

**LABOUR INSPECTION VARIABLES AS CORRELATES OF
DECENT WORK AGENDA IN EXTRACTIVE AND
MANUFACTURING INDUSTRIES IN LAGOS AND OGUN
STATES, NIGERIA**

BY

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ABSTRACT

In response to daunting global challenges of quality of work life (QWL), the International Labour Organisation (ILO) initiated Decent Work Agenda (DWA), (suitable and productive working environment), to protect vulnerable employees and the working poor. Although previous studies have focused more on sweeping labour standards violations at work, they do not examine labour inspection (LI) system as a potent instrument for implementing DWA towards improving QWL. This study, therefore, investigated the extent to which LI variables (LI visits, labour law enforcement, safety monitoring, industrial relations, dispute resolution, intelligence monitoring) influenced compliance with DWA in selected extractive and manufacturing industries.

The Descriptive survey research design of the *ex post facto* type was adopted. Proportionate stratified random sampling technique was adopted to select 1033 employees from 8 industries on the basis of minimum number of 50 employees in each organisation (456-Extractive Industry; 557-Manufacturing Industry), in Lagos and Ogun states given the high concentration of industries in the two states. Two instruments: LI Questionnaire ($r = 0.75$) and DWA Scale ($r = 0.82$) were used for data collection. These were complemented with a semi-structured Interview Guide. Thirteen In-depth Interview (IDI) sessions were held with Labour Officers, Personnel Officers and Union Leaders. Four research questions were raised and answered and two hypotheses were tested at 0.05 level of significance. Data from the questionnaires were analysed using descriptive statistics, Pearson Product Moment Correlation, t-Test and Multiple regression. IDI data were content analysed.

LI variables significantly correlated ($R = .61$) with DWA ($F_{(5, 1032)} = 148.03$; $p < 0.05$) and accounted for 36% variance in the dependent measure. Components of LI contributed to DWA as follows: LI visit ($\beta = 0.42$), labour law enforcement ($\beta = 0.40$), safety monitoring ($\beta = 0.26$), industrial relations ($\beta = 0.21$), dispute resolution ($\beta = 0.19$) and intelligence monitoring ($\beta = 0.15$). LI correlated with the components of DWA as follows: Employment issues ($r = 0.45$), Promotion of rights at work ($r = 0.42$), Social protection issues ($r = 0.33$) and Social dialogue ($r = 0.24$). Further, the mediatory functions of governmental and institutional factors significantly correlated ($R = .710$) with the impacts of LI on DWA ($F_{(2, 1031)} = 254.53$; $p < 0.05$). Relatively, their effects were in the following order: Policy support ($\beta = 0.42$), Resources ($\beta = 0.38$), Political will ($\beta = 0.06$) and Institutional capacity ($\beta = 0.03$). No significant difference was observed between extractive and manufacturing industries on decent work agenda ($t = 0.23$, $df = 1031$; $p > 0.05$). The IDI result revealed poor labour inspection performance resulting in high decent work deficits in the examined industries.

Labour inspection, supported by governmental and institutional factors remains a veritable tool for engendering DWA in extractive and manufacturing industries. Therefore, government and other stakeholders should give these factors priority attention to promote suitable working environment. Future studies could probe into why extractive industry is not more hazardous than manufacturing industry in Nigeria as revealed in this study.

Key words: Labour inspection, Decent work agenda, Manufacturing and Extractive Industries, Quality of work life, Employment issues.

Word count: 483

CERTIFICATION

I certify that this research was carried out by Ajakaye Samuel Olu-Adams (76028) in the Department of Adult Education, Faculty of Education, University of Ibadan, Ibadan, Nigeria.

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DEDICATION

This research work is dedicated to:

- our Lord Jesus Christ in appreciation of His ransom sacrifice for all obedient mankind and His exemplary humility in the process of gruesome death on the torture stake.
- the fond memory of my dearly loved Father – Chief Ajakaye Olufemi Joshua and my amiable, peace-loving, loyal and dedicated mother-in-law – Oyinade Abebi Ojofeitimi, whose respective sad demise has caused me overwhelming grief and pain since 1997. It is much more painful that they are missing today to witness this memorable day of honour.

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CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Globally, work remains a central interest in the lives of people, and has remained from creation a defining feature of human existence (Gifford, 2008; Cherrington, 1989). Fundamentally, people work to sustain life and meet various personal needs, for their families and for their society (Beach, 1975, Green, 1999, Cherrington, 1989), Thus, work, according to Cherrington (1989), performs four major functions namely, economic function: to earn adequate income to meet basic necessities, social function: as means of interaction; to form new friendship, social status function: as a status enhancing factor, and self-esteem function: a sense of identity and self-esteem.

From historical and sociological perspectives, work has assumed variety of meanings before acquiring the present moral and dignity status of its own. Far from being virtuous, work has been seen over the ages, from negative perspective, as something detestable; for example, in ancient Greece, work was seen as a “burdensome curse”, meant only for slaves; as a divine punishment for man’s original sin (Adamic sin) during the early Christian era; in the agrarian feudalism of the Middle Ages, work was seen as something meant for the Serfs and Peasants (Beach 1975). Also, from the era of Plato, Karl Max and Max Weber, work has been perceived as a “mere factor of production and a mere mechanism for the distribution of income, status and security (Somavia, 2006; Ollman, 1976; Loutfi, cited in Ritzer, 1996).

In spite of the establishment of the International Labour Organisation (ILO) in 1919, with the mandate to promote social justice and recognise human and labour rights, today, work still presents serious challenges globally (Joan Somavia, 2006).

Little wonder, therefore, Somavia, (the ILO Director General, at the 14th Asian Regional meeting on Decent Work Agenda in 2006), admonished ILO member nations to rise to the daunting challenges posed by global work deficits(International Labour Organisation 2006). These deficits are gaps and exclusions in the form of unemployment and underemployment, poor quality and unproductive jobs, unsafe work and insecure income, denied rights, gender inequality, exploited migrant workers, lack of representation and voice, inadequate protection and solidarity in the face of disease, disability and old age (ILO, 2006). The deficits emanating from

global changing patterns of work have been widely seen as attendant effect of neo-liberalist market tendencies (Adewumi, 2010, Fajana, 2010, Onyeonoru,2003). These trends manifest in forms of increasing absence of productive work, poor quality of work, lack of voice at work, outsourcing, lay-offs, downsizing, rightsizing, child labour, forced labour, casualisation, informalisation, among others (Onyeonoru,2003, Haspels, N., Zaitum M., Constance, T., & McCann, T. 2001) .

However, work has remained central to human; giving him a sense of purpose, self-actualisation, self-worth, and a source of dignity (Somavia, 2006; Green, 1994). In addition, since the industrial revolution era, when work was seen within the context of master-servant relations to the contemporary era, work has been a veritable tool for exploitation, deprivation, frustration and alienation in the hands of the owner of the capital – the employer (Green, 1994; Ritzer, 1996; Somavia, 2005).

Similarly, both Haspels, et al, (2001) and Somavia (2006) agree that the increasing prevalence of above precarious forms of work are a deliberate calculations or responses to the emerging market conditions. The resultant effect of this emerging global market trends include: reduction in labour costs, in the number of ‘core workers’. This is done by paving the way for irregular forms of employment, in order to avoid labour surplus during economic downturns. It is also a calculated design to avoid payment of fringe benefits usually associated with decent work practices (Haspels et al, 2001).

In a similar vein, Scherrer and Greven (2001, cited in Adewumi, 2010) refers to the above global work-related challenges as “the threat posed by the emergent global economic order”. Also, Scholte (2005) described neo-liberalist market agenda “as a peculiar laissez-faire market economic”, which rests squarely on economism and marketism. These ideas according to him are achieved by means of privatization, liberalization and deregulation. Nyambari (2005) and Scholte (2005) enumerated the effects of deregulation and liberalization as negating decent work. In their submission, typical of liberalization and deregulation are reductions of job guarantees, reduction in labour rights and union protections. Being a laissez-faire market system (Scholte, 2005), it is characterised by a free trade environment where resource allocation is more and more influenced by market forces. Nyambari (2005), noted specifically that the desire to attract investment and create employment in line with economic parameters, dominate the social imperative of labour protection, in a stark neo-liberal market situation.

Adewumi (2010) describes the neo-liberalist agenda, as ‘the capitalist political economy’ under which the employers and the state would be ready “to trample on the rights of workers”. In addition, Idowu (2006) agrees by positing that under a typical neo-liberal setting, labour standards become compromised and dismissed as unimportant, while major focus is geared toward profit maximisation and accumulation.

From the foregoing, work globally appears to have met with new challenges having dire implication for self-actualisation and satisfaction. The need to mitigate these challenges, therefore, has become imperative. This led to the development of the phenomenal Decent Work Agenda, by the ILO. This idea is a proactive political initiative aimed at securing the working environment in the interest of the workman. It equally shows the capacity of the ILO to be creative and consensual in modern standard setting (Somavia, 2006). Therefore, in response to the effects of global economic trends, this political initiative emphasises the concept of “decent” within the general context of Decent Work Agenda of the ILO. This agenda, popularly expressed as “Decent work is Safe work”, underscores the urgent need to combat all inequalities in the form of deprivations and degradations to which the working poor are daily exposed (Adewumi, 2010; Takala, 2002; Richthofen, 2001).

Furthermore, Decent Work Agenda, according to Adewumi (2010) ‘represents an attempt by the ILO to go back to its original mandate and mitigate the adverse consequences of neo-liberalism on the hapless workers’. Saith (2004), also sees the decent work concept as extending beyond ILO’s traditional inherited mandate; as it breaks away from the narrowness of the poverty line discourse and policy-approach. According to him, the concept makes it possible to address virtually the full gamut of development concerns, and to question the nature of the structures and processes that reproduce the cycles of deprivation and exclusion (<http://www.ilo.org/inst> accessed 8.6.2010).

Consequently, Decent Work Agenda has become a universal aspiration of women and men everywhere and connects with their hopes to obtain productive work in conditions of freedom, equity, security and human dignity. It consists in the operationalisation of the concept of decent work, which consists of four strategic objectives that should be regarded as guidelines by countries to shape their domestic policies. These strategic objectives are: the realisation of standards and the fundamental principles and rights at work, the creation of greater opportunities for

women and men to secure decent employment and income, enhancing the coverage and effectiveness of social protection for all, strengthening tripartism and social dialogue. (<http://actrav.ilo.org/global/glossary/d-05.htm> accessed 18/7/2011).

