

# The Impact of Globalization on Industrial Relations in Nigeria

## (A Study of Selected Trade Unions)

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### **Abstract**

*This study was carried out to examine the “Impact of Globalisation on Industrial Relations in selected Trade Unions of Asaba. The instrument used for data collection was a questionnaire that was administered to 150 respondents and was fully retrieved. The statistical tool used for data analysis is the Analysis of Variance (ANOVA). Hypothesis testing was done using Linear Regression through SPSS version 2020 as it is appropriate for testing the results of the samples collected. The findings reveal that Globalisation within the scope of Economic Reforms, Trade Liberalisation, Economic Integration and Employees' Job Relations has a strong positive impact on Industrial Relation among Trade Unions in Asaba, Delta State and Nigeria at large. It was concluded that enhance globalization and economic reforms will improve industrial relation activities of trade union in Nigeria. Based on the findings, it was therefore recommended that Members of the Trade Union in Asaba should wholeheartedly embrace Globalisation as the benefits are overwhelming. It was further recommended that Government should enforce Economic Reforms that will promote the activities of Trade Unions in Nigeria; Government and other stakeholders should promote Economic Integration and Industrial Relations and Government should enforce Economic Reforms that will promote the activities of Trade Unions in Nigeria.*

**Keywords:** *Globalization; Industrial Relations; Trade Liberalisation; Economic Reforms; and Economic Integration*

### **I. Introduction**

Globalization has remained the talking point with regards to world socio-economic development. It has taken a controversial nature as it connotes different meanings to different people. To some, it represents an

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instrument for accelerated development while others believe it is another means of enslavement and re-colonization. The paradigm represents the continuing efforts towards restructuring and integrating nation-states, economies and also influencing industrial relations in a country. Viewed within the prism of an interdependent and integrated world economy, the under-developed economies, especially, are to be brought to the same competitive level as those of the developed world.

As conceptualized by Obi, (2000), globalization is defined as a process of rapid economic, cultural, and institutional integration among countries. The unification is driven by the liberalization of trade, investment and capital flow, technological advances, and pressures for assimilation towards international standards. Although, globalization has reduced barriers between countries, thereby resulting in an intensification of economic competition among nations, dissemination of advanced management practices and newer forms of work organization, and in some cases sharing of internationally accepted labour standards.

On the other hand, globalization has contributed to unemployment, an increase in the contingent labour force and a weakening of labour movements. Firms competitive advantage depends not only on their productivity but also on the quality of their product, which may be seen as a by-product of globalization but in the long run, it will collapse the domestic firms (Uche, 2001). According to Aluko, Akinola and Fatokun (2004) the concept of globalization, its meaning, actors, processes and implications for industrial relations has received considerable attention from scholars and bodies in contemporary time. This is so because globalization hurts developing countries than the advanced capitalist nations of Western Europe and North America with particular regards to their socio-economic progress.

In the case of Nigeria, globalization has contributed significantly to weaken more the inadequate domestic economic capacity needed for enhancing the productivity of the country as well as affecting the social infrastructures needed to boost the growth and competitiveness of emerging firms in an industry. The resultant effect of this activity is thousands of workers are being thrown out of their jobs which invariably lead to a decline in trade union membership and industrial relations among employees and employers.

More so, the business atmosphere becomes unfavourable and leads to poor macroeconomic management with increasing dilapidated infrastructures and this poses a serious challenge for the development of medium-sized companies that supposed to create more employment opportunities. This explains why Nigeria Labour Congress and Manufacturer Association of Nigerian have increasingly voiced their dissatisfaction with the effort of the government to liberalize the economy without providing the necessary impetus for local industries to flourish before thinking of going global.

From the foundational concepts of economics that tries to explain the insatiable nature of human beings in the quest to meet needs, the workers demand more and more can be adequately understood. In this sense, therefore, globalization entails universalization whereby the object, practices or even values transcends geopolitical boundaries, penetrating firms and creating an impact too on industrial relations in the economy and thus, impacting the orientation and value system of the people. Hence, this research work will help find out the logical impact globalization has on industrial relations, using selected Nigerian trade unions as the study area.

