic group against another.

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These problems have been responsible for some proliferation of unions. As analysed by Fashoyin (1980).

2.6 ROLES OF TRADE UNION

The roles of the trade union in Nigeria is nothing, but to exercise some control over their members. The roles they play are in fact, influenced by their own characteristics as much as by their environment. This topic will be considered against the Nigerian background and Bankaof Beverages Company Ltd, Akure as my case study.

We can consider the factors such as economic, political, cultural etc. which have influenced the roles of the unions. This role can also be considered in terms of contribution to the welfare of their members. Industrial peace, democratic process in industrial relations, productivity, economic and social progress suffice it to say that all these are important elements in good industrial relations.

- i. Improved welfare of their members: Trade Union in Nigeria started as voluntary organizations of working people aimed at securing improvement in the wages and working conditions of their members. By 1938, government was persuaded to enact a law to regulate the formation and activities of trade unions. There was tactic recognition of the role of the trade unions in the lives of their

members and the community. In fact, much earlier than 1938, the Trade Unions showed interest in the wages and working conditions of their members including successful agitation for wage increase in the light of the rise in cost of living after the World War I.

- ii. **Maintenance of Industrial Peace:** The need for an open discussion of the role of strikes and industrial unrest, have been inflicting in the past eighteen months. However, while trade unions could not be resolved completely from responsibility for incidents of strikes and work stoppages, a notorious fact is that the quiet search for many trade unions for a dialogue with and accommodation by the employers tend to be over looked.
- iii. **Minimisation of Favouritism and Discrimination:** Managers/supervisors must made a great many decision that affect the pay, status, position and work of their subordinates, many of these decisions are highly subjective in nature. They are influenced by the person relationship existing between the supervisor and each of his employees sometimes when one man is granted a large wage increase than others, they feel that favouritism may have had a part in the decision union press for equality of treatment.
- iv. **Development of Social Understanding:** People are commonly influenced their actions by the behaviours of their associations.

Many employees are persuaded to join a union by their fellow workers. People seeks group acceptance and a feeling of belonging cultural factors also play a part in the disposition of people to join a union. According to Fashoyin (1980).

2.7 UNION – MANAGEMENT – GOVERNMENT RELATIONS

The Trade Union movement and the firm are sub-systems in a much larger system to the expected that the activities of these and indeed other sub-systems are recognized relationship implies that labour management relations derives their legality through the recognition accorded by the government to the parties as partners in the production of goods and services. By the same token, there is a range of public legislation regulating their day to day activities in the union management relationship. This legislation is embodied in what is generally referred to as the public labour policy. It should be noted that some of this legislation is based on both British labour law and British Common Law.

However, the acceptance of the common law principle, upon which labour relations in Nigerian are based, as capable of guiding relations between employers and in practice it is not always appropriate.

The growth of the labour sector inevitable necessitates a definite relationship between union and management. This relationship, broadly

speaking, confirm in order to achieve the purpose for which it was established. The attainment of this goal is largely influenced by the type of relationship between the employer and employees. Issue such as the determination of general conditions of services, discipline, maintaining a stable work force, keeping production high adjusting to technological change, providing welfare for workers, and so forth, are of paramount importance.

Thus, in spite of antagonism and victimization from either side, the two sides seem confined to a continuing relationship with each other if only to satisfy their individual goals i.e. workers must earn income for their livelihood while the owners of the business must remain in business for much the same reason.

The Nigerian law on of Trade Disputes is now contained in the Trade Disputes Act, 1976 which consolidates all the previous legislations on the settlement of disputes and the protection of essential services from disruption during trade disputes.

The aim of the Iwa is to encourage voluntary negotiation between parties and when that fails to involved mediators, conciliators, arbitrators and ultimately the industrial court. All stages in the process, allowance is given for such a settlement that would involved the parties and their nominees and would ensure that the result is acceptable to both sides.