For the full realisation of these objectives, ILO principally assumes the responsibility to assist all social partners to develop and implement at a domestic level (via technical and financial assistance devoted to country – specific programmes reflecting different priorities and national conditions). It also does so by influencing other institutions (International Monetary Fund (IMF), World Bank (WB) and World Trade Organisation (WTO) to take into consideration the various social development aspects of Decent Work in their own policies (<http://actrav.ilo.org/global/glossary/d-05.htm> accessed 18/7/2011).

Given the ambitious objectives of Decent Work Agenda, the extent to which member nations of the ILO translate them into action becomes important. This is as a result of the fact that in most issues of ‘best practices’, literature is replete with sub-Saharan Africa not keeping pace with other nations elsewhere in the world (World Bank, 1997; Standing, 2004; Nyambari, 2005; ILO, 2005; Alayande & Soyibo, 2002; Adewumi, 2010).

In Nigeria, for example, the working environment still presents serious challenges. These challenges are in terms of decent work deficits covering strategic areas like: social protection, social dialogue, rights to work, weak labour administration, poor employment policy and adoption of neo-liberalist market tendencies (Bankole, 2006; Onyeonuru, 2003; Adewumi, 2010). The observed failures of government in protecting the workman’s general terms and conditions of employment as well as his livelihood informed this research work.

Evidently, there exists high prevalence of workers’ rights violations in the following areas: contracts of employment: which involves written particulars of terms of employment, medical examination, contracts (in general), transfer of employment and termination of contracts by notice. Protection of wages: manner of payment, agreement as to place and manner of spending wages, wages not to be paid on certain premises, advances, deductions (including deductions for overpayment of wages), authority of employer to open shop. Terms and conditions of employment: hours of work and overtime, provision of transport, periodicity of payment of wages, sick leave, duty of employer to provide work, annual holidays with pay, calculations of leave pay and sickness benefits and redundancy; as well as other matters affecting

employment of women, young persons, domestic workers and forced labour (Labour Act CAP. L1, LFN 2004).

In all of the foregoing, it is observed that Nigerian workers are not protected enough by the government, through the agencies responsible for enforcing labour, legislations, and the unions, who often collaborate to 'short-change' the workers (Oyesola, 2011). The foregoing observation and violations enumerated earlier characterise the manufacturing and the extractive industries. The manufacturing industry and the extractive (construction and quarry) industries, are one of the largest employers of labour after agriculture in Nigeria, being labour intensive (Bankole, 2006). Typical of the two industries is prevalence of gross violations of terms of conditions of employment, in matters affecting hours of work, casualisation, occupational safety and health hazards and protection of wages in particular (Source: Federal Ministry of Labour, 2010).

According to Richthofen (2002) bad weather, rigours in climate, among other hazards account for the fact that workers in the construction industry suffer more often than other workers, in general, especially from problems such as bronchitis, back pains or nervous tension, as a result of heavy manual work, often performed in an awkward posture and without protection against bad weather. The construction and quarry sites are open. This results in workers being exposed to hazards which they as workers are not aware of, moreover, because of the gestation period of the effect of some of the hazards. Workers are transported to the various sites in bad vehicles on dusty and bumpy roads. They are made to work longer hours higher than the law allows. The different sites lack among other basic facilities, sanitary facilities, cloak facilities, enduring welfare services. Generally, employment in the quarries as well as the construction industries is high risk, characterised by fatal accidents, falls, noise, vibration, chemical exposure and dust (Richthofen, 2002). It is pertinent to state that workers' wages are not protected in these industries. Wages are usually paid in open places within the premises in total violations of Section 1-6 of the Labour Act (Cap LL. LFN 2004). Little wonder, these hapless workers fall victims of armed robberies attack on a sustained basis (Federal Ministry of Labour, 2010). It is pertinent to state that while the employers care less about addressing these deficits; both the in-house union executives and some government agencies collaborate with the management to violate workers' rights with impunity.

On the other hand, Oyesola (2011) states that: the frequency of fatal industrial

accidents in the manufacturing sector is very alarming. Investigation reveals that not less than 200 cases of industrial accidents occur in the manufacturing industries in Nigeria daily with an equally high rate of fatalities (Oyesola, 2011; Bejide, 2009). Okunamiri (2009) asserts that: tens of thousands of occupational hazards exist; with plant hazards often associated with energy sources and power transmission processes at the point of operations, vehicles and materials-handling systems, walking and climbing surfaces, ingress-egress, and confined spaces. He further stated that hazards in the physical work environment also include vibration and noise, thermal extremes, pressure extremes, and ionizing or non-ionizing radiation. Most of these accidents are not officially reported to the appropriate office in the Ministry of Labour in order to circumvent employee compensation provisions (Okunamiri, 2009, Famuse, 2009 & Oyesola, 2011).

The concern, therefore, remains that there is less of control measures put in place to reduce the high risk to acceptable risk and recovery levels. This is responsible for the high incidence of injured employees, in terms of what Okunamiri (2009) called physical pain, mental agony disability (temporary or permanent) and loss of leisure, earning and life. At the company level; economic loss, production loss, time loss, dents on reputation, and possible litigation. The materials used in industrial processes vary both in nature and form. The degree of expose to these materials is almost the same in these industries. Workers on daily basis physically contact these materials which came in form of mists, vapours, gases, liquids, dusts and fumes which are quite hazardous. Some of such materials pose fire and explosion hazards. Others, however, are chemically or biologically active when they enter the human body (Bejide, 2009; Okunamiri, 2009; Arogundade, 2005).

From the foregoing, it is apparent that the Nigerian typical manufacturing environment is also characterised by negligence on the part of all stakeholders (Bejide, 2009). It is difficult to identify the party who can be held solely responsible for safety failures. In the case of the average Nigerian worker in the manufacturing sector, he may be unskilled, untrained, may lack adequate supervision, may lack protection and may suffer concentration. On the part of the machine, sudden technical failure may occur; machine may be subserviced, unguarded, misused and wrongly handled. Machines and materials can be infected by virus, bacteria, fungi, or algae. The management can be insensitive, exploitative, non-compliant to relevant laws, and cut corners. In all of the above, Bejide (2009) posited that safety in the manufacturing

industries has become everybody's business.

It is on this basis it becomes pertinent to examine the role of the Labour Inspectorate Department of the Ministry of Labour in Nigeria. It is instructive that for Decent Work Agenda's objectives to be fully attained, each member nation of the ILO is expected to strengthen her labour inspectorate – an important labour administration system. Corroborating this view, Gifford (2008) explains that, with the many changes in the world of work seen in recent years, effective labour inspection is more vital than ever, if decent working conditions are to be achieved and maintained in reality.

Furthermore, the indispensable role of the labour inspectorate finds support in the Luxembourg affirmative declaration of 2005, where it was agreed in principle that:

Competent labour inspection is an important actor in the battle for a fair globalisation, as a door opener for technical cooperation and as a securer of the enforcement of legal provisions (Article 3 of Convention No. 81) Labour inspection has a key role in implementing and monitoring of core labour standards at national, regional and community level and in mainstreaming decent work across all economic sectors, including the informal sector, and quality of work action – ties into all their functions, programmes and activities(para.4)

Also, at the conference, labour inspection came under focus as the only means through which enforcement of all labour regulations could be achieved. Labour inspection also was recognised as the only instrument with the capacity to address all functions important for safety, health and well-being of the workers, including pressing issues as equity, gender, violence at work, migrant workers, HIV/AIDS, communicable diseases and ageing workforce (The final Conclusions, 2005).

However, the neo-liberalists, argue that, labour inspection is more of an impediment than being protective. They argue that labour standards, designed to protect workers, as well as their enforcement, are sometimes considered an obstacles to greater business efficiency (Nyambari.2005). Also in their view, government interventions in the interest of labour protection are seen as distortions in free market operation, resulting in higher wage and non-wage labour costs, thereby allegedly limiting opportunities to compete in global markets (Nyambari, 2005).

From the foregoing, the pressure is on the governments all over the world by the neo-liberalists, that governments should hands off all intervention in the labour

market. The argument is that a free trade environment requires no government's intervention and that a free market rein, would attract investment and create employment (ILO, 2002; Nyambari, 2005; Haspels, et al, 2001). Nyambari (2005), however, argues that accepting this position by the neo-liberalists would mean virtually abolishing labour inspection services with free market forces undermining social protection.

It is believed that the strength of labour inspection, however lies in its relevance and role as an effective instrument to tackle globalisation effects and respond to a global market trends (Takala, cited in ILO, 2002). In summation, Nyambari (2005) submitted that:

the role of labour inspection in any country is the promotion of compliance with ILO convention and Recommendations through national labour legislation that gives effect to them, as well as good labour practices, to achieve basic workers' rights, balanced socio-economic development, and sound and effective industrial relations as a basis for constructive social dialogue industrial peace, and thus a positive investment climate.

Furthermore, Fajana, (2010) explained that:

Labour inspectorates are expected to assist workers and management in developing good labour practices and achieving, industrial peace, social justice and decent work for all, thus contributing to workers' physical and legal job security, and their well-being and that of their families.

From the foregoing, the power of the Ministry in ensuring professional monitoring, enforcement as well as sanctioning feature significantly in scholars comments. However, the fact remains that despite the functions ascribed to this ministry, in all work relations people seem not to feel her impact. In the work organisations, there is high prevalence of rights violations, lack of protection for the vulnerable workforce, irregular forms of employment (ILO, 2005, Onyeonoru, 2003; Adewumi, 2010).

Essentially, this is to say that Nigeria, despite the size of her human and natural resources, shares the fate of other nations specified for bad practices and shortfalls (Mosley, 1995; Bankole, 2006). Fajana (2010) viewing Nigeria's numerous Decent Work affirmed that: The socio-demographic situation in Nigeria does not currently support the achievement of decent work.

Therefore, the rights of the vulnerable Nigerian workers need to be

adequately protected. This has become important in a work environment dominated by greedy multinationals, in particular the Asians and the Lebanese who may not share the aspirations, values and the yearnings of these vulnerable workers. To mitigate this, the need to strengthen the policies, measures, and the institutional framework has become inevitable. It is in line with this that Fajana (2010) recommends a strong labour administration in Nigeria, to strengthen the existing labour standards and practice in all sectors. This includes, especially the sectors he described as: weak sectors to ensure minimum floors of protection for vulnerable groups.

Fajana (2010) further stated that:

all aspects of the ministry's mandate (Ministry of Labour and Productivity) are covered in labour administration with the expectation that these functions will be manned by trained personnel with the right capacities.