### **Statement of the Problem**

The true nature of globalization has undoubtedly exposed institutions and most organizations both formal and informal sectors to stiff competition, dynamics of world economic climate, accelerated formulation and execution of economic policies and programmes which have to broaden the access to competing for scarce resources. Turyahikayo (2014) noted that the effect of globalization on industrial relation is more adverse in developing economy especially because they have little or no access to the resources required to compete favourably in the global scene.

However, the key players in the global economy were considered to be at more advantage at the expense of the third world nations resulting from inadequate infrastructure, monumental corruption, policy reversal, lack of technical manpower to fit the global reality. Globalization has posed a threat to Nigeria manufacturing sector, through the pronouncement of economic policies and programs, which metamorphoses into liberalization of trade that hinders economic growth and sustainable development. This policy led to the exposure of infant local industries in Nigeria to unfavourable competition with an international corporation, which local firms cannot compete with those develop Nations that have a stronger financial base, cheaper raw material and high capacity.

On this ground, Nigeria became a dumping ground for all kinds of foreign product and this had to cause Nigeria industries and also the educational institutions and other organizations to be on the edge of collapse, and also the decline in the effectiveness and efficiency of many of Nigerian educational sectors and other organizations which result in massive unemployment, low quality of services provided and widespread industrial closures, and a massive drop in capacity utilization, which in totality affect our GDP. Pertinent to the above the study seeks to investigate the impact of globalization on industrial relation, using the Academic Staff Union of University (ASUU), Non-academic Staff Union of University (NASU) and Nigeria Labour Congress (NLC) as the case study.

## **II. Empirical Review**

The concept of globalization has been variously defined by different authors with different perspective depending on the benefits or otherwise of the concept. It is observed that many more concepts were produced based on adding prefixes to globalization especially after the 1980s. Global politics, global communications, global finance, and global poverty are some of them (Çeken, H., S. Oken and L. Atesoglu, 2008). Although the globalization concept is meant to be used for changes in various disciplines, it is correct to suggest that this concept is mainly associated in an economic context, and in regards to how it affects industrial relations. For instance, Özel (2012) defined that globalization is the elimination of the factors that impede the entry of goods and services to the country as well as the free movement of goods and technology that are necessary for production.

Scholars like Frege and Kelly (2003) belong to the first school of thought, that what **trade union** need now is to revitalize to remain relevant in the new trend of internationalization. Sagagi (2007) argued that globalization has helped some countries grow faster than they would if they had otherwise localized their strategies. At the same time, it blamed for widening the gap between poor countries which are mostly located in Africa, and those of the

industrialized nations. Thus, it is paramount for corporate leader, policymaker and trade unions to pay greater attention to the involvement of the Nigeria nation in the global economy participation when the country lacks the resources to compete at this level.

## **2.1 Brief History of ASSU, NASUU and NLC Trade Unions in Nigeria**

### **ASUU: Academic Staff Union of Universities**

The ASUU was formed in the year 1978, a successor to the Nigerian Association of University Teachers formed in 1965 and covering academic staff in all of the federal and state universities in the country. After the return to democracy in 1999, the union continued to defend the rights of its members and improved funding for universities. The association has always elicited mixed reactions among Nigerians due to its frequent industrial actions either locally or nationally.

In 2007, ASUU went on strike for three months. In May 2008, it held two one-week “warning strikes” to press home a range of demands including an improved salary scheme and reinstatement of 49 lecturers who were dismissed many years earlier. In June 2009, ASUU ordered its members in federal and state universities nationwide to proceed on an indefinite strike over disagreements with the federal government on an agreement it reached with the union about two and a half years earlier. In October 2009, the union and other staff unions signed a memorandum of understanding with the government and called off the industrial action.

On July 1, 2013, ASUU embarked on another strike which lasted five months and 15 days and revitalization of Nigerian public universities. The association recently called off a nationwide strike which started on August 13, 2017.

### **NASU: Non-Academic Staff Union of Universities**

The Non-Academic Union of Allied and Education Institutions (NASU) is the association that represents the junior non-teaching staff in Nigerian Universities. The union came into existence in 1977 as one of the house unions, and in 1978 it was strengthened by decree No. 22 (Davison 1977). It was formally recognized as one of the 42 registered unions affiliated with the NLC.

The Principal objectives of the union are the regulation of relations between workers and the Governing Councils of the university. NASU, like ASUU, has fought several pitched battles mainly in the interest of its members. In 1992, Babatunde Fufunwa was the minister of education; the federal government approved a separate university salary table that favoured members of the ASUU. When NASU heard of the disparity in the salary table, they embarked on a 42-day nationwide strike to demonstrate their disapproval of the action of the federal government.