The expectation of the workers and the employer and the demand which they made upon each other are constantly changing and very often, indeed are in a state of flux. The equilibrium of the relation is therefore also constantly disturbed and the ability and resourcefulness of both side of adjust rapidly enough and far enough are of ever being stretched even to a breaking point. In the process, the satisfactions derivable from the work situation tend to become almost permanently elusive. When industrial discontent becomes active, it becomes a grievances and if not settle on time it degenerate to industrial action, such a strike, luckout, go slow etc.

Both management and government may come together to settle disputes that is strike. At times when union and management are at logger heads, the government used to intervene through the government representatives, because if such problems does not get settled on time it can lead to strike action.

The following underlisted are causes to strike - According to Ananaba (1969).

1. When the employer refuse to negotiate with grievance the union representative on their , a strike action is imminent.

2. There may be a breakdown of negotiation
- i. Inexperience or clumsy negotiators may stakeout firm position from which it is later difficult to retreat.
 - ii. The tactics of experience negotiators may misfire on occasion.
 - iii. One party may attached positive value to a strike.

Finally, a strike may result from mis-judgement of the cost of disagreement.

The protection of jobs is a major objective of the trade union and members will often go on strike to achieve this end.

CHAPTER THREE

3.0 METHODOLOGY

Efforts would be made to discuss the techniques used by the researcher in the collection of data or information and the research instrument applied for the analysis and treatment of data and the description of the sample used for the study. The research would use descriptive approach for the purpose of this study..

3.1 METHODS OF DATA COLLECTION

In order to achieve the set objectives of the study, a plan was drawn up towards collecting statistical and other relevant data from Benkaof Beverages Company, Akure.

Basically, Information were obtained from Primary sources include Question ere, personal interview and observation and for the Secondary sources Desk research was used.

3.1.1 QUESTIONNAIRE

Structured types of questionnaire were distributed in the course of the research work, and was answered by the Chairman of Trade Union movement and General Manager of Benkaof Beverages Company Limited.Akure (see Appendix 1)

The use of questionnaire therefore, enables the researcher together some needed facts about the organisation

3.1.2 INTERVIEW

Personal interviews were also carried out to supplement the questionnaire. A personal discussion was made by the researcher with various heads of departments and chairman of the Trade Union movement.

3.1.3 LIBRARY RESEARCH

This project would be incomplete without consulting the library. Various works of different authors were also gone through to provide the fact surround the roles of Trade Union in Nigeria Industrial Relations movement in Nigeria.

3.1.4 SAMPLE PLAN

This explain the basis of choosing the respondents and under what condition the questionnaire were administered.

The researcher adopted simple random sampling techniques in the process of selecting those that were to be interviewed.

3.1.5 STUDY OF POPULATION

In order to obtain qualitative data, information were collected from many department in Benkaof Beverages Company Limited, Akure, Ondo State, Nigeria. However, workers in the various departments of different grade level were chosen for convenience. The study has been limited to workers of different group e.g

Gateman , Messangers, Senior officers, Junior officers, Management cadre and Union executives and most especially the Trade Union Chairman.

3.2 SAMPLE AND SAMPLING TECHNIQUE

A sample is the selected group from a population which forms part of one class.

While sampling refers to the process of selecting a few member of a whole of population . The use of sampling method was employed in this study for the cover within the time limit. The sampling method used in structured to meet the requirement of this random and convenience sampling were used to select various opinions of respondents Benkaof Beverages Limited, Akure.

Moreso, sampling method were used to select the various respondents either for the questionnaire as well as for the interview.

3.3 PROCEDURE FOR DATA COLLECTION

Since the project has a case study which Benkaof Beverages Akure. Questionnaire and personal interview were conducted.

3.4 CONSTRAINTS TO DATA COLLECTION

The major problems and limitation in carrying out research was time and finance. The researcher found it impossible to probe intensively into all Trade Union in the Country because of time. Since there is stipulated time for the completion of the project.

Another major limitation or constraints of this project is finance. There was not enough money to travel to many organizations in different parts of the Country hence, a particular organization was selected. The Union leaders did not give adequate useful information this has made me limited the study to Benkaof Beverages Company Limited, Akure.