He noted, however, "that major gaps still exist in the achievements of the espoused goals of labour administration in Nigeria". He lamented that: "there is a visible relegating attitude of the government at the centre to the ministry". Supporting his views, by citing low budgetary allocation to the ministry thus:

Factory and labour inspection continued to attract very low budgetary allocation purposes between 2001 and 2005, the ministry was usually subsumed under social and community services along with several other MDAs and given pittance, whereas education, health and defence had designated heads.

This assertion finds support in Adewumi (2010) who links violations of workers' rights to poor labour administration system in Nigeria. He blamed this on "the 'lip service' to the ideals of ILO by ratifying conventions they do not intend to implement". The existence of national legislation in terms of Labour Acts, Trade Union Acts, Employee Compensation Acts, Factory Act among others, notwithstanding, workers in numerous construction and manufacturing sectors still lack the collective power to negotiate with their employers issues affecting their employment or to access or secure their rights(Adewumi, 2010).

It is evident from the foregoing that globally, and Nigeria in particular, it is becoming increasingly difficult to ensure the observance of workers' rights, "a fact that is not helped by the nature and dictates of the emerging capitalist employment relations" (Adewumi, 2010). This deliberate violations of workers' rights has often

led to unresolved conflicts, leading to frequent labour strikes (Akanji, 2003).

Moreover, Ootobo (2005) observes that the labour administration system in Nigeria is very weak. He explains the reports so far published by the Committee of experts of the ILO on the ratification and implementation of ILO contentions have made startling revelations on various violations of ILO Conventions by African member states of the organization. He identified such areas of violations as including: obsolete laws, which are not in keeping with ratified ILO conventions the area of non-ratification of core ILO Conventions, and the problem of freedom of Association and Protection of the Right to organise, including recognition of duly registered trade unions. The conclusions that could be drawn from the foregoing is that the need for decent work practices remains a serious task. Despite the ambitious mission statements by those in authority, as well as suggestions and criticisms by scholars and technocrats, the industrial relations system in Nigeria remains ever complex and volatile.

Based on the facts presented above, the inference that could be drawn is that sufficient explanation of the challenges facing Decent Work in Nigeria is still elusive. This is particularly reflective in the dearth of literature in explaining the labour inspection variables (labour inspection visits, labour enforcement, safety monitoring, industrial relations, dispute resolutions and intelligence monitoring) as a potent instrument in mitigating decent work deficits, in very volatile industries like the manufacturing and the extractive industries.

1.2 Statement of the Problem

The world of work, particularly in Nigeria and other sub-Saharan African countries, is faced with challenges threatening the essence of Decent work agenda such as rights at work, voice at work, employment promotion, social security, social protection, social dialogue, to a large extent undermine work dignity and devalues job.

Although previous studies have focused more on sweeping labour standards violations and commonplace issues such as unfair labour practices (Odanye, 2004; Okuwa, 1998), without an in-depth probe into labour inspection, as a potent regulatory and statutory instrument for improving quality of work life and for achieving the goals of Decent Work Agenda. It is on this basis, that this study investigated the extent to which labour inspection variables: labour inspection visits,

labour law enforcement, safety monitoring, industrial relations, dispute resolution, intelligence monitoring, influence compliance with decent work agenda in extractive and manufacturing industries in Lagos and Ogun States.

1.3 Objectives

The main objective of this study is to investigate the extent to which labour inspection variables correlates with decent work components in selected extractive and manufacturing industries in Lagos and Ogun States, Nigeria.

The specific objectives are to:

- i. determine the joint impact of labour inspection variables (intelligence monitoring, industrial relations, labour law enforcement/interpretation, labour inspection visit, safety monitoring and dispute resolution/adjudication) on Decent Work in the selected industries.
- ii. assess the relative impact of the labour inspection components (intelligence monitoring, industrial relations, labour law enforcement/interpretation, labour inspection visit, safety monitoring and dispute resolution/adjudication) on Decent Work Agenda in the selected industries.
- iii. find out which aspect of the labour inspection components (intelligence monitoring, industrial relations, labour law enforcement/interpretation, labour inspection visit, safety monitoring and dispute resolution/adjudication) is most correlated with Decent Work Agenda components.
- iv. determine the effectiveness of each labour inspection components (intelligence monitoring, industrial relations, labour law enforcement/interpretation, labour inspection visit, safety monitoring and dispute resolution/adjudication) on each components of decent work agenda.
- v. investigate the mediatory role of institutional and governmental factors (political will, resources, policy support and capacity) between labour inspection and decent work agenda.
- vi. ascertain if there is a significant difference between extractive and manufacturing industries on decent work agenda.

1.4 Research Questions

- i. What is the joint impact of labour inspection variables (intelligence monitoring, industrial relations, labour law enforcement/interpretation, labour inspection visit, safety monitoring and dispute resolution/adjudication) on Decent Work Agenda in the selected industries?
- ii. What is the relative impact of each of the independent variables (i.e. intelligence monitoring, industrial relations, labour law enforcement/interpretation, labour inspection visit, safety monitoring and dispute resolution/adjudication) on Decent Work Agenda in the selected industries?
- iii. Which aspect of the labour inspection variables (intelligence monitoring, industrial relations, labour law enforcement/interpretation, labour inspection visit, safety monitoring and dispute resolution/adjudication) is most correlated with Decent Work Agenda and why?
- iv. To what extent will effective labour inspection affect Decent Work?

1.5 Significance of Study

The Sub-Saharan Africa region has variously been associated with bad labour practices with all the organizational structures involved in labour inspection management rated as ineffectual (Nyambari, 2005;Bonnet, 2004). For example, Nyambari,(2005), identified what he termed, managerial and institutional challenges which account for between 70-80 percent. However, Adewumi (2010) and Otobo (2005), in a similar vein attributed weak labour inspection to weak institutional factors like political will, policy thrust, capacity and resources. Consequently, an in-depth focus on labour inspectorate management systems has become inevitable.

This study is a pioneering study on labour Inspection in relation to Decent Work Agenda in Nigeria. It has contributed to the expansion of existing knowledge and literature in industrial and labour research. It also offered additional platform for possible criticism for future researchers, and challenges for policy makers, and officials of the Labour Ministry, whose statutory responsibility it is to monitor the performance of the Decent Work Agenda, through effective labour inspection system.

1.6 Scope of the Study

The study assessed the effect of labour inspection in two industries, namely, extractive and manufacturing in Nigeria. The study was delimited to two states, Lagos and Ogun States. Lagos State was chosen because it is the economic nerve-centre of Nigeria with most of the viable industries in the country located in the state. Similarly, Ogun State was chosen because a significant number of extractive and manufacturing industries are located in many part of the State.

Furthermore, the two States are gateway States linking Nigeria with the outside world, since they are the first port of call or entrepot for most foreign investors. Hence, the headquarters of most of the transnational or multi-national industries in Nigeria are located in the two States.

The study was further delimited to cover two sectors: the manufacturing and the extractive industries. Under extractive, the industries selected were Cappa and D'Alverto, Ponti Italware, Ratcon Quarries. The following industries were selected under manufacturing: Avons Crownscap, Industrial Minerals Product, Nansen Shoes, Midland Galvanising and Ok Foods.

These sectors were selected because they are the largest employers of labour after agriculture. The two sectors also are among the most physical work organisations where the most physical work organisations where workers' rights are most challenged.

1.7 Operational Definitions of Terms

Labour Inspection: The process designed to ensure compliance with national labour regulations formulated to sustain and improve laid down labour standards as recommended by ILO.

Decent Work: It refers to work that takes place under condition of freedom equity.

◆ Security and dignity in which rights are protected and adequate remuneration and social protection is provided.

Safe Work: This is the objective to create worldwide awareness of the dimensions and consequences of work-related accidents and diseases and to place occupational safety and health (OSH) on the international and national agendas and to provide support to the national efforts for the improvement of national OSH systems and programmes in line with relevant international labour standards

Culture of Prevention

- (i) Obligation to anticipate, to establish appropriate processes and means and to mobilize the individuals and groups concerned in order to attain identified objectives.
- (ii) The aggregate of legal, economic, social, technological and psychological measures or mechanism which facilitate the detection, avoidance and settlement of individual and collective conflict situations in industrial relation; or prevent minimize risks occurring in all phases of work.

Basic Workers Rights: They are a group of legal rights and claimed human rights having to do with labour relations between workers and their employers, usually obtained under labour and employment law. They include safe-working conditions and right to unionize among others.

Social Protection: is primarily a social insurance program providing social protection, or protection against socially recognised conditions, including poverty, old age, disability, unemployment and others. It may also refer to: social insurance, income maintenance, services and basic security such as food, clothing, shelter, education, money, and medical care.

Workers' Rights: Rights of the working people based on ideas of social justice in terms of personal rights namely: right of association and freedom of speech, and social rights, such as the right to work, the right to social security and health care requiring positive action by the state.

Social Dialogue: It is any communication activity involving social partners intended to influence the arrangement and development of work related issues. In the Marxist and in the radical leftist discourse in general, the social dialogue is called “class cooperation” or class collaboration.



CHAPTER TWO

LITERATURE REVIEW AND THEORETICAL FRAMEWORK

2.1 Literature Review

The Nature of Work

Work as a concept may appear easy to define but in reality it is not (Haralambos, Holborn and Healel, 2004). Accordingly, Koith Grint (1991) asserts that 'no ambiguous or objective definition of work is possible'. He examines a number of definitions to illustrate his point. He considers whether work can be seen as 'that which ensures individual and societal survival by engaging with nature.' One problem with this definition is that many activities commonly regarded as work - for example, writing sociology books - may not be seen as essential or necessary for a society's survival. Grint (1991) argues that, work cannot be defined simply as employment, reason being that many activities in which people are employed are also done by people who are not employed, such as washing-up, ironing, car maintenance, decorating and even breastfeeding. He denies that work can be defined as something we have to do whether we like it or not. Eating and drinking come into this category but are not usually seen as work. Work cannot be seen as non-leisure activities. Activities which are leisure for some may be work for others, such as playing football. Work and leisure can take place simultaneously and could be hard to separate (Haralambos et al, 2004).

However, whether one activity is seen as work depends on the interpretation that one lends to it. For instance, work could be described as the exertion of effort and the application of knowledge and skills to achieve a purpose and that people work to earn a living - to make money and get the following satisfactions: prestige, companionship, a sense of achievement and opportunity to use and develop personal abilities (Armstrong, 1999). Whereas, it could mean more to someone else, for instance, to Cherrington (1989), man works for variety of reasons and work serves different functions namely, economic function, social function, social status function and self esteem function. These he remunerated as follows: economic function: people work in exchange for the pay and benefits they receive. He stressed further that for most people, work is an economic necessity and they must have adequate income to support themselves and their families Cherrington (1989) argued further that money is not the only reason why people work, he identified other satisfactions, which according to him, someone who works, any consider more important. However, the

fact remains that for most people, if the pay is not adequate enough, no matter how interesting the job might seem, they will have to leave the job.