Apart from the strike, NASU has been able to improve the welfare of its members by introducing lots of life-changing benefits such as financial lifelines. Like most trade unions, NASU is frequently at loggerhead with the management, government, or themselves and this usually affects the operation of the universities.

### **NLC: Nigeria Labour Congress**

NLC is an umbrella organization for trade unions in Nigeria. It was founded in 1978 following a merger of four different organizations: Nigerian Trade Union Congress (NUTC); Labour Unity Front (LUF); United Labour Congress (ULC); and Nigeria Workers Council (NWC).

The numerous affiliated unions were restructured into 42 industrial unions. Its founding President was Wahab Goodluck. The NLC was dissolved twice due to conflicts with military regimes. First in 1988 under President Ibrahim Babangida and the second in 1994, under the regime of Sani Abacha. Under Nigeria's military governments, labour leaders were frequently arrested and union meeting disrupted. Today, the NLC has 29 affiliated unions. In total, it boasts of around four million members, according to its figures, making the association one of the largest trade unions in Africa.

NLC has had various clashes with the government, especially on salaries, reduced subsidies and plans to deregulate the purchase and the last national strike which NLC embarked on January 2, 2012, when the union joined their social-political groups to protest then President Goodluck Jonathan's decision to remove subsidy on petroleum products. The actions lasted twelve days. The NLC state chapters have also had confrontations with their state governments from time to time over salaries and staff welfare.

### **Nigerian Trade Unions and Globalization**

According to Girigiri (2009), Nigeria's involvement in the globalization process is dated back to the period between 1986 and 2006 under the military regime of General Ibrahim Babangida (1986-1993) and the period under the civilian regime of President Olusegun Obasanjo (May 1999 to 2006). He said these periods have witnessed concerted efforts by the government to implement economic programs prescribed by the International Monetary Fund and World Bank, two agents of globalization.

The effect of globalization was first noticeable between May 1992 and March 1993 when there were chaos and total paralysis of the Nigerian economy by labour due to the effect of the Structural Adjustment Programme on workers been retrenched because of privatization exercise. With the privatization of the ports, no fewer than 300,000 workers would have to lose their jobs by the time the exercise is over (Punch Newspaper, 2006).

### **2.2 Economic Reforms and Industrial Relations**

With a population of 200 million people, Nigeria is the most populous country in Africa, with a GDP second only to South Africa's yet, following several years of military rule and poor economic management, Nigeria experienced a prolonged period of economic stagnation, rising poverty levels, and the decline of its public institutions (Okonjo-Iweala, 2007). By most measures, human development indicators in Nigeria were comparable to that of other least developed countries while widespread corruption undermined the effectiveness of various public expenditure programs.

Moreover, the lack of public investments in previous decades meant that there were severe infrastructural bottlenecks that hindered private sector activities and also have an effect on industrial relations. In particular, the

poor condition of some of the trade unions, the power sector, etc. before economic reforms illustrated the severity of Nigeria's infrastructure deficit. Economic reforms in general terms imply important changes in macroeconomic policies and management. If they are sufficiently profound and far-reaching, they can change the functioning of the given economy and also have important social, institutional, and very often international consequences.

Reforms are introduced 'from above' to introduce improvements in an economic structure or any segment of it. They may be the consequence of major domestic economic problems, internal, or external imbalances. The introduction of counter-cyclical measures in the market economies during the earlier decades of this century has probably been the most far-reaching reform ever implemented in a market system. The concept of economic reforms in the world of the 1990s has been more or less reserved for those measures which have been part of the structural adjustment programmes: liberalization, minimizing government expenditures, deregulation, privatization, and greater international openness. All economic reforms have considerable social consequences. Following elections in 1999, the first administration of President Olusegun Obasanjo (1999-2003) was focused on ensuring political stability, strengthening democratic practices, and tackling corruption.

The current administration has embarked on a comprehensive economic reform program based on a homegrown strategy, the National Economic Empowerment and Development Strategy (NEEDS). The development of NEEDS at the federal level was complemented by individual State Economic Empowerment and Development Strategies (SEEDS), which were anchored by all 36 Nigerian states and the Federal Capital Territory (FCT). The NEEDS program emphasized the importance of private sector development to support wealth creation and poverty reduction in the country.