CHAPTER FOUR

4.0 DATA ANALYSIS AND FINDINGS

4.1 DATA ANALYSIS

This part of the project discusses the findings from the questionnaires prepared on roles of Trade Union movement in business organizations.

In all, 50 questionnaire and about 9 were returned completed it is believed that his response was highly encouraging the followings are the data presented for analysis.

*(1) WHAT IS THE SIZE OF YOUR COMPANY (QUESTION
4 SECTION B IN THE QUESTIONNAIRE)*

TABLE 1

N0		N0 of Responses	%
1	1-100 people	-	-
2	101-200 people	-	-
3	201-300 people	2	5
4	301-400 people	8	20
5	401- and above	30	75
	TOTAL	40	100

In accordance with the above table, one (1) respondents were of the opinion that the size of the company was between 201-300 which represents 5%, while 8

respondents representing 20% agreed that the size of the company was between 301-400 peoples. 30 respondents representing 75% responded that the number of people in the organization was above 401 people. I therefore conclude that the company is a big company since 75% majority supported it in the above data.

Do the workers support the existence of Trade Union despite of the monthly deduction of their salaries to the Union purse?

(QUESTION 5 IN QUESTIONNAIRE)

Table II

		No Of Response	%
<i>a</i>	<i>Yes</i>	30	75
<i>b</i>	<i>No</i>	10	25
	<i>TOTAL</i>	40	100

From the above , 30 respondents representing 75% responded that they liked the programme. While 10 respondents representing 25% were of the opinion that they didn't like the existence of the Trade Union in the Organization. From the above data, I conclude that Trade Union existence is good among the workers.



Table III Did their job behaviour changed because of the establishment of the Trade Union?
(Questions in the Questionnaire)

	Yes	No	TOTAL
a	10	-	10
b	-	10	10
	%		100

This table shows the responses of 10 respondents on whether their job behaviour changes because of the programme. All the 10 respondents representing 100% agreed that their job behaviour changes because of the existence of Trade Union in the Organisation. It can be concluded that establishment of Trade Union leads to positive change in job behaviours workers.

4.1 WHAT ARE THE TANGIBLE RESULTS ACHIEVED?
(QUESTION 7 IN THE QUESTIONNAIRE)

Table IV

	N0 of Response	%
1	Reduction in Staff turn over	-
2	Better Quality	-
3	Increase Productivity	-
4	All of the above	30
	Total	30
		100

This table shows good performances of the workers at work

4.1.6 What is the estimate of the resigned workers within three months as a result of lack of Training of the workers according to your assumption
(Question 10 in questionnaire).

Table V:

N0		N0 of Response	%
1	1-10 People	20	100
2	11-20 People	-	-
3	21-30 People	-	-
4	31 and above	-	-
	Total	20	100

Going by the data above, 20 respondents representing 100% responding that 1-10 people resigned within three months as a result of lack of training. My conclusion is that people are willing to be trained and should be trained.

4.1.7 *What are the attitudes of the management towards the need for training workers so as to enable them to know their responsibilities in the organization to the management and work?*

(Question 12 in the questionnaire)

Table VI:

		No Of Response	%
a	Positive attitudes	10	100
b	Negative attitudes	-	-
	TOTAL	10	100

In accordance with the above data, 10 respondent representing 100% agreed that the management showed positive attitudes towards management needs for training workers to enable them to know their responsibilities to the Organisation.

4.1.8 What are the tangible achievements of the Union for its members within the last 10 Years ?

(Question 15 in the questionnaire)

Table VII

N0		N0 of Response	%
1	5 project	2	5
2	10 project	-	-
3	Never been achieved	18	45
4	Recently	20	50
	Total	40	100

From the above data, it can be gathered that respondents representing 5% were of the opinion that they had been achieved 5 projects while 18 respondents representing 45% responded that they never achieved. The last set of respondents 20 in number, representing 50% were of the opinion that they were not achieved recently. It is concluded that achievement is a thing, which the Trade Union should lay hands upon to encourage workers.