Social function: Cherington (1989) argued that work provide provides an opportunity for individuals to interact with others and develop new friendship. He opined that friendship among co-workers provide a very important social support system which allows people to share the frustrations and joys of daily living and to rely on one another for encouragement.

Cherington (1989) identified social status function as one of the functions of work. He reasoned that: positions people occupy within the organisational hierarchy extend to their personal lives. According to him, "those who occupy higher organisation levels generally enjoy higher status in the community. Board of directors, first class seats in most social functions, planes, special seats in sports arena among others.

Also, Cherington (1989) identified self-esteem function of work and argued that, work provides a sense of identity for individuals and essentially tells them who they are. For instance, he argued that, when people are asked to introduce themselves, they typically say both their name and their occupation since people assume that both pieces of information are important in defining who they are (p. 19).

In addition, Somavia (2006) describes work "as an activity central to our lives, giving us a sense of purpose and identity as well as providing an income to meet our material/ needs". What is central to the views expressed above is that man cannot survive or earn a living without work as work has come to be seen as being indispensable.

However, over the years, work has remained as a source of exploitation deprivation and frustration to many people around the globe and others, a great source of poverty and misery. Also, around the globe today, it is observed that, there is a growing feeling that the dignity of work has been devalued with an unprecedented absence of work, voice at work, increased gender discrimination and unacceptably high youth unemployment, and child labour, "all at the heart of politics today" (ILO, 2005:5).

Also, in what he describes as changing patterns of work, Armstrong (1999) posited that:

The most important developments over the past decade have been a considerable increase in the use of part-times, a

marked propensity for organizations to subcontract work and to outsource services, and a greater requirement for specialists (knowledge workers) and professionals in organizations. Teleworking has increased (working at home with a computer terminal link to the firm) and call centre work has expanded.(p.18)

What the above view underscores is that in many lands across the globe, there is high prevalence of unproductive jobs constituting a singular threat to decent living. In Sub-Saharan Africa and Asia countries, people die from abject poverty resulting from unproductive jobs as there exists new barriers preventing women and men from fully realizing their potentials and capabilities. The world indeed is faced with dire situation where good jobs that provide the foundation of security to build better lives are increasingly difficult to find (ILO, 2006). In addition, work in many lands face new challenges such as rightsizing, downsizing, restructuring, repositioning, outsourcing, new forms of risks (occupational health hazards), sexual harassment, migrant workers, HIV/AIDS, ageing workforce, child labour, domestic workers, temporary workers, casualisation, sub-contracted workers, disabled workers and other types of vulnerable workers who are daily exploited (Nyambari, 2005; ILO, 2006). Armstrong (1999) however, argued that projections made by Business Strategies (BSL) in 1995, as reported by Coyle (1996) indicated that in 10 years' time nearly half the workforce would be covered by 'flexible' arrangements such as temporary contracts, self-employment and part-time jobs. According to him, this will include 2.5 million people in short-term employment by 2005, a million a more than in 1995. No wonder the world of work in line with this prediction is characterised by the numerous deficits identifies in ILO (2006), typical of emergent new labour market operations, identified in this study as neo-liberalism. To connect with these new challenges, therefore, ILO came up with a renewed mandate in the Decent Work Agenda – a global goal whose aspiration is to square up to the emerging realities and challenges posed by decent work deficits that may arise from the nature of work around the world.

2.2 The Political Economy of Employment Relations

The Decent Work agenda incorporates four pillars: the effective implementation of labour standards, especially the ILO core labour standards; the creation of more productive employment, particularly through coherent and

employment-friendly strategies for economic growth and development; development and expansion of inclusive social protection systems, including for those working in the informal economy; and the support of social dialogue between the different stakeholders. Concern with gender equality is a main theme underpinning each of four main dimensions of decent work. The failure of the dominant development/poverty reduction and growth and investment models, as well as the global trade regime, to create sustainable and quality employment has left the development community seeking a fundamentally different approach to livelihoods, which the Decent Work agenda addresses.

In Africa, the number of labour market entrants between the ages of 15 and 24 has outpaced the economy's ability to absorb them, resulting in high youth unemployment, underemployment and discouragement (A.U., 2004). Despite declining fertility rates and the devastating effects of the HIV/AIDS epidemic, particularly in sub-Saharan Africa, Africa's population remains among the world's youngest. The youth population is expected to grow by an additional 46 million between 2005 and 2015, and the youth labour force (the sum of the employed and unemployed) by 22 million. The immediate challenge facing Africa is thus to create sufficient decent work opportunities to ensure that the numbers of young working poor is reduced at the same time as reducing youth unemployment significantly.

Because young people lack work experience, job searching know-how, access to the social networks that provide job information, and often do not have skills demanded in the labour market, they suffer the most. The number of unemployed young people (those available and looking for work) grew by almost 30 per cent between 1995 and 2005 and the youth unemployment rate reached 19.5 per cent in 2005. Overall, in Africa young people were three times more likely to be unemployed than adults and five of every ten unemployed were young people. Given that young people tend to be highly motivated, energetic and capable of offering new ideas and insights, foregoing this potential engine of growth is an economic and social waste and a socio-political risk (A.U., 2004).

Gender discrimination and cultural norms worsen the situation for young women. Young women are less likely to be employed than young men and more likely to be outside the labour force. In 2005, the youth inactivity rate for females was 50.2 per cent compared with 31 per cent for males. Where job prospects are poor, young women are generally the first to give up their hopes and stay at home. Young

women have limited access to education and training (as compared with their male peers) further limits their job prospects, particularly in the formal economy (ILO, 2006).

When prospects of paid employment in the formal economy are poor and social safety nets exist, such as state or family support, young people often become “discouraged workers”, exiting the labour force (and are counted as inactive). The inactivity rate for young people increased in Africa from 38.3 to 40.5 per cent between 1995 and 2005. Part of this increase can be explained by increasing enrolment rates in education, but at least a portion is due to increasing discouragement. A discouraged young person risks feeling useless and alienated from society, making the process of reintegration into the labour force difficult (ILO, 2006).

Most young Africans cannot afford to be unemployed or inactive. Sheer survival forces the majority to enter the informal economy (UWC, 2006) where they generally work long hours, with no security and at very low pay. The ILO estimates that in 2005 as many as 44 million young people in Africa, or 48.7 per cent of all employed young people, did not earn enough to lift themselves and their families above the \$1 a day poverty line, and 75 million worked but remained below the \$2 a day poverty line. Africa is the only region where the number of young working poor living on \$1 a day has increased since 1995 (by almost 7.7 million). Low and precarious income from agricultural activities has led to poverty rates being substantially higher in rural areas than in urban areas. In turn, this has resulted in high rural-urban migration rates among the young, which raises the spectre of young people unemployment, discord and unrest. 58 With limited options, unemployed or inactive young people are more likely to engage in criminal and other high-risk and self-destructive behaviour, such as sex work and illicit drug use.

Many young people in Africa are coming to adulthood in conditions of civil disorder that sometimes develop into fierce conflicts which further hamper development. Young unemployed or inactive men are prime candidates for recruitment as soldiers. But young women are widely involved as well, both as perpetrators and victims of violence in conflict settings. Conflicts in a number of African countries have shown that lack of access to decent jobs for young people can contribute to protracting or refuelling conflict (World Youth Report, 2005)

Fundamentally, Ergon, (2010) posited that the Decent Work Agenda as applied to programmes that aim to stimulate growth, means placing greater emphasis on the pattern as well as the pace of growth, so that growth leads to more jobs, with greater consideration given to rights, social protection and social dialogue.

2.2.1 Employment Relations and Social Protection Issues.

Social protection, a social security issue is essential for decent work and for sustainable development (Rahmato & Kidanu, cited in Dasgupta, 2004). The underlying assumption of this study is that every worker under decent work dispensation should be entitled to a basic level of social and economic protection, covering, sickness, invalidity, work injuries, unemployment, pension, maternity and income. The failure of the labour inspection system has been blamed for poor information on the performance of the social security systems. (Bonnet cited in Dasgupta 2004), states that, "only a few countries (in Africa) have data on number of beneficiaries, or number of protected persons or contributors (of social security). This has provoked much negative comments about conditions of work in Africa. For instance, the report of the ILO Director General (1999) on decent work in Africa noted that working conditions, social protection and the health and safety of workers is precarious in most African countries, particularly in the rural and informal sectors. ...In addition to their poor working conditions, social protection in Africa is limited, providing decent protection only to a tiny fraction of the labour force.

Furthermore, some forms of labour-related security ravaging workers lives in Africa identified by Standing cited in Dasgupta (2004), are as follows: Labour market security - Adequate employment opportunities, through state-guaranteed full employment; Employment security - Protection against arbitrary dismissal, regulations on hiring and firing, imposition of costs on employers; Job security - A niche designated as an occupation or "career", plus tolerance of demarcation practices, barriers to skill dilution, craft boundaries, job qualification, restrictive practices, craft unions, etc.; Work security - Protection against accidents and illness at work, through safety and health regulations, limits on working time, unsociable hours, night work for women; Skill reproduction security - Widespread opportunities to gain and retain skills, through apprenticeships, employment training; Income security - Protection of income through minimum wage machinery, wage indexation, comprehensive social security, progressive taxation; Representation security - Protection of collective voice

in the labour market, through independent trade unions and employer associations incorporated economically and politically into the state, with the right to strike, etc.

Arguing further, Standing (2004), asserted that "while it cannot be denied that on all of the above, progress was made in many parts of the world, obviously less so in Africa than in various other places, which has impacted significantly on the worsening poverty prevalence in most African states". Baring his mind on the precarious situation of the African states, Standing (2004), posited that the litany of the woes of Africa is all too familiar, captured daily in the world's media-malnourished crying infants in some dusty place, women queuing for dirty water, AIDS victims dying on some fly-infested bed. The foregoing only encapsulates the relationship that exists between decent work practices and poverty prevalence. For instance, the "working out of poverty" publication (ILO, 2003), indicated that poverty for most families (in Africa) is a trap. Poverty leads to inadequate schooling, low skills, insecure income, early parenthood, ill-health and early death.