The objectives of NEEDS were addressed in four main areas: macroeconomic reform, structural reform, public sector reform and institutional and governance reform.

Overall, the attainment of macroeconomic stability has provided a platform for improved growth performance in recent years. In Nigeria, the growth rates in the economy have increased in previous years by about 7.1 per cent annually for the period 2003 to 2006. But currently, the economy, having come off prolonged recession periods, is yet to attain stable economic growth and this poses a negative effect to industries and trade unions in the country.

More importantly, the recent anticipated strong growth rates have been driven by strong growth in the non-oil sectors, which is needed for employment creation. Nigeria has made significant progress with its current reform program, many other challenges remain, particularly in translating the benefits of reforms to citizens, in improving the domestic investment climate, and in extending the reform program to the state and local government levels in enhancing industrial relations. The current reform program must therefore be viewed as the initial steps of a much longer journey of economic recovery and sustained growth and also foster positive development in industrial relations.

### **2.3 Economic Integration and Industrial Relations**

This section reviews recent empirical literature on the relationship between economic integration and industrial relations. It also examines the channels through which economic integration exerts its influence on economic growth such as productivity growth, capital accumulation, trade and financial integration. It categorizes the literature based on empirical studies that reported significantly positive or insignificant effects of integration on growth and its relation to industrial relation in the economy. The figure below shows the conceptual framework of the possible patterns of relationship among economic integration, financial integration, economic growth and industrial relation.

### **2.4 Empirical Review**

Akinmulegun and Oluwole (2014) carried out a study on the assessment of the Nigerian industrial sector in the era of globalization. This study attempts the assessment the contribution of industrial firms to economic growth in Nigeria in the era of globalization. Ordinary Least Square (OLS) econometric technique was used on time series data of relevant variables of manufacturing Output, Trade openness and Current Account Balance. The study found that globalization exerts little impact on economic growth industrial relations via the manufacturing sector of the Nigeria economy. The study recommended that efforts should be geared toward strengthening the macroeconomic, socio-infrastructure and institutional environment of the nation and bringing a good linkage between domestic and external institutions with the ultimate aim of properly harnessing funds so mobilized towards productive industrial relations and another sector of the economy.

Much of the existing literature on globalization and employment and industrial relations fall into the tradition of received comparative advantage theory that defines globalization as a rise in trade (Lall, 2003). This is a very comprehensive approach and allows for rigorous econometric testing of the causal link between enhanced trade (globalization) and employment and industrial relations. Ghose (2003) analyzed the relationship between trade liberalization and manufacturing employment. Despite growing trade and Foreign Direct Investments (FDI), the positive effect between growth in manufacturing products trade and manufacturing employment is only applicable for a limited number of newly industrialized countries.

A study that theoretically analyzes the relationship between employment and globalization in the context of developing countries was conducted by Lall (2003). This study suggested that globalization could provide more employment opportunities for developing countries. It was also underlined that the effect of globalization on employment varies depending on the competences of every country. One of the studies about the relationship between employment, globalization, and FDI was conducted by Jenkins (2006) in the sample of Vietnam. With the increase of FDI in the 1990s, economic integration has also increased. According to the study results, although there is a significant share of foreign companies in the manufacturing industry, direct employment was limited because of high labour productivity and prior low value-added firms in Vietnam.

The social impact of globalization in developing countries was theoretically studied by Lee and Vivarelli (2006). It was expressed by the researchers that the impact of globalization on employment and industrial relations

as a whole varies in different regions of the world. Dutt et al. (2009) present a model of trade and search-induced industrial relations, where trade results from Heckscher–Ohlin (H-O) and/or Ricardian comparative advantage. Using cross-country data on trade policy, industrial relations, unemployment, and various controls, and controlling for endogeneity and measurement-error problems, they found fairly strong and robust evidence for the Ricardian prediction that industrial relations with regards to unemployment and trade openness are negatively related.

Arema et al. (2010) tested the interaction between globalization, industrial relations and labour (employment) in Nigeria by Johansen co-integration and error correction model (ECM). According to study findings, globalization has both long term and short term negative effects on industrial relations. Trade intensity index (ratio of total exports and imports to GDP) was used to measure globalization level. Findings suggest that globalization has a significant and negative effect on industrial relations, also with unemployment.