4.1.9 Table VIII

What is your qualification (question 4 in the questionnaire)

		No of Response	%
a	Universities Graduate	10	25
b	Polytechnic Graduate	6	15
c	N C E Certificate Holder	4	10
d	WASC Certificate Holder	8	20
e	Below WASC Certificate	12	30
	Total	40	100

The above table shows the responses of 40 respondents 100 of the respondents that they were University Graduate which represent 25%. 6 respondents 15% responded that they were Polytechnic Graduates. 4 respondent representing 10% responded that they were NCE Certificate holders. while respondents representing 20% responded that they were WAEC holders. the rest of the respondents 12 in number, representing 30% were without WAEC Certificate.



(1) From the research work carried the following are the findings in Benkaof Beverages Ltd. Akure. It was gathered that the objectives of Trade Union in Nigeria are achieved through effective and efficient performance of workers leads to increase in productivity, lower turnover, higher moral and infact, promoting changes in individuals.

(2) From the study also, Trade Unions are intersted in the achievement of job satisfaction, which contributed to job security and morals.

4.2 FINDINGS

According to table IX, In Benkaof Beverages, only 20 respondents were able to say that the Trade Union has not been criticized while 30 respondents has said no they have been criticized.

a	Yes	20	40	
b	No	30	60	
c	Not really	-	-	
	Total	50	100	
	No of Response			%

(Question 11 in the questionnaire) Has the Trade Union in Benkaof Beverages been criticised in any of their functioning areas?

4.1.10 Table IX

- (3) In accordance with the research carried out, that there are normally industrial conflict at the place of work before the inauguration of Trade Union, since Trade Union has commenced there has been sharp decrease in labour turnover, industrial conflict, absenteeism, and there as been a considerable increase in productivity.
- (4) It was gathered that, Trade Union are interested in this area of security good working condition and good levels of income for their members there are many ways by which members can save money and take loan from the Union purse to meet emergency need.
- (5) It was gathered that 1-10 workers normally resign with three months before the establishment of Trade Union because the relationship of workers and management was too poor and this has resulted to considerable increase in Industrial conflict.
- (6) From the study, it was found that tangible results were achieved through training and development practices at sharp reduction of staff turn over, better product quality was enhanced, greater productivity was achieved.
- (7) Finally, it was gathered that through unionism workers also fought for longer holidays and a shorter working week.

CHAPTER FIVE

5.0 SUMMARY, RECOMMENDATIONS AND CONCLUSION

5.1 SUMMARY

A Trade Union is a voluntary and continuous organization of workers in Trade or group of Trades for collective bargaining with employers to fix wages and conditions of labour.

The modern Trade Union movement is a product of the factory system and capitalism which divided the industrial population into two main classes - employers and employees.

However, without good Industrial relationship between group of workers and their employers or group of employer.

There will be no Improvement in productivity. In Nigeria today, every worker has a right to inform and belong to any Trade Union of his choice.

This is because this right guaranteed to every Nigerian by virtue of section 37 of the constitution of the Federal Republic of Nigeria.

5.2 RECOMMENDATION

Based on the findings and data analysed, the following recommendation are hereby suggested

- (1) Trade Union should extend their efforts to the compulsory savings of their workers, so that when salaries and wages delayed the workers will not be feeling bad.

- (2) The Trade Union should endeavour to have more intimacy with the management so as to create more industrial relationship.
- (3) Since many workers are lack of training from higher institutions. Trade Union may try to be sponsoring in their own pocket.
- (4) Auditors of their high caliber should be employed so as to be checking te Union's accounts quarterly, so as to avoid embezzlement.
- (5) When suggesting the names of those to be trained, the manager should try to spread the opportunity to the junior workers irrespective of their educational background . The reason for this is that if employees presence is felt on the job it will motivate him and so boost was morale.
- (6) Management should always stand by their promise while bargaining with the Trade Union, making a promise without fulfilling it can cause strike in the Industry.