There is a seeming agreement in the position above and that of the African Union cited in (AU position paper, 2005:1), that Africa remains faced by immense challenges of poverty and unemployment which complicate Africa's efforts of realising the millennium development goal of halving poverty by 2015. According to the World Bank and the United Nations measure of \$1 a day as a poverty line, the number of people living below \$1 a day in sub-Saharan Africa has significantly increased between 1990 and 1999. The report says further that, "this is not the case for any other region worldwide" (ILO, 2003). Lack of adequate economic growth in many African countries has according to the report above contributed to the failure to significantly reduce poverty. Accordingly, Africa still faced growing problems of unemployment and underemployment (which are all characteristics of decent work deficits) and this poses significant challenges to efforts aimed at reducing poverty.

◆ The need to develop a multifaceted approaches and policies to addressing poverty and unemployment challenges facing Africa, has found answer in the Decent Work Agenda interventionist programme and objectives. In view of the position above, there is no gainsaying that bad labour practices (poor or lack of social protection and other job related securities) has a tremendous impact on high prevalence of poverty as well as low quality of work life in Nigeria. This study therefore seeks to look at how poverty could be reduced through working in the environment that is safe and engaging in decent employment having respect for

international standards. Besides, to see how adequate data collection on social security issues, through effective labour inspection system could help to eradicate social protection deficits in all workplace, and help to drive adequate information for about the main branches of social security namely: sickness, maternity, pensions, invalidity, survivors, family allowances, work injuries and unemployment (Standing, 2004:21). For this information to be meaningful, Standing (2004:21) argues that:

The information should include institutional aspects, such as the existence of a law or programme, and operational characteristics, such as costs, type of programme (insurance or assistance) and eligibility criteria.

2.2.2 Employment Relations and Occupational Health and Safety Issues

Safety is a state of being free from harm (injury, death, loss, damage, and pollution) and health means complete state of an employee's physical, mental, social, emotional and spiritual well-being and not merely the absence of disease and infirmity (ILO).

Every individual wants to be fit and healthy to enable him work to earn a living. The employer needs his employee to be of good health to be able to perform of standard required for the achievement of set goals. The community needs healthy members who will contribute effectively to community affairs – financially, physically and mentally. The nation needs citizen who would pay taxes as well as contribute physically and mentally to the development of the nation (Okunamiri, 2009).

The world over, health and safety activities include: maintaining a safe working environment and safe working practices and ensuring that employee's health is not detrimentally affected by their work, determining which standards, codes, and regulations are relevant and could ensure compliance and, methods of controlling or eliminating hazards which include plant or process design; job design; employee selection, training and supervision; personal protective equipment and warnings (Bejide, 2009, Famuse,2009).

Statistically, of the total 3 billion workers in the world, over 85% work and live without having access to occupational health services (OHS). In many countries, on all continents, occupational health services may cover only 5% of the work force. In addition, statistics on coverage is also very unreliable and subject to variations in the definition and measurement method (Raintanen, 2009). Worse s

till in Africa today, inspectors are faced with challenges from new technologies in work places in addition from new technologies in work places in addition to the traditional workplace hazards both in the formal and the vast informal economy that is generally unregulated and sparsely covered by inspection services. This is further compounded by the scarcity of support and operational resources, facilities and the reduction of skilled and experienced inspectors (Muchiri, 2005).

In addition, among the main reasons for inadequate development of OSH policies and measures, is the inadequacy of labour inspectorates, particularly in the sub-Saharan, Africa, due to the modest number of inspectors and insufficient investments both at national and enterprise levels. As a direct consequence of uncoordinated actions, there are a large number of occupational accidents, diseases and work stoppage with the result that productivity remains at very low levels (A.U., 2004). It is further argued that this phenomenon is even worse in the informal economy. This is due to total absence of labour inspections at workplaces; ignorance of existing occupational risks; absence of any preventive policies and measures; absence of any features of social security. The attendant consequence of the foregoing according to AU (2004), is low productivity and, hence, increase in poverty.

2.2.3 Employment Relations and Challenges of HIV/AIDS

HIV/AIDS in all countries poses a threat to livelihoods and to basic rights at work, undermining effort to guarantee decent, productive work to women and men (UNAIDS, 2002). HIV according to Somavia (ILO, 2004) has become a human crisis and a threat to sustainable social and economic development. He posited that “the loss of life and the debilitating effects of the illness lead to a reduced capacity to sustain production and employment which, in turn, undermines efforts to reduce poverty and promote development (ILO, 2004).

According to ILO estimates, more than 26 million labour force between the ages of 15 and 64 years are HIV positive worldwide; they are either living with HIV or already living with AIDS. The vast majority of persons in the labour force who are HIV-positive (over 70%) live in Africa. In all, there are several millions economically active persons who are HIV positive in Africa. Kenya has 1 million, Mozambique 1.1 million, Ethiopia and Zimbabwe 1.3 million workers are HIV positive Nigeria, 2.4 million workers are HIV positive while in South Africa, nearby 3.7 millions workers are HIV positive (ILO, 2004).

As a result of the disabling illness and death of working adults due to AIDS especially where there is still no access to treatment – HIV/AIDS has a direct impact on goals of employment, labour market efficiency and wealth creation by influencing the overall levels of both production and consumption. Attrition of skilled workers, including absenteeism of care providers is already leading to reduced productivity, increased labour costs and earning loss (A.U., 2004).

From the foregoing HIV/AIDS is evidently a workplace issue and the workplace is also part of the solution through the development of right-based policies and programmes. The ICFTU General Secretary Jordan (2001) corroborates the foregoing position by declaring that:

Workplaces provide the key venue for initiating effective programmes of prevention and care relating to HIV/AIDS. Programmes to counter this deadly disease must involve workers, trade unions and employers in efforts to address the crisis through agreements and joint action. They much also provide social protection for workers and their families (Jordan, 2001).

Through working together, formulating the right workplace policies and programmes. Both the union, the employers, the government and the NGOs can reduce the impact of HIV/AIDS prevalence in the workplace.

2.2.4 Nigeria Employment Relations in Retrospect

Nigeria became a member of the International Labour Organisation on attaining independence in 1960. Since then she has played an active role in, and contributed positively to the activities of the organization. In 1963, Nigeria's Minister of Labour and Social Welfare, Mr. J.M. Johnson was elected President of the International Labour Conference, which is the supreme organ of the organization.

Nigeria has had the privilege of being elected into the governing body of the ILO on four occasions since 1960: 1969-1972, 1978-1981 (as a deputy member), 1981-1984, and 1990-1993. The governing body of the ILO is the Executive Council of the organization which, among other things, appoints the Director-General of the ILO, prepares its budget and establishes the agenda of the conference. It executes the decisions of the conference.

In 1987, during the 73rd session of the International Labour Conference, a Nigerian was elected the chairman of the most important committee of the conference

-the Committee on the Application of Standards (Nigeria Labour Handbook: 1991:65).

Nigeria has so far ratified 37 out of the 185 conventions adopted by the ILO. These conventions have to a very large extent influenced labour legislations and policies in Nigeria for instance the employment and protection of women, children and young persons in Nigeria are governed largely by the provisions of the night work (women) convention 1919, (no 4), the minimum age (industry) convention 1919 (no 5) and the night work, young persons (industry) Convention 1919 (no 6) (Ajayi, 2005).

Nigeria's laws on industrial relations have been largely based on the international labour conventions, namely the freedom of association and protection of the right to organize convention no. 87 of 1947 and right to organize and collective bargaining convention no. 98 of 1949. Other conventions which have been incorporated in our labour laws include convention 19 which deals with compensation to workers without discrimination, convention no. 26 on minimum wage fixing machinery and convention no 95 which stipulate that wages payable in money shall be paid in legal tender, and payments in the form of promissory notes, vouchers or coupons shall be prohibited (Ajayi, 2005).

In Nigeria, some of the provisions of the following labour laws derive their sources from ratified ILO conventions. These labour laws are:

- Labour Act CAP L1, LFN 1990.
- Workmen's Compensation Act, CAP 470, LFN 1990.
- Trade Unions ACT, CAP T14, T15, LFN, 1990 and all its amendments till date.
- Trade Dispute ACT, CAP T9, LFN 1990.
- Factories ACT, CAP 123, LFN 1990.
- Minimum Wage ACT, 2000
- Pension ACT, 2004.

Section 77 of the Labour Act, CAP L1 LFN 1990, empowers the Minister of Labour to appoint any suitable person as an authorized officer/factory inspector for the purpose of facilitating or ensuring the proper implementation of these Acts.

In order to promote and ensure uniform observance of the Acts by the stakeholders, labour/factory inspectors perform the following functions:

- Inspection of all labour encampments.

- Investigation of industrial accidents.
- Handling of labour complaints.
- Settlement of trade dispute through mediation and conciliation
- Advisory services on labour matters to government, employers in the private sectors, trade unions and workers.
- Creation of sustainable jobs.
- Attestation to contracts of apprenticeship.
- Ensuring payment of workmen's compensation to industrial accident victims or their dependants etc. L1, LFN of 1990

Ajayi (2005) argued that "Of all the functions being performed by labour officers/factory inspectors, inspection is the most effective tool of ensuring prompt and adequate response to the ILO conventions. It is in the course of a comprehensive inspection, as well as in the process of performing other functions that most of the adopted Conventions can be implemented."

However, there exists a yearning gap in literature with regard to policy formulation and implementation of well thought policies. For instance, Adefope (1975:4) declared that the "the Federal Military Government will henceforth enforce rigorously the provisions of existing labour legislation prescribing minimum conditions of employment and processes of collective bargaining. In this connection, the provisions of the Labour Decree No. 21 of 1974 relating to the protection of wages, contracts of employment, and terms and conditions of employment will be rigorously enforced in order to ensure that workers are not exploited by unscrupulous employers of labour. To this end, the 51 personnel and necessary material resources of the Federal Ministry of Labour will be reinforced".

Also in the new National Employment Policy of 1975 another ambitious statement was expressed as follows:



...improvement in working conditions, occupational health and safety will continue to be achieved through efficient functioning labour and factory inspection services. Although labour/factory inspection services. Although labour/factory inspection system had been integrated to harmonise the inspection system for cost effectiveness and to improve efficiency and coverage, efforts are to be intensified to provide these inspectors with adequate logistic support and better technical training backed by relevant legislation. Steps will be taken to enhance projects to voluntary compliance by employers and workers (p.47).

The foregoing ambitious submission notwithstanding, Nigeria had ranked significantly among African Nations often categorized as suffering from high prevalence of worst forms of labour practices.

