

Globalization, Labour Casualization and Trade Unionism in Nigeria: A Critical Appraisal

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Abstract

The study was set out to examine the effect of globalisation and labour casualisation on the vibrancy and dynamism of Trade Unions in the country. In that context and with recourse to history, the form and nature of the relationship existent in industrial workplace was analyzed. It was noted that the main industrial relations actors in an organisation are; the employer(s), the employees and the State. However, the State doubles as an umpire and also as an employer as it is the highest employer of labour in the country. It was noted that of the three, the employees (workers) appear to be disadvantaged in the power-game relation with the employer arising from their non ownership of the means of production order than their labour power which can be dispensed at will by the employer(s). This necessitates the merging of the workers individual will power into a collectivized power referred to as Trade Union. The move is to balance the skewed power position of the workers in the power-game relation with the employer(s) whereby policy decisions most especially those affecting the workers are not unilaterally and arbitrarily taking but arrived at through collective bargaining hence the interest of the workers are protected. The study however contends that the globalisation of labour (Internationalisation of labour) and its associated government labour policies (Trade union (Amendment) Act 20005) have tended to diffuse this labour homogeneity and collectivized interest thereby weakening the ability of the organized labour to uphold and protect the interest of the workers in the country as seen in the minimum wage and the fuel subsidy removal debacles etc. consequently the study recommends that the effect of labour internationalisation should be checked in other to protect and project local/national labour in terms of production capability and trade union vibrancy/dynamism.

Keywords: *Trade unionism, Labour internationalization/globalisation, Contract/labour casualisation*

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Background to the Study

In industrial relations three major actors play prominent role in work organisation. They are the employer, employee and the state (government). Their interaction tends towards organizational homeostasis or disequilibrium. Whichever way, their cardinal roles in an organisation can not be overemphasized.

It should however be noted that of the three major actors stated above, the employee seems to act at a disadvantaged position relative to the other two major actors in terms of power game. While the employer has the monopolistic power to hire and fire as deemed necessary, the State has the regulatory and coercive apparatus to demand obedience but for the employee it has nothing other than its slavery labour which is usually manipulated at will by the employer arising from its vintage position as the owner of the means of production (Ogunbameru. 2005). It is therefore obvious that the employee in an organisation exists and interacts with its employer at a disadvantaged position in that the power game/relation is skewed in favour of the employer. It is this skewed power game that exposes the employee to all forms of labour exploitation and marginalization in the hand of the employer and most often times supervised and encouraged by the state (Girigiri. 2004).

In order to extricate itself from the manipulative and exploitative tendencies of its employer and co-supervisor (the state), there is need to balance the power game/relation existing between the employee and the other major actors most especially the employer. This necessitates the collation of all individual employees' strengths and capabilities into a single whole. In other words, the coming together of all the employees into a single block or umbrella or union for the purpose of increased power relation with the employer thereby increasing their collective bargaining capability. The coming together of employees into union consequently is the only sure means of balancing the power game/relation between her and the employer in the industry or organisation. It is in Union or Trade union that workers rights and privileges are ensured and protected. It is the umbrella in which workers as a group can effectively bargain with the employer. It is in union that the limited power of an employee can be strengthened. It is in Union that the excessive power of the employer relative to that of the employee in an organisation can be curtailed and minimized. Take away the Union; the worker/employee is redundant and incapacitated before the employer. No wonder the erudite German scholar Karl Marx called on the workers to unite. For in unity and solidarity their individual and collective aspirations in the organisation can be actualized. So the role of Trade unions in the life of the worker(s) and in industrial relations is so enormous that it cannot be overemphasized or undermined. This however seems to be constrained in the country by the emerging trends or phenomenon in industrial relations – globalization, casual and contract labour.

Globalization, casualisation and contract employment as recent trends in industrial relations seem to have significant impact on the enormous role played by trade unions before now. This role by trade unions seems to be constrained by these emergent phenomena. Globalisation has opened up the industrial work space beyond the scope of trade unions in an industry in that labour has become globalised. Multinationals are now major key players in the industry

and their position in the power game/relation relative to that of trade union in an industry appears to be irresistible. This, trade unions has to contend with but the extent this can be achieved remains an unanswered question and of which this paper will make an attempt.