5.3 CONCLUSION

Trade Union is very essential in any Industry or Government parastatal in order to attain the objectives of the workers and Organisation .

It is the effort of the Union to collectively fight for the improvement of the working conditions of workers.

Really, for organization to have increase in productivity, low turnover rate and better product in the Company, there should be a continuous Industrial relationship between Trade Union and management in an Organisation.

Trade Unions can fight for the improvement of economy in the Country and other necessary amenities.

Finally, the best from the management and even Government, because the

performance between workers and management.

From the research carried out, it was found out that there is better

variables.

order to adapt to technological changes and other environmental circumstantial

There should be a continuous training programme designed for its staff in

RESEARCH QUESTIONS

APPENDIX I

ADEKUNLE AJASIN UNIVERSITY, AKUNGBA-AKOKO

DEPARTMENT OF BUSINESS ADMIN AND SOCIAL MANAGEMENT

THE ROLE OF TRADE UNIONS IN NIGERIA INDUSTRIAL RELATIONS

MOVEMENT

A CASE STUDY OF BENKAOF BEVERAGES COMPANY LIMITED,

AKURE.

Dear Sir/Ma,

Kindly answer the following questions accordingly in relation to your organization by ticking the response of your choice.

All information will be treated in strict confidence .

Section A

Instruction: Tick [] where necessary.

1. Name of Establishment.....
2. Single Married
3. Sex: Male Female
4. Academic qualification (s) : WAEC ND
NCE HND BSC PHD
5. Working experience years 1-10yrs 11-20yrs 21-30yrs

6. Post held: Manager Supervisor Ordinary staff
7. Age: 20-29 30-39 40-49 so as above
8. Department.....
9. What Cadre are you belonging to?
Higher Middle Lower
10. What is your Nationalisation?
11. State of Origin.....
12. Local Government.....
13. Hobbies.....

SECTION B

1. Can the Trade Union in Nigeria be in Nigeria be successful without the Cooperation of the Management?
Yes No I don't know
2. Do good Industrial relations depend on the workers?
Agreed Disagreed Neutral
3. Do you believe that Union leader embezzle the Trade Union dues?
Agree Disagree Neutral
4. What is the size of your Company?
5. Do the workers support the existence of Trade Union despite of the monthly deduction of their salaries to the union purse?.....

6. Did their job behaviour changes because of the programme i.e. establishment of the Trade Union?
7. What are the tangible results achieved?
8. Do you believe that strike is the only means by which workers can achieve the goals from the management?
9. Is it true that there would be any solution to workers problem through the formation of Trade Union? Agree Disagree Neutral
10. What is the estimate of the resigned workers within three months as a result of lack of training of the workers according to your assumption?
11. What are the problems facing the Union at your working place?
12. What are the attitudes of management towards their need for training workers so as to enable them to know their responsibilities in the organization to the management and work.
13. What are the suggested solution to the problem
14. How many naira are deducted from members salaries to the Union purse monthly?
15. What are the tangible achievement of the Union for its members within last 10 years?
16. Has Trade Union in Benkaof Beverages been criticized in any of their functioning areas?

- 17 Is there any cooperation between the workers Union and the management of Benkaof Beverages to show that the existence of Trade Union is a blessing and not a curse.
- 18 What are the effort of the Union leaders to show that they are improving in all ratification?
- 19 Has Union have anything good for his members personally during hardship?
- 20 During workers strike, what are the effort of management to call workers back to work?
21. Can role of Trade Union be improved in Nigeria organization?
- 22 Can there be any solution to Trade Union problems such as leadership problem, Financial problems and Educational problems?
- 23 Is it true that perfect Industrial relation between the management and Trade Union can be manifested?
- 24 Can Trade Union movement forced anything out of the management purse with their so call strike action?
- 25 What can happen if workers are without Trade Union movement in an Organisation?
- 26 What measure of solution to the problem facing Trade Union as well as the management relationship?

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