According to Otobo (2005), statistics so far published by the committee of experts of the ILO on the ratification and implementation of ILO convention have made startling revelations on various violations of ILO conventions by African Member States of the Organization in the following areas, namely

- (a) Some African countries have obsolete labour laws, which are not in keeping with ratified ILO conventions.
- (b) Non-ratification of core ILO conventions, which would enhance and promote effective Labour Administration in African states.
- (c) The problem of Freedom of Association and Protection of the right to organize including recognition of daily registered trade unions have suffered major setbacks in many African countries due to constant interference by the Government and Employers of Labour in the organization and administration of trade unions.

He further identified other impediment inhibiting effective labour inspection as follows:

- Denial of the right to organize and collectively bargain.
- Appointment of Sole Administrators to take over and run trade union secretariats by Government appointed public officials.
- Detention, abduction and assassination of trade union leaders in some African states.
- Refusal of employers of labour to organize duly registered trade unions in their undertaking thereby resulting in non-establishment of collective bargaining machinery in their organizations.
- Intimidation, victimization, denial of promotion and dismissal of workers from employment because of their status as workers representatives.
- Denial of workers the fundamental right to belong to trade unions of their choice.
- Denial of workers right to payment of salaries/wages as and when due for sustainable livelihood.
- Refusal by employers to implement terms and conditions of employment as

contained in collective agreements negotiated between employers and workers' organizations.

- Denial of workers the right to strike which is their fundamental way of expression of their grievances or enforcement of their demands including the right to peaceful picketing (Otobo, 2005).

He concluded, however, that the failure of African Governments to put in place structures and national laws which conform with International Labour Standards has been responsible for weak, lopsided and ineffective labour administration in Africa which has resulted in economic backwardness, underdevelopment, mass unemployment, poverty, lack of job security and sustainable livelihood for the citizenry (Otobo, 2005).

Apart from bad practices from governments point of view, trade unionism in Nigeria is faced with daunting challenges. For instance, Onyeonouru (2005), listed the current challenges facing trade unions in Nigeria as follows: Privatization, liberalization, deregulation, outsourcing, casualization of labour, contract employment, return of the iron fist of management: no union clause, and no strike clause; Flexibility management: flexi work, flexi time, flexi pay, and multi-skilling; Provisions of Trade Union (Amendment) Act 2005: technical outlaw of strikes and stringent if not impossible conditions for strike-technical outlaw of strike with a fine of N10,000 or six months imprisonment or both as penalty.

Listing the implications of the foregoing, on National Development, Onyeonouru(2005), enumerates these as follows: Increase in poverty with, slave work, slave wages, social repression, conflictual state-labour relations, covert conflicts, low morale and poorly motivated workforce(Akanji,2003) ; Denial of rights, worsening productivity - local, national, international.,increase in corruption, increase in crime, increase in unemployment, increase ethno-religious and communal conflicts, vicious circle of underdevelopment,and human development indicators

Attesting to the turbulent industrial relations system in Nigeria, Abimbola (2005) argued “that the advent of civilian administration also has not brought the needed respite.” He critically opined that it is very unfortunate that the government (Nigeria Government) is yet to appreciate the danger inherent in its decision to use harsh management techniques in dealing with employment issues during turbulent periods, and with the new labour law (2005), the government are at it again in its

diabolical game in labour-management matters in Nigeria.” (Abimbola, 2005).

In a similar line of argument, Akintayo (2005) in his work: *The Trade Unions (Amendment) Act 2005: Implications for Historical Roles and Traditional Objectives of Trade Union Movement* explained that: Given the universal acknowledgment of trade unions as formidable bodies which protect the interests of members and non-members alike the Trade Union (Amendment) Act 2005 has weakened the ability of Nigerian trade union movement to effectively discharge their traditional roles. The decision to de-establish the Nigeria Labour Congress is an attempt to deprive the common man of a worthy and trusted ally in the struggle for emancipation which the unfavourable economic climate has unleashed on him...

The effect of government contravention of her own laws is said to have assumed a more worrisome dimension in how employment issues are being handled at all levels in the country. For instance, it is generally observed that the private sector has taken a cue from the unfair labour practice of government. This is particularly so in respect of the union-avoidance strategy of some employers. This has led to a situation in which unions frequently resort to picketing to protest this anti-labour behaviour. Also, employers in all sectors have also acquired some notoriety for its resort to casualisation and contract employment basically for the purpose of union avoidance as well as avoidance of huge cost of gratuities, severance benefits as well as pension costs (Adewumi, 2005)..

The above view cuts across all sectors including the banking sector. For instance, even with the consolidation of the banking sector, many banks still employ casual labour to fill new positions (Olesin and Akanbi, 2007). In recruiting employees for most of the Banks, banks use or employ the strategy of creating employment agencies. The precarious condition under which they work is described as follows:

UN

Banks use the strategy of creating an employment agencies which recruit staff on the lower rungs of the ladder, including secretaries, receptionists, marketing staff, cashiers, security personnel and cleaners, who are then "posted" to work in the bank, but without the usual benefits obtainable in the banking sector... young ladies are employed primarily to solicit for deposits. Some are even advised to dress in a peculiar demeaning way to attract patronage (quoted in "Sunday Punch, June 17, 2007).

This has no doubt resorted to constant struggle between organised labour and the government as well as the concerned sectors. For instance, in 2006, anti-casualisation group was launched by the NLC, who believes that apart from the banks, other sectors engaging in inhuman treatment of their staff include the insurance and the manufacturing sectors. It is also common knowledge that the multi-national companies are wielding tremendous and overbearing influence on the government, such that Trans-National Companies essentially established here in Nigeria for pure economic reasons, do sometimes lay claim to diplomatic immunity status. The implication of this is that such premises cannot be inspected, neither could they be investigated for any contraventions of our labour laws. Also, such premises have constantly remained shut to workers' unions (Adewumi, 2005; Olesin, 2007).

In summary, around the globe, the world of work is indeed changing often drastically, due to the move towards a global economy characterised by greater openness or liberalization of markets, free or greater mobility of financial capital and people, and rapid distribution of products, technology, information and consumption patterns. Typical of this process of globalization is the increased flexibility, casualization and informalization of employment and an expression of atypical and precarious jobs. Worldwide regular full-time wage employment has given way to a broad range of irregular forms of labour that are not covered by standard labour legislation, such as outsourcing, contract labour, home work, part-time work and self-employment in the informal sector. The rise of these jobs has been part of the business response to the changing market conditions and increased competition with a view to respond quickly to volatile demand and supply of capital. Labour costs are cut by reducing the number of 'core workers and relying on irregular forms of employment in order to avoid labour surplus during economic downturns and paying for fringe benefits associated with decent work (Haspels et al, 2001). These changes have generated major challenges and rekindled concerns about the unfavourable global employment situation around the globe.

As enumerated earlier, the Nigerian crises are leading to flagrant violations of workers' rights in all sectors of the economy, high level of labour unrest (strikes and lock out etc), high level of poverty, deprivation, exploitation, loss of dignity, loss of voice, deplorable working conditions etc. Contrary to what decent work/safe work is understood to mean for workers in developed countries and the role of governments in developed worlds to make good practices of both decent work and labour inspection

administration work in the interest of their people, it remains doubtful if policies and regulations are drawn up in developing countries and Nigeria in particular with good practice in view.

2.3 Labour Inspection

Labour inspection system is a process designed to ensure compliance with national and international labour laws, policies, regulations and other legislation formulated to sustain and improve laid-down labour standards. These standards are particularly drawn from the provisions of Convention No. 81 on “Labour Inspection” of the International Labour Organisation (ILO) (Illoh et al., 2005).

In addition to Convention No. 81, the ILO adopted the following Conventions, Recommendations and Protocols for the promotion of acceptable labour inspection systems worldwide Illoh et al (2005:4).

- Convention No. 81 (1947) on Labour Inspection.
- Convention No. 155 (1981) on Occupational Safety and Health.
- Convention No. 150 (1978) on Labour Administration.
- Convention No. 129 (1969) on Labour Inspection Agriculture.
- Convention No. 178 (1996) on Labour Inspection (Seafarers).
- Labour Inspection Recommendations No. 20 (1923).
- Protocol of 1995 to the Labour Inspection Convention 1947.

Labour inspectors powers are statutory. In Nigeria, the powers of labour inspectors are drawn from the provisions of ILO Convention No. 81 on “Labour Inspection” and are contained in Section 77 of the Labour Act Cap L1 and Section 65 of the Factories Act Cap 126 Laws of the Federation of Nigeria 2004 and 1990 (Braithwaite, 2005:3).

Nyambari (2005:6) notes that:



Labour inspectors are part of the government administrative system, and their essential purpose is to ensure compliance with all labour protection standards, as well as develop labour relations in an orderly and constructive way.

The foregoing places a heavy responsibility on the labour inspector whose duties are enumerated by Nyambari (2005:6) as follows: Labour inspectors: enforce the labour laws, related regulations, and applicable national standards, advise employers and workers on how to best comply with the legal framework, report to

superior on problems and defects not covered by regulations, and may, if national law so provides, also enforce or monitor collective agreements.

In addition, the weighty responsibilities of the labour inspector in many more countries may include: promoting harmonious relations and social dialogue between employers and workers, investigating complaints and conciliating, for mediating disputes between employers and workers, dealing with certain social insurance matters, in particular relating to workers' compensation, and emerging issues, such as HIV/AIDS at the workplace, child labour, migrant workers, and others(Nyambari 2005).

Accordingly, the Ministry of Labour and Productivity General Instructions (MLGI) specified that, labour inspection of an undertaking or workplace forms one of the most important duties of a labour officer in a state or district office. Labour Inspections are carried out to ensure social justice and peace and that government laws and labour standards are complied with. It also affords the Labour Officer an opportunity to educate employers and union officials on prevailing labour standards. From the observation of the Labour Officers, the government will be notified of innovations in the workplace that may be useful in making new laws (MLGI, Fed Ministry of Labour).

All undertakings should be visited at least once in a year for labour inspection. Where breaches of the law are discovered and instructions given within a time limit for rectification, check visits should be paid to ensure that the instruction have been carried out. Where there is a case of continued neglect and refusal to abide by the instructions, the case should be referred to the Headquarters Inspectorate Department of the Headquarters for further necessary action. Labour inspection visits to establishments will be generally without notice, as it should be a surprise visit. However, where it will be difficult to carryout the inspection without prior notice to the establishment, notice ' of the visit should be given to the employer without specifying the details of the visit (MLGI, Labour Act L1, LFN 2004).