The other trends that confront trade unionism in the country are the twin phenomena of casual and contract labour. A situation whereby workers are engaged in an industry as casuals and on contract bases tend to weaken that collective bargaining strength of the concerned workers and of the union as a whole thereby placing the unions in a skewed power relation with the management (employer) in the power game (Ugbudian, 2017). With this scenario is the unions situated to achieve its cardinal objective of the defense and actualization of the collective bargaining rights of the workers which it represents? More so, what is the place of trade unions in the face of labour casualisation and globalizations which appears now to be the labour relations practice in the country? These and others constitute the central focus of this study.

Conceptual clarification

Trade Unionism in Nigeria: The origin of trade unionism in the world can be traced to the industrial revolution that started in Britain. The industrial revolution saw the emergent of a new form of production based on machines. This new form of production gave rise to what is known as the factory system of production. The factory system of production because of its exploitative tendencies attracted cheap labour to work in the factory. The labourers (workers) usually made up of women and children worked under excruciating and inhuman conditions. The children and women toiled night and day receiving peanuts as wages that could hardly meet their financial needs (Sayers, 2017; Amadeo, 2020). They equally worked in the factory without any protective gears or equipments. Theirs was an inhuman working condition which consequently negatively impacted on their existential conditions of live. No wonder the radical scholar Karl Marx associated capitalism which the factory system of production represents as evil and so advocated that workers should unite and defend their existential conditions of work (Amadeo, 2020; Sayers, 2017).

It might have been in response to this call and also in realization of their poor and inhuman working conditions that some workers came together under what is known as trade clubs. These trade clubs subsequently culminated in the formation of loosed federations and finally in the formation of a national federation of trade unions (Sunmonu, 1996) though not without the employers and government restrictions and intimidations in Britain.

Trade unionism in Nigeria can however be traced to the colonial era. Though some contend that trade unionism in the country during this era was never encouraged by the colonial master. It is however incontrovertible that during this era, the 'Nigerian' civil servants irrespective of their rank and grade was greatly discriminated against by the colonial master. It was in response to this discrimination that led to the assemblage and formation of the first so called trade union in the country known as Nigeria civil-service union (NCSU) of 1912 (Akpala, 1982; Girigiri, 2004). It is believed in some quarters that this union was never dynamic enough to be called a trade union in that it never agitated for the improvement of the

working conditions of the workers but rather was an assemblage of some top civil servants who gathered to discuss social issues concerning them. It was therefore seen as an elite club or organization concerned with the promotion of workers' productive efficiency and not workers' welfare hence lacked vibrancy and dynamism.

It was the non-militancy or vibrancy of the NCSU and its disaffection by the workers that led to the formation of the very vibrant unions known as the Railway workers union (RWU) and the Nigerian union of teachers (NUT) in 1931 (Ananaba, 1970; Igwe, 2017). However, the development and vibrancy of modern trade unions in the country can be traced to the enactment of the Trade union ordinance in 1938 and the General Defense Regulation of 1942 which legally recognized the formation of Trade unions and the banning of strike and lock-outs during the war periods respectively. (Otobo, 1987). These events gave impetus to the development and dynamism of Trade unionism in the country.

Further events at different periods and for various reasons in the country culminated in the formation of Trade Union Federations like the Trade Union Congress of Nigeria (TUCN), Nigeria Trade Union Congress (NTUC), United Labour Congress of Nigeria (ULCN), All Nigerian Trade Union Federation (ANTUF). These various Trade Union federations were however amalgamated into one central labour organisation known as the Nigeria Labour Congress (NLC) in 1976 by the then military government in the country headed by General Olusegun Obasanjo. This was effected with the promulgation of the Trade Union (Central Labour organisation) Decree NO, 44 of 1976 which not only nullified the existence of all other central labour bodies but empowered the appointment of a Sole administrator to run the affairs of the unions (Ananaba, 1970). With this a central labour organisation was formed or rather imposed on the country in 1976 known as the Nigerian Labour Congress (NLC).

However, and ironically too, based on political considerations, the Federal Government headed by the same Olusegun Obasanjo but this time in 2005 in an attempt to balkanize thereby weaken the existing Central labour Organisation (the NLC) which he initiated in 1976 promulgated the Trade Union (Amendment) Act 2005. This Act encourages the formation and existence of more than one central labour organization in the country. With this, the Trade Union Congress (TUC) and the United Labour Congress (ULC) were formed. These central labour unions co-existed alongside the already existing Nigeria Labour Congress (NLC) hence the balkanization and fragmentation of the labour body in the country (Ofili, 2019). This scenario continued until recently when the central labour unions in realization of the dangers associated with their fragmentation and disunity decided to forge a common front by setting aside their differences and work together under a central body, the Nigeria Labour Congress (NLC).