### III. Methodology

The study was conducted focusing on selected trade union (such as NUT, ASSU, NASU, NLC and the Staff of the Delta State University, Asaba Campus) in Asaba Delta State, Nigeria. The primary data were collected from 150 staff of the above-mentioned unions. The research instrument was a 20-item validated structured questionnaire to measure responses. All items were assessed on a five-point Likert scale, ranging from 1-5 (Strongly Disagree to Strongly Agree). Cronbach Alpha was used for estimating the reliability of the questionnaire. Favourable reliable scores were obtained from all the items since all values were above the coefficient value of 0.6, exceeding the common threshold of Cronbach Alpha value recommended by Malhotra (2004). All the 150 sets of a questionnaire administered were well retrieved and used.

There are many statistical method/techniques of analysing data which are available to any researcher. In this project, the following analytical tools were used for the study is Analysis of Variance (ANOVA) while the hypothesis testing will be done using Linear Regression.

The model is specified as a linear regression function as follows:

$$Y = f(a + \beta_1 X_1 + \beta_2 X_2 + \beta_3 X_3 + \dots + \beta_9 X_9 + e)$$

Where:

Y = Industrial Relation of Trade Unions

X<sub>1</sub> = Gender

X<sub>2</sub> = Educational Status (Degree of Education attained)

X<sub>3</sub> = Years of Job Experience

X<sub>4</sub> = Religion

X<sub>5</sub> = Age (in years)



$X_6$  = Marital Status (Single = 1, Married = 2)

$X_7$  = Global Economic Reforms (5 – point Likert scale)

$X_8$  = Trade Liberalization (5- point Likert scale)

$X_9$  = Economic Integration (5- point Likert scale)

$\beta_1 - \beta_9$  = regression coefficients

a = Constant

e = error term

#### IV. RESULTS

**Table 4.1 Model Summary (Global Economic Reforms and Trade Unions)**

Model	R	R. Square	Adjusted R Square	Std error
1	.891	.725	.575	.61327

*Source: Researcher Computation 2020.*

**Table 4.2 Coefficient (Global Economic Reforms and Trade Unions)**

	Unstandardized Coefficients		Standardized Coefficients	T	Sig
	B	Std. Error	Beta		
Constant	1.895	0.667		2.983	0.005
The economic structure and institutions in a country do influence trade union activities.	0.348	0.121	0.323	2.879	0.005
Public socio-economic preferences affect the activities of trade unions.	0.237	0.106	0.251	2.225	0.030
The political structure and institutions in a					

country do influence trade union activities.	0.316	0.125	0.332	2.811	0.005
Market forces affect the activities of trade unions.	0.021	0.051	0.041	0.435	0.042
The economic output or performances in a country do affect trade union activities.	0.023	0.052	0.047	0.438	0.042

*Source: Researcher computation 2020.*

Table 4.3.1 shows the result of the regression analysis capturing the impact of Global Economic Reforms on Trade Unions in Nigeria. The result shows that Global Economic Reforms exact 72.5% impacts on Trade Unions in Asaba performance as evidenced by the value of the R square.

Table 4.3.2 on the other hand shows the values of the coefficients of the variable measures of Global Economic Reforms. The results reveal that the interdependent variables are positively correlated with the dependent variable. This implies that the measures of Global Economic Reforms have a direct and positive relationship with Trade Unions in Asaba. This is evidenced by the Beta values of the standardized coefficients where all the values are positive signal ( $P>0$ ). The result also revealed that Global Economic Reforms are statistically significant as shown by the value of the statistic and the probability. The variable Global Economic Reforms which have a positive impact on the Industrial Relation of Trade Unions in Asaba has an at-value of 0.438 and a probability or significant value of 0.042 ( $P<0.05$ ).