Apart from routine labour inspection, a Labour Officer can pay a visit to any establishment based on the following; on invitation, on investigation of complaint based on non-implementation of the provisions of the labor acts and other regulations. Where, he/she is suspecting that labor matters in an undertaking are not conducted satisfactorily, or assure he/ herself that breaches observed in a previous visit have been rectified (MLGI).

A Labour Officer must protect the identity of any worker who gives privy information about his workplace. Any investigation based on this information should be conducted in such a manner that it shall not point to the informant or lead to his becoming known. Attention should also be paid to anonymous complaints, with substance, since workers are sometimes afraid of the possible consequences of their complaints on their continued employment. It could be used as a pointer for subtle investigation and not direct indictment of the accused.

According to MLGI, in conducting a labour inspection, the officer should be guided by the following checklist:

- a) The inspecting officer should possess an identity card of an authorized Labour Officer in addition to the general identity card issued to all the staff of the ministry. This authorized identity card will be signed by the designated officer.
- b) The inspecting officer should inquire about the particulars of the undertaking. What they produce, services rendered, the activities of the establishment and their general performance.
- c) In carrying out labour inspection the officer should in addition to section 77 of the labour Act, Cap L1 LFN 1990 and the MLGI3, generate information on the following factors.

Working conditions: Minimum age, employment of young persons, night work for young persons, women maternity protection, protection of wages, hours of work, rest periods, weekly rests, vacation/holidays with pay, paid education leave for staff, medical examination for fitness before, during, and after employment, hospital facilities, workmen compensation, etc.

Employment Issues: Documented contract of employment, permanent, casual, migrant, expatriate workers (sexes, age) notices for termination, use of employment exchanges, professional and executive registries, attestation of apprenticeship programmes, disabled, handicapped, and other special classes of workers.

Welfare facilities: Welfare facilities for workers and types: workers housing, productivity incentives, bonus programmes (types and Periodicity), staff canteens, shops pension and other social security scheme.

Industrial Relations: Promotion of collective bargaining, NJIC agreement, existence of trade unions, number, name, group (industrial). Copy of agreement to be deposited with the Ministry. Existence of safety Committees, voluntary conciliation, mediation,

and tripartite consultations.

Personnel Management: Existence of employee handbook, employment records, accident records, certificate of service, referrals, awards, training, employee remarks on personnel policies etc.

Fundamental Rights: Freedom of association, protection of rights to organize, collective bargaining, workers representation, forced labour, equal remuneration for both sexes for equal work, discrimination in employment, HIV/AIDS issues among others. In all the cases cited above, Labour Officers are expected to co-operate with the social partners in carrying out the inspection duties (MLGI, 2005).

2.3.1 The Foundation of Labour Inspection

Labour inspection evolved from the struggle and activities of the humanists to improve the conditions and terms of employment in the early industrialization era of 19th century Europe, which features the engagement of children, women and other persons under poor working conditions characterized by physical hazards, diseases and other forms of dehumanizing working conditions. However, the complexity of labour inspection functions and the need to ensure fair play in the enforcement of the various consequential Acts of Parliaments on Labour Protection and Relations informed most Governments worldwide to design structure and instruments for effective state intervention and enforcement of the relevant labour instruments in the world of work (Iloh, 2005).

Also, in order to realize the foregoing objective, therefore, in its constitution, the International Labour Organisation, requires all member states to set up a system of labour inspection. Two of its very first international instruments were the labour inspection Recommendations, 1919 (No. 5) and 1923 (No. 20). These first international standards on labour inspection, in particular Recommendation No. 20, contain a set of basic principles (if only in a non-binding form) for modern labour inspection systems. In 1947, the ILO Conference adopted what is known as ambitious set of standards; the labour inspection, industry, and commerce convention (No. 81) and three associated Recommendations No. 81, 82 and 85. These new standards were comprehensive and far-sighted (Richtofen, 1998). The principles they laid down many decades ago are still valid and entirely relevant today, in fact ever more so, in the face of globalization, deregulation downsizing of public services. In many ILO member states, they form the basis of existing labour inspection legislation, often

transposed verbatim into national texts.

Consequently, the importance of labour inspection within the context of labour protection cannot be overemphasized and this implies, first of all, a determined effort to prevent incidents, disputes, accidents, conflicts and occupational diseases by enforcing and ensuring compliance with existing legislation (Richthofen, 1998). The basic duties of labour inspectors as monitors, enforcers, adjudicators against the foregoing cannot be overstressed. Nyambari (2005), states that: “inspectors must ensure compliance with labour laws.” By so doing, inspectors must enforce laws concerning the following: terms and conditions of employment, including wages, hours, leave and overtime payment, workplace safety, health and hygiene, the employment of children, young persons, and women and workers with special needs (e.g. physically challenged), in the informal sector of the economy (Nyambari, 2005).

It is instructive to observe that, enforcement becomes necessary owing to massive contraventions of national labour laws by many employers of labour. In many ILO member nations, lack of formulation of inspection management policies, and improper choice of enforcement strategies are responsible for poor enforcement of labour legislation.

For effective enforcement procedures and uniformity of enforcement practices at both national and international levels, Richthofen (2002:96), suggested that whatever strategies, procedures and practices put in place must address inter-alia, the following:

the setting of priorities through determination of risk, the desired balance between advisory and mandatory elements of enforcement, the development of a flexible, graded system of sanctions and its effective application, the evaluation of existing prosecution procedures, the degree of discretion available to inspectors, the need and means for training to make these procedures and practices operational, and follow-up procedures to monitor enforcement ...

Most importantly, the enforcement policy drawn by any nation has to flow from a set of basic principles that is commensurate with labour inspection’s basic role of social policing and promoter of social justice (Richthofen, 2002).

Takala, cited in Richthofen (2002), equally identified in part with the view expressed above, in his position about enforcement and compliance policy, that:

... most inspectorates have at their disposal a range of enforcement devices, including: verbal advice and written

confirmation, follow-up notices requiring specific changes to be accomplished within a specified time, administrative fines, prohibition or stop notices, and prosecution or reference to the public prosecutor.

On a general note, inspection globally in many countries is between a simple matter of compliance or non-compliance, with non-compliance automatically sanctioned, particularly, under a social policing system, as in Kenya. However, Nigeria's inspectorate system is typically advisory. Emphasis is on compliance at all costs with inspectors using their discretion as to how result can be delivered. While Nigeria labour inspectorate is not backed by enabling legislation to perform enforcement role the factory inspectorate however enjoys limited powers of prosecuting contraventions of safety and health laws and regulations as well as evasion of registration of business premises. They equally enjoy indirect power of injunction of suspend or close an establishment in response to an imminent danger to worker's safety and health. This is done under a short time confirmation or authorisation by a higher or other competent legal authority (ILO, 2006).

Furthermore, it has been argued that the labour inspection system must be appreciated in relation to labour administration system in that, it (Labour Inspection), is a subsystem of labour administration and has the strength of ensuring that labour laws are given practical effect and become actual standards for workers (Graversgard and Giannasi, 2000).

Supporting the foregoing view, Nyambari (2005), affirmed that:

One important role of labour inspection in any country is the promotion of compliance with ILO conventions and recommendations through national labour legislation that gives effect to them, as well as good labour practices, to achieve basic workers' rights, balanced socio-economic development, and sound and effective industrial relations as a basis for constructive social dialogue, industrial peace and thus a positive investment climate... Labour inspectorates are expected to assist workers and management in developing good labour practices and achieving industrial peace, social justice and Decent work for all... they thus contribute to workers' physical and legal job security, and their well-being and that of their families.

Also, in the world of work today, labour inspection has been identified as one of the most (if not the most) important instrument of state presence and intervention to the development of a culture of prevention, "covering all aspects like: industrial

relations, general conditions of work, occupational safety and health, and sometimes involving issues related to employment and social security" (Richthofen, 1998:8).

In the world of work, the aforementioned are carried out in the workplace by labour inspectors, through monitoring enforcement, social relations and in these recent years, through preventive measures.

2.3.2 Labour Inspection Monitoring

Monitoring is an essential labour inspection procedure, which aim is to ensure that workplaces become free of unfair labour practices. It is well enshrined in ILO's Labour Inspection Convention 81. Inspectors in well-organised services regularly use monitoring of working conditions as part of a set of instruments to keep track of compliance (Takala, 2001).

Monitoring of safety and health conditions at work, in particular, is one of the tasks most generally entrusted to labour inspectors throughout the world (ILO, 2006). Takala, describes monitoring as verification of a social agreement with and between employers ... manufacturers, and operators that the agreement is being observed (Takala, 2001).

Effective labour inspection monitoring is able to assess the performance of decent work agenda, identify the difficulties that may arise and apply disciplinary measures or provide support where need be. It equally help to generate most of the information needed to prepare annual reports enabling the labour inspection system to be evaluated (ILO, 2006).

2.3.3 Labour Relations (Social relation monitoring)

Monitoring from social relations perspectives is seen as one of the most constructive ways of monitoring social harmony. Moreso when it is put up to oversee issues involving industrial relations and being able to intervene to prevent disruptive industrial action (Lurvey, 2002).

According to Richthofen (2002) labour inspection is seen as an agent of industrial peace, and has the capacity to prevent disputes in all work relations. According to Richthofen (2002)

... where different preventive measures have not produced the expected results, inspectors may intervene by means of conciliation or mediation to resolve a conflict.

This presupposes that labour inspection is saddled with the vital responsibility of protecting personnel and representatives of employers' and workers' organisations. As observed by Richthofen (2002), "while some countries have a separate conciliation and arbitration service, others have introduced a conciliation procedure through the labour inspectorate for individual labour disputes." Nigeria system accommodates both individual disputes and collective disputes, which sometimes requires inspectors to carefully analyse, or examine, propose and explain methods of preventing issues that could degenerate into conflict and facilitate how best to apprehend conflicts.

Nyambari (2005), sees this responsibility as useful interaction between Government, workers and employers. According to Nyambari, this interaction between workers and employers, and any Government intervention which influences it, as that which clearly touch on labour inspection's policies and practice. Nyambari (2005:8), touched grey areas where labour inspectors could look into while carrying out their statutory inspection duties, as including the following:

Minimum wage regulations, which gives pay rates for workers: such pay rates are checked by inspectors as part of their routine inspection functions. If there is a discrepancy between the wage paid and the minimum entitlement, the inspector must instruct the employer to comply with the law. If the employer refuses, there is an individual rights dispute between the worker and the employer, and a breach of law.