It is therefore obvious from the above account that the labour movement in the country has had a trajectory history - History of interventionism to that of laissez faire and then to that of active government interference in trade unionism. This posture exhibited tends to affect the degree of labour dynamism in the country. During the colonial era, labour movement in the country was greatly resisted and constrained. However, in post-colonial Nigeria, labour

movement in the country due to its role in the agitation for independence from the colonial master enjoyed initial patronage from all quarters including the government of that day (Okafor, etal, 2006, Fajana: 2002). This initial romance was cut short by the then government arising from the radical posture of labour on issues of national discuss and also the need to maintain industrial peace in the country in the face of the civil war and aftermath in the country. Not limited to anti government posture on trade union dynamism in the country are the impact of globalised labour and the casualisation and out-sourcing of labour. These trends in industrial relations have the negative implication of a weakened workers solidarity arising from labour fragmentation and sectionalism which consequently culminates in lowered trade union potentials for vibrancy and dynamism.

Globalisation: It is seen as the movement of ideas, personnel, goods and services, technology etc. from all over the world. Globalisation is the unrestricted movement of materials – human and all others from one part of the world to all other parts of the world. With globalization ideas and other societal asserts and valuables are freely and uninterruptedly shared by individuals and by nations. Globalisation ensures that scientific inventions and technologies developed in any part of the world are freely shared and adopted in other parts of the world. It encourages a free and mutual relationship between individuals, nations and geographic regions in the world. Globalisation has also brought about the internationalization of labour where by the movement of labour from one part of the labour market to other part across the world is made possible without any form of restriction. No wonder it is said that globalisation has made the world a global village with one big market. This is made possible with the aid or the advance in modern technology most especially in the areas of information communication (IC) and transportation.

Talking about the internationalisation of labour arising from globalization brings to mind the issue of international staff or cross border staff. Here some individuals from a country are employed by an organization but deployed to work in that same organisation but in another country as an international staff with a contractual agreement reflective of the nature and status of that employment. Here, labour is being internationalised. Being an international staff the contractual agreement binding the staff is somewhat different from that of the local staff. The former staff due to the nature o his/her engagement can be deployed to work in any part of the world that the organisation/company has a holding or is established unlike the local staff whose work mobility is limited to the country of engagement. It is equally worth noting that the engagement terms and conditions of the international staff is conditional and situational to the staff and may not apply to any other staff outside the scope of the employment. So globalisation has made possible the internationalisation of staff whereby employment of labour has become borderless and without boundary. It encourages the free flow of labour from one country to another and from one region/continent to another region/continent.

This interaction between persons, countries and regions of the world enabled by globalisation do manifests in different forms and ways. It can manifest in the form of trade or business. It does also manifests in the area of culture and in politics. In the area of trade and/or business,

focus is on the economic interaction between individuals and of countries whereby countries engage in economic relationship with each other manifesting in bilateral and/or multilateral trade agreements. This is enhanced by the world division of labour and specialization whereby countries concentrate on specific economics of comparative advantage to them (Sayers, 2017).

In the area of culture, globalisation manifests in the form of exchange of culture by different countries in the world. Through the use of modern means of communication arising from the advance in science and technology, the cultural heritage of different countries are transmitted and shared by members of other countries thereby bridging that cultural gap in terms of knowledge that hitherto was lacking between and among nations and the world populace. Globalisation in terms of culture enables individuals from different countries to be acquainted with the cultural heritage of other nations of the world thereby removing those cultural barriers that tend to impede on the smooth flow of cultural understanding, integration and cooperation. This similarly removes or reduces the skepticisms associated with ethnocentrism arising from ignorance and non-interaction of individuals from different cultural backgrounds. This buttresses the view held by the school of thought known as the contact hypothesis that constant and regular personal or group contact with other individuals or groups will at a given point lead to a change and an understanding of attitudes between and among the interacting members consequently imparting positively on their relationship(s). This is made possible by the positive perception of the others arising from the constant and physical contact (Schaefer, 2003). It is this positive perception of one group by the other that encourages mutual and harmonious coexistence and interaction between and among various individuals and countries Nigeria inclusive. This cultural globalisation enhances and entails. Therefore globalisation with its cultural element promotes cultural integration of nations and people of diverse cultural background and heritage hence suspicion based on ethnocentrism, ethnicity and racism are dissuaded and tolerance based on understanding arising from constant interaction and knowledge is entrenched. Therefore with globalisation, the world has become a large village in terms of culture linkages and adoption.