**Table 4.3 Model Summary (Trade Liberalization and Industrial Relations)**

Model	R	R. Square	Adjusted R Square	Std error
1	0.606 <sup>a</sup>	0.675	0.222	0.56971

*Source: Researcher computation 2020.*

**Table 4.4 Coefficients (Trade Liberalization and Industrial Relations)**

Model	Unstandardized Coefficients		Standardized Coefficients	T	Sig
	B	Std. Error	Beta		
Constant	1.082	0.759		1.425	0.159

The economic structure and institutions in a country do influence trade union activities.	0.086	0.133	0.090	0.650	0.518
Public socio-economic preferences affect the activities of trade unions.	0.436	0.169	0.358	2.580	0.012
The political structure and institutions in a country do influence trade union activities.	0.087	0.134	0.090	0.651	0.517
Market forces affect the activities of trade unions.	0.410	0.127	0.361	3.219	0.002
The economic output or performances in a country do affect trade union activities.	0.429	0.176	0.355	2.583	0.012

*Source: Researcher computation 2020.*

Analysis result revealed in table 4.3.3 and 4.3.4 captures the impacts of Trade Liberalization on Industrial Relations. Table 4.3.3 shows that the model Trade Liberalization has a high predictive power as evidenced by the value of R. Square (0.675). It implies that Trade Liberalization accounts for 67.5% of Industrial Relations of Trade Unions in Asaba. The implication of this is that for a sustainable Industrial Relations of Trade Unions to be maintained it requires about 68% Trade Liberalization activities.

Table 4.3.4 shows the results of the parameter estimates of the coefficients of the independent variables. The results revealed that all measures of Trade Liberalization are statistically significant. The T-square and the significant values also prove to be statistically significant of such variables as the application of Trade Liberalization activities are employed Trade Unions (0.012) at 0.05level of significance or 95% confidence interval. In the same vein, the inter variable relationships established by the result of table 4.3.4 shows that all the measurements of Trade Liberalization activities were positively related to the measure of Industrial Relations as evidenced by the beta values of the standardized coefficients.

**Table 4.5 Model Summary (Economic Integration and Employees' Job Relations)**

Model	R	R. Square	Adjusted R Square	Std error
1	.891	0.725	.575	0.61327

*Source: Researcher Computation 2020.*

**Table 4.6 Coefficient (Economic Integration and Employees' Job Relations)**

	Unstandardized Coefficients		Standardized Coefficients	T	Sig
	B	Std. Error	Beta		
Constant	1.984	0.686		2.892	0.005
Marketing research aids the consumers' awareness of a brand of product.	0.348	0.121	0.323	2.879	0.005
The quality of information available to the consumer about a product determines his awareness of the product.	0.237	0.106	0.251	2.225	0.030
Consumers' degree of awareness about a product influences the consumers' buying decision.	0.237	0.106	0.251	2.225	0.030
Brand awareness helps to increase consumers' demand for a company's products.	0.023	0.054	0.048	0.437	0.041

*Source: Researcher computation 2019.*

Table 4.3.7 shows the result of the regression analysis capturing the impact of Economic Integration on Employees' Job Relations in Nigeria. The result shows that Economic Integration exact 72.5% impact on Employees' Job Relations in Asaba as evidenced by the value of the R square.

Table 4.3.8 on the other hand shows the values of the coefficients of the variable measures of Economic Integration. The results reveal that the independent variables are positively correlated with the dependent variable. This implies that the measures of Economic Integration have a direct and positive relationship with Employees' Job Relations among Trade Unions in Asaba. This is evidenced by the Beta values of the standardized coefficients where all the values are positive signal ( $P > 0$ ).

The result also revealed that the measure for Economic Integration is statistically significant as shown by the value of the statistic and the probability. The variable, Economic Integration have a positive impact on the Employees' Job Relations has an at-value of 0.437 and a probability or significant value of 0.041 ( $P < 0.05$ )

## **V. Conclusion**

It was concluded that enhance globalization and economic reforms will improve industrial relation activities of trade union in Nigeria. It has been established that Industrial Relation can be earned if the findings from Globalization are implemented. The study has also revealed that Globalization with regards to Economic Reforms, Trade Liberalisation, Economic Integration and Employees' Job Relations have a significant impact on the Performances of SMEs in Asaba Metropolis.

## **VI. Recommendations**

Based on the findings of this research work, the following recommendations are hereby put forward:

1. Members of the Trade Union in Asaba should wholeheartedly embrace Globalisation as the benefits are overwhelming from the findings of this research work.
2. The government should enforce Economic Reforms that will promote the activities of Trade Unions in Nigeria.
3. The government and other stakeholders of Trade Unions should promote economic Integration and Industrial Relations.
4. The government should enforce Economic Reforms that will promote the activities of Trade Unions in Nigeria.

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