INDUSTRIAL RELATIONS IN NIGERIA**


Nine case studies concentrate on labor under capitalism during the colonial and neo-colonial periods, with emphasis on the relationship between labor protest and political action. The study on Nigeria covers labor organization and protest, 1897-1917, illustrating that African labor history began well before the 1940s. Other studies cover Senegal, Kenya and Tanganyika.


This article identifies and studies the cultural differences which may be responsible for the differences in the organization of work in the textile workplaces of the Hausa and Ibo territories. “Cultural influences on managerial industrial relations policies. A note on Hausa and Ibo workplaces in Nigeria,” by Augustine I. Ahiauzu (Labour and Society, April/June 1983, pp. 151-162) covers a similar topic.


The effects of legislation such as the Trade Union Act 1973, Trade Disputes Act 1973, and Productivity Prices and Incomes Board Act 1977, on industrial relations, union membership, and collective bargaining are described in detail.


This book describes, from a Marxist position, the hopeful situation which existed at the beginning of Nigeria’s Second Federal Republic, and why that experiment in constitutional democracy failed in 1983, in spite of the ben-

** Items on this list should be ordered directly from the publisher. Addresses are given in connection with each reference.

The focus here is on the role of government in industrial relations, the changing character of trade unions, and their effects on labor-management relations in the workplace. Discussions of employer organization and attitudes are included. While much impressed with the restructuring (i.e., consolidation) of the labor movement, Fashoyin emphasizes the degree to which this development might lead to greater use of collective bargaining, rather than wage commissions. This review of Nigerian industrial relations, is based largely on secondary sources and interviews conducted through 1977. See Amanah, Wogu, *Trade union movement in Africa: promise and performance* (St. Martin's, 1979, $27.50) for an overview of African unionism in the 1970s, with emphasis on the International Confederation of Free Trade Unions (ICFTU).


This article examines the opinions and positions of local union leaders on the importance of the traditional issues of collective bargaining and quality of work issues, as well as the effectiveness of collective bargaining. Based on a questionnaire sent to 184 trade union managers in 1978, and completed by 48%, the results, shown in tabular format, stress the importance of the traditional issues, and suggest the possibility of using *both* collective bargaining and joint worker-management teams as complementary solutions. Fashoyin's *Internal dynamics in Nigerian unions: a survey* (Lagos, Nigeria: University of Lagos, Faculty of Business Administration. Working paper, no. 1, 1984, reprinted 1987, 17 pp.) provides a complimentary examination of the attitudes of union members and their involvement in the formation of union policy.


The concept of collective bargaining has been expanded from the original worker-employer dialog over working conditions and terms of employment, to a very broadly interpreted means of employer-employee communication, based on voluntary cooperation, participative management and mutual respect. This article describes how this mode of collective bargaining is utilized in the private sector of the Nigerian economy. It describes that sector and provides the institutional framework for collective bargaining within that sector. A final section examines the actual practice of collective bargaining. Because truly successful collective bargaining is not yet fully established, the author recommends continued use of, and training in, its methods and techniques. See also “Recent trends in collective bargaining

This comprehensive source on African industrial relations contains in-depth coverage of seven countries (all former British tropical colonies), including Nigeria. The emphasis is on the effect of colonial experiences on the development of union and state organizations, concentrating on worker-peasant conflicts, as opposed to worker-elite conflicts. The chapter on Nigeria doesn’t fully exploit the existing literature. More observations covering the role of trade unions during military rule, and during and after the Udoji Wage Commission would have been welcome. Other contributions covering Cameroon, Ghana, Kenya, Tanzania, Uganda and Zambia, however, will make this a useful work. Much information is presented in tabular form. For additional historical perspective, see the chapter on Nigeria, in International handbook of industrial relations . . . (Greenwood Press. 1981, pp. 417-442. $55.00).


Separate sections on Nigeria and Tunisia are included in this brief comparison of labor relations, trade unions, collective bargaining, and personnel policies.


The relationships between employer-employee, trade unions and the government are examined for the following English-speaking countries: Ghana; Liberia; Nigeria; Sierra Leone; Sudan; Tanzania; and Zambia. Chapters are included on labor relations in each country, with reports prepared by each country, and a final segment on minimum wage.


Part IV provides an examination of how African countries deal with industrial relations within the framework of the existing government. Discussions of trade disputes in Nigeria, industrial relations problems in Ghana, and a comparison of the management of industrial conflict in Kenya, Nigeria, and Tanzania are included.

This article attempts to provide an objective view of the background and events of the 1981 general strike, which, while short in duration, involved approximately 70% of organized workers. The effects of the strike, claimed to have been the most successful ever, are evaluated. Struggles between the military and labor organizations are highlighted. The formation of the Nigerian Labour Congress (NLC) and its internal struggles are well documented.


In this volume, the first of a proposed series, the changing role of Nigerian unions since 1900 is analyzed. The first section, on theoretical background, covers both the views of early utopian writers (Marx, Engels, Webb) and postwar thinking. The role of the unions themselves is examined for three time periods: pre-war, postwar and post-independence, illustrating major shifts in union strategy. For earlier studies of unions in Nigeria, see Lynd, G. E., *Politics of African trade unionism* (1968, out-of-print); Cohen, Robin, *Labour and politics in Nigeria: 1945-71* (1974, out-of-print); and *Development of an African working class*, edited by Richard Sandbrook and Robin Cohen (1976: Cheektowaga, NY 14225: 340 Nagel Dr., University of Toronto Press. 330 pp. $11.95).


A well-documented overview of strikes and work-protests from the late 19th century through the 1980s is provided. This article discusses some of the underlying causes such as the role of the state, economic and financial management (and mismanagement), responsibilities of employers, and the implications of the 1976 Trade Dispute Decree.


The status of labor relations in Nigeria is compared with Western countries, the Soviet Union and the Third World. It is suggested that recommendations for more state intervention in labor negotiation may be futile in light of the recent drop in economic activity. T. M. Yesufu’s, *Introduction to industrial relations in Nigeria* (1962, out-of-print) provides an earlier study.


Each country section in this encyclopedia includes a general country background as well as segments on labor law, the individual employment relationship, and collective labor relations, along with a table of cases.