The other major area which globalisation has to deal with is on issues both erring on politics and related matters. With globalisation the world is politically linked together in such a manner that political happenings in one country is in the knowing in the other countries of the world. The world is so narrowed to the extent that the political events in a given country are no longer seen and considered as private or internal matters that do not demand global discuss and were need be intervention. It is this political interaction and cooperation among nations that explains the issue of international observers in the not too distant political electioneering and eventual elections in the country. That equally explains and justifies the input of the international communities in the political happenings in the country in terms of either acceptance or rejection of the outcomes of the election results in the country and some other countries of the world. Globalization therefore has exposed the world to the political happenings in the different countries of the world thereby enhancing the sharing and propagation of political ideas on government and on governance. Situations abound in the country where by foreign country(s) such as the United States of America has to interfere

laterally by way of advice or instruction on the Nigerian government to recede its decisions/policies on certain critical national issues of interest to both citizens and countries. With globalisation, certain political issues of a given country are most often times considered being of great concern and interest to other nations/countries and this reflects in the arena of political diplomacy manifesting in the diplomatic relationship between the country and other countries of the world of which Nigeria is one.

The third aspect of globalisation and of which is of direct link to this study is one that bothers on economy. This aspect of globalisation focuses on the economic activities of countries which deal on production, distribution and consumption of nations. It talks about the economic interactions and integration of nations of the world. It expresses the economic linkage of the country with other countries of the world in terms of production, distribution and consumption. These economic activities are most promoted and made viable through the economic philosophy of classical and neo-classical scholars as Adam Smith, David Richardo among others who were the great and strong advocates of Division of labour and specialisation with its accompanying production philosophy of comparative advantage whereby countries are encouraged to dive into production areas where they seem to have low production cost and relatively high turnover in terms of increased price and profit. By this division of labour and specialisation with the associated comparative advantage in production is the near interdependent of countries on each other. It is this interdependence of nations arising from international division of labour and specialisation that ensures the mutual cooperation and interaction of individuals, countries and world economics there by creating a world economy without boundary/border.

It is in this light that labour becomes internationalised in that labour can freely be recruited and mobilized across national boundaries and geographical spheres. This economics of globalization is imperative in the conceptualisation of borderless staff with limitless employment potentials and possibilities. Such employment scenario potent grave danger to trade unionism in the country in that they lack what the erudite scholar August Comte called the collective conscience (Ekpenyong, 1999) needed for a galvanized collective action which is a prerequisite for a dynamic trade union movement in an organisation or country like Nigeria. This scenario is also made manifest in that it creates a belief of false consciousness (Ofili and Boroh, 2018) among the borderless staff (international staff); a feeling of 'we' and 'they' thereby make possible their self exclusion from the internal industrial relations activities such as trade unionism in the organisation or the country. This explains the absence of class consciousness (Ofili and Boroh, 2018) and the nonchalant attitude of the international staff in the country to issues of trade unions internal democracy and also the demand and clamour for a better working condition for the domestic staff and the general improvement of the living conditions of the generality of the working people and the masses at large rather, their interest and focus is majorly on how to promote and protect their juicy job and personal interests. This attitude creates a balkanisation of trade unions thereby weakening and frustrating their (Trade Unions) dynamic strength, vigour and potentials. The manifestation of these conditions is attributable to the internationalisation of labour arising from the economics of globalisation which has made possible the creation and recruitment of borderless staff/employment.

Labour Casualisation: This term is used to refer to a work condition whereby the engaged worker is contracted on ad hoc or temporary bases. It is a work condition that is characterized of uncertainties in terms of job assurance and protection, fluctuating wages, lack of Medicare and other welfare incentives or packages (Sunmonu, 1996; Eyongndi, 2016). Workers under the terms of casuals in the country are subjected to different work conditions and so are exempted from the collective bargaining agreement existing between the permanent workers and their employer(s) as is obtainable in most Multinational corporations (Shell, Agip, Chevron etc). Most often times the casual workers are faced or subjected to inhuman work conditions (Eyongndi, 2016) due to their non-unionised status in the organisation. This implies that casual workers are not expected and so are not allowed to form or belong to any trade union. This takes away their bargaining strength due to their skewed and disadvantaged position in the power game relationship between them and their employer(s). Being vulnerable they are therefore amenable to all forms of labour exploitation and manipulation. While the permanent staff can embark on their conditions of service negotiation (collective bargaining) due to their unionised status in the labour relations, the casual workers cannot reason being their individualized status. More so, while the permanent or tenured staff can press down their demands on the management (employer) through any form of legitimized industrial action, the casual workers cannot due to the same afore mention reason. It is therefore obvious that casual workers in the country due to their status in the labour relations work under harsh and inhuman work conditions which can be assumed and/or likened to slave labour (Eyongndi, 2016; Ratnam, 2007). Their work condition is so temporal and inconsistent that it can be discarded at will without adherence to the country's stipulated labour laws on labour disengagement/sack.

More so, the casual workers in the country not only do they face the burden of being sacked at will with or without due notice, are most often times disengaged from their work without the payment of any form of severance package and because they act as individuals in the power game they lack the necessary 'will spirit' to challenge and upturn the power relations to their favour.

Furthermore and worthy of due consideration is the implication of labour casualisation on the dynamism of Trade unions in the country. Due to the fact that labour casualisation is an infraction on the concerned workers and their dignity, it equally impacts negatively on the unity of the entire workers through labour fragmentation. This labour fragmentation creates a dichotomy between the permanent (tenured) staff and the casual workers whereby that sentiment of 'we' as against 'they' are aroused. This sentiment of 'we and they' breed acrimony and division within the labour force consequently making it difficult for the workers to present a common front on issues of common interest to them in the organisation/country. This balkanisation makes the workers and even the trade unions vulnerable to the antics and detects of the management/employers (Ibekwe, 2016) as seen in the seemingly inability of the organized trade unions in the country to press down on some State government and organized private sector to effect the agreed minimum wage structure in the country. The presence of casual labour has therefore become a threat to the existence and vibrancy of the organized trade unions in the country. This becomes worrisome in that there is fast trend in the shift of permanent (tenured) workers to that of contract or casual workers. This trend is worrisome in

that it has the tendency of institutionalizing labour slavery in the country. Therefore, labour casualisation with its twin brother labour globalisation has great implications and consequences on the vibrancy and dynamism of trade unionism in the country.

Implication of Globalisation and Labour Casualisation on Trade Unionism in Nigeria:

Globalisation as a feature of the world capitalist system seemingly has great impact on the economics and labour relations in the country. Globalisation in the context of economy has brought about the internationalisation of production and market. This has manifested in the emergence of big multinational corporations or Transnational Corporation (TNC) with increased production capacities and marketing outlets. This it may be argued will be of immense advantage to trade unionism in the country in that it will bring about increased labour force arising from increased labour demand necessitated by the production increase and market expansion. Contrary however is the case in the country due to the short fall in infrastructures and social amenities such as constant power supply (electricity), good road, favourable state fiscal policy, etc. that would have aided the production increase and market expansion. These conditions have seen to the collapse or near collapse of some of these big organisations or corporation while some others are operating at below production capacity (Mitchelin, Dunlop, Soimi, etc.). The implication of this is labour reduction or downsizing, wage slicing/reduction (Notz, 2004, Zayyad, 2007) as seen in the recent happenings in the country occasioned by the covid-19 pandemic which also is a global phenomenon. These in turn have implication on trade unionism in the country in that with reduced work force/wages implies reduced check-off dues for the unions. With reduced income/finance, the ability of the unions to contend with the antics and manipulations of the management (employers) in terms of workers mobilization, legal pursuit etc. is financially incapacitated.

Equally implicational of globalisation on trade unionism in the country is in the area of minimum wage. Globalisation entails labour internationalisation which in turns brings about labour fragmentation/segmentation and the dissuasion of the principle of collective bargaining in organisations between labour and management which is the soul of minimum wage. With minimum wage as practiced in the country, the workers are seen as a homogeneous whole bound by a unified minimum wage structure. However, with the decentralization and/or abolition of collective negotiation by the management and labour will signal a diminishing or weakening of the minimum wage structure with a consequential outcome of a divided labour that is unable to protect its collective interest in the workplace as a result of its skewed power position in the power game relation existent in the organisation/country (Adefolaju, 2017). Labour fragmentation/segmentation has brought about a situation whereby the workers are unable to speak with one or united voice on issues that are supposedly of common interest but now perceived to be of interest to one but not all for instance, the divergent position taken by the NLC and the TUCN on the recent minimum wage and fuel subsidy reduction in the country. While the Nigeria Labour Congress (NLC) was from the onset agitated for increased minimum wage, the Trade Union Congress was initially opposed to that but later gave support to that. That initial objection tended to weaken and frustrate the stand of the NLC. However with their joint collaboration they were able to press in equally got their demand. This labour fragmentation arising from labour

globalisation which manifests in the proliferation of private universities in the country with its internationalisation of labour (staff) has remained a frustrating link in the Academic Staff Union of Universities (ASUU) struggle for improved and qualitative higher education in the country.

More so, the Nigerian government in active response to the philosophy of globalisation of labour and economics resorted to what is referred to as the monetization policy whereby certain category of its workforce most especially the lower cadres were sacked from work and their functions monetized and/or outsourced. This has implication on Trade unionism in the country. The sacking of the lower cadres of the workforce arising from the monetization policy of the federal government meant a reduction in the number of the staff in the establishment which consequentially meant a reduction in the amount derivable from the check-off dues accruing to the Trade unions. Not only does it face financial implication, it equally has numerical implication in that the solidarity strength of the union is weakened by the fact of the reduction in the number of persons that claim membership to the union. The summed implication of the above is a weakened union that lacks the financial and numerical power to carry out its cardinal responsibility of workers protection and clamour for the improvement and betterment of the working conditions of the workers through collective bargaining (Ofili and Raimi, 2020). That explains the reoccurring incidences of labour picketing such labour unfriendly companies most especially the multinational corporations in order to prevent the weakening of its power base thereby reducing its collective bargaining and dynamic/vibrancy ability. The recent power tussle between the Nigeria Labour Congress and the Kaduna State government in Nigeria readily attests to the attempt by management/employer (government) to muzzle the ability of the trade unions by reducing its labour force through sack and the rugged resistance by the organized labour (NLC) through demonstrations and outright declaration of industrial dispute. This move by the organized labour (NLC) was necessitated by the desire not to be rendered or seen to be rendered incapacitated and inactive to the point of not being capable of defending the workers against the antics and vagaries of the management/state/employer.

Summary/Conclusion: The study was set to examine the effect of globalisation and labour casualisation on the vibrancy/dynamism of trade unions in the country. To achieve this, the study found it imperative to undertake a cursory analysis of the nature of relationship existent in an industrial work place in the country. It was stated that three major actors or participants are involved in workplace industrial relations – the employer, the employees and the state. The employer and the employees being the core actors with the state as an impartial umpire however, due the nature of the Nigerian economy, the Nigerian state equally doubles as an employer just as it is an umpire. In this relationship plays out a power game which it was noted is skewed in favour of the employer at the detriment of the employee arising from its advantageous position as the owner of the means of production. This advantage it exercises discretionally and arbitrarily in the workplace coordination and in the course of workplace material production.

The skewed power-game relation against the employees necessitates their merger of strength and will power into what is referred as Trade union. The employees (workers) therefore converge under Trade Unions in order to balance their skewed power position in the power-game between them and their employer(s). It is this balance of power that gives rise to collective decision/negotiation in organizations which results in a better working condition for the workers thereby reducing arbitrariness and high-handedness on the part of the management/employer(s).

However, this homogeneity of labour attributable to the workers collectivization tends to be diffused with the internationalisation of labour occasioned by the rise of a one world system ala Immanuel Wallenstein in his world systems theory. This internationalisation necessitated by the globalisation of work and work relations negates the principles and philosophies of Trade unionism which is hinged on collective bargaining/negotiation culminating in the fragmentation and segmentation of labour (workers). This in turn weakens the supposedly collectivized power of the workers in the power game relations with the management/employer(s).

From the above, the study concludes that globalisation, though increases/expands the productive capacity of organisations, it however has the pervasive effect of weakening the solidarity and dynamism of trade unions in the country due to the afore-mentioned fragmentation and segmentation of labour, also due to the reduction of labour force and check-off dues which renders the unions financially incapacitated. These have culminated in the loss of or reduction in the cohesiveness of the trade unions hence their diminished vibrancy and dynamism as noticeable in the existing industrial relations in the country.

Recommendations

Having noted the crucial role of trade unions in the life sustainability and improvement of the working conditions of the disadvantaged workers arising from their skewed position in the power game relations in the organisation and equally noted the negative implication of globalisation on the vibrancy of Trade unionism in the country, the study therefore is of the following recommendations:

Workers should be encouraged by their employers and most especially the government to unite rather than create division among them. Therefore anti-labour laws such as the Trade Union (Amendment) Act 2005 that tend to fragment and segment workers (Labour) thereby weakening their vibrancy and dynamism should be discouraged. More so, in as much as the country cannot isolate itself from the world system (globalisation), the effect of labour internationalisation should be checked in order to protect and project local/national labour in terms of production capability and trade union vibrancy/dynamism.

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