Since individual rights disputes, which concerns the existing terms and conditions of employment, this should be resolved formally or informally by the labour inspectors. Interest disputes which concern future terms and conditions of employment, are better handled by senior inspectors in a more technical and official manner.

Besides the traditional functions of the labour inspectorate enumerated above, there are what are considered in literature as "new approaches to labour inspection". According to Nyambari (2005:9) 'changes in the world of work and the speed at which they occur require different, often new, even unfamiliar approaches to inspection work.'

As enterprises develop, as they become more dynamic, and take more initiative, the labour inspectorate, too, become part of a process of facilitating change. With the argument that, instead of engaging only in traditional (control) activities, greater emphasis should be placed on development of labour policies, prevention

rather than cure, promotion of social dialogue and self-regulatory measures Nyambari (2005).

Over the years, new trends have continued to manifest in the world of work which is summed up in what is known as "preventive inspection". Preventive labour inspection is a complementary approach to "enforcement". Accordingly, it has been globally advocated that the best way of ensuring compliance with labour legislations and other laid down labour protective and relations measures is to promote 'preventive' labour inspection, which is designed to source and nip in the bud defects, especially in the areas of occupational hazards, industrial conflicts, collective bargaining agreements, workmen's compensation, child labour, HIV/AIDS, sexual harassment at work, corporate prostitution etc. (Illoh and Braimah, 2006).

In the same vein, Nyambari (2005), advocates the re-engineering of the labour inspectorates whose justification may be considered as follows:

- Making the inspectorate services more accessible and user friendly.
- Bringing about unity of two very vital institutions (the labour inspection and factory inspection) well beyond any existing differences.
- Preparedness to satisfy the global as well as regional labour market demands of being holistic and creative in solving work place challenges.
- To give a lead in the development of integrated management systems as business tools, and
- Cost effectiveness in the use of diminishing resources including personnel.

Similarly, for the labour inspectorate to be more effective, one-stop-shop labour inspection system, recognizing a strong integrated labour inspection system has been recommended by Nyambari (2005). Integrated labour inspection system embraces different fields of labour inspection, the integration of enforcement and advisory actions and the integration of inspection activities based on the principle of "one enterprise, one inspector". This implies, labour inspectors must be suitably qualified to deal with all basic, non complex labour protection and relations issues on any labour visit, therefore, a labour inspector must be multi-skilled and know something about every thing in the world of work and should have knowledge of complimentary policies and regulations to enhance his performance in the promotion

of decent work and labour protection and relations. He is expected to be a generalist on labour matters (Illoh and Braimah, 2006).

For instance, Graversgaard and Giannasi (2000:1), expressed this sentiment as follows:

When nations and companies put profits before people in a still more globalized economy, when concern for labour and environment are seen as technical obstacles for the so called free trade and the operations of the transnational companies, It is of central importance that we defend the central ILO-conventions on labour rights, including health and safety and labour inspection. Labour inspection is a progressive social institution and it is of fundamental importance to defend labour inspection and focus on our strategic alliances in this struggle. Labour inspection was born through social struggle. And it must be defended through social struggle (<http://wwwlabourinspection.org/sideparl>).

It is in recognition of the views expressed above that associations such as the International Association of Labour Inspection (IALI) and Global Labour Inspectors Network (GLIN) are formed.

For instance, in her message of welcome to the International Association of Labour Inspection (IALI) website, the President Michele Patterson (2007) expressed her thought about effective inspection thus:

By working together as a global organization, we can promote the value of effective labour inspection and ensure that information is shared to benefit us all. Improved occupational health and safety and decent working conditions together deliver reductions in deaths, injuries, diseases, disputes and costs to business — as well as maintaining human dignity, generating more productive workers and the right environment for business to thrive. Through sharing information, innovative strategies and best practice, we can use this period to increase cooperation and joint campaigns around the world (<http://www.iali-aiit.org/htmlen/welcome.html> par. 7)

In a similar vein, Graversgaard, et al (2000 par. 3), answering a most frequently asked question "why labour inspection?" expressed his position thus:

The protection of workers safety and health is often weak or non-existent, especially where workers have no social protection. We live in a world where work is often devalued and regarded. And open exploitation and speculation in labour is blessed as a sign of a dynamic free market economy producing wealth for the common good. ... Labour inspection

has the role of ensuring that labour laws are given practical effect and become actual standards for workers (<http://wwwlabourinspection.org/side2.html>).

In the "final conclusions", resolutions drafted at the end of a well attended Luxembourg conference on the need for an Integrated Labour Inspection System (2005) it was noted that competent labour inspection is an important actor in the battle for a fair globalization, as a door opener for technical cooperation and as the securer of the enforcement of legal provisions (Article 3 of Convention No. 81). Labour inspection has a key role in implementing and monitoring of core Labour Standards at national, regional and community level and in mainstreaming 'Decent Work' across all economic sectors, including the informal sector, and quality of work activities into all their functions, programmes and activities.

On the need to promote labour inspection system in achieving the Decent Work Agenda, the conference resolved that ILO and member states should promote the role of labour inspection in achieving the 'Decent Work Agenda' for all workers, including those in the informal sector which could be realized by publicizing and disseminating information and by providing training for labour inspectors in assessing working conditions and labour practices.

- (a) Collecting and disseminating information on effective labour inspection practices, including strategies and inspection tools, such as ten steps for strengthening labour inspection as well as other training and system tools.
- (b) Developing and maintaining an effective internet-based system that stores and makes readily available up-to-date information.
- (c) Making use of integrated labour inspection training system (ILITS) to serve as a basis for training of labour inspectors.
- (d) Promoting universal ratification and implementation of ILO standards such as those on labour inspection, occupational safety and health labour administration and conditions of work (Final Conclusion, 2005).

Labour inspection plays a very important role in promoting international and national labour standard and where it is effective and efficient; it improves the productivity of labour and, therefore, contributes to sustainable development in the area. In creating a health and safe working environment, as well as standardizing and improving working conditions, it nurtures a sustainable environment for productivity improvement and sustainable social investment in the labour force (Arlac, 2006).

However, Nyambari (2005:1), disagrees with the argument that labour inspection is an effective instrument in labour protectionist policy. He argued that labour standards designed to protect workers, as well as their enforcement are sometimes considered an obstacle to greater business efficiency. Government interventions in the interest of labour protection are then seen as distortions in free-market operation, resulting in higher wages and non-wage labour costs, thereby allegedly limiting opportunities to compete in global markets.

It could be further argued that accepting the foregoing would mean virtually abolishing labour inspection services, with free-market forces undermining social protection. Also with globalization, increased liberalization puts further pressure on governments to reduce their interventions in the labour market, with the need for labor inspection services being further questioned and opposed.

In a similar vein, Global Labour Inspectors Network expresses their coordinated view thus:

... labour inspection was born with the workers movement when exploitation became so cruel that even the ruling class was disgusted. It has always played a controversial role. Free-marketers and liberalists of all shades have always been suspicious of labour inspection taking a too offensive role. Then better marginalize it or keep it low on resources (GLIN: par 5).

They further stressed that:

...around the world ... workers movement and the labour inspectorates are on the defensive. Transnational and neo-liberalism in the ruling political elites are -working to remove all obstacles to exploitation of labour. And governments are cutting their state budgets to lower taxation and attract foreign capital. We see a concentrated offensive to lower the labour standards, including safety and health (GLIN: par 6).

In addition, export-processing zones, transfer of risks, union-busting, unemployment, hunger and poverty are spreading especially in the third world countries where greedy transnationals are eager to reap the fruits of cheap and unprotected labour (Adewumi, 2010).

The foregoing position, therefore calls for an effective and efficient labour inspection system as an essential paradigm for any economy that wants to be successful (Albracht, 2002).

However, in a broader perspective, Takala (2002), predicts emergence of a

new, important and independent role for labour inspection. He based his viewpoint on events evolving in the twenty-first century, whereby various developments in the socio-economic context of different regions and ILO member states are beckoning on a broader reflection on the changing role of labour inspection systems and services. Amongst some of the major foreseeable economic development in the labour market with regard to technology and national, sectoral and enterprise social structures, which will presumably directly affect labour inspection, include:

- the effects of globalization;
- the growth of more and more small, independent enterprises units that are more and more difficult to supervise effectively with leaner resources;
- the continuing trend of enterprises to exist for only a short time, changing their form and ownership and becoming geographically more mobile (nationally as well as internationally);
- the worldwide increase of different forms of the "shadow economy";
- the appearance of "virtual" networks of enterprises where people do what they can do best;
- virtual employers, and small and micro-employers ("dependent independents") and how labour inspection can keep track of them and influence their working environment;
- cost and competition pressure, which is likely to increase and become dominant, to the continuing detriment of social considerations;
- changes in the labour market such as: shorter or longer working hours; increases in atypical or precarious work relationships; "employees" working for several "employers" at once; the "downgrading" of jobs; new forms of subcontracting, and their impact on traditional concepts of labour protection; insecurity of employment, leading to increased stress and reduced solidarity among employees, as well as reduced participation; and
- new forms of work organization and, consequently, new social relations structures in enterprises, creating new and unfamiliar problems in the area of labour inspection and issues arising from the partnership between tradition and technology (Takala, 2002: 4-5).

Nevertheless, it is important, for the purpose of this study to appreciate the labour inspection system as operates in some countries which may assist in putting the situation here in Nigeria - the intended field of study in a proper perspective. Such situation reports in other nations are usually discussed in terms of mission statements, reflecting the general condition of work including occupational safety and health as reflected in the country's profiles.

Around the globe conscientious efforts are being made by member nations of the ILO in improving their labour inspection mission statements. Tremendous strides in improving such mission statements have translated into enacting laws to assure that as far as possible every man and woman in the affected countries enjoy safe and healthful working conditions (Lurvey, 1998:52). According to Lurvey (1998), significant landmarks have been made in many countries around the world, for instance, the government of Canada promotes a fair, safe, healthy, stable, cooperative and productive work environment for workplaces under its jurisdiction. Regional entities in that country go even further. Thus, the corporate slogan for the province of Ontario is an environment that will make Ontario workplaces the safest in the world.

In United Kingdom, a similar mission statement issues, has been expanded to include the general public, issued by United Kingdom's Health and Safety Executive (HS), whose mission it is to ensure that risks to people's health and safety from work activities, including risks to the public, are properly controlled. Similarly, the government in Finland has taken the mission statement further when she includes justice and equality at work as the cornerstone of its labour inspection system's mission statement, and the Netherlands use a wider interpretation still in their statement which includes the obligation to tackle abuse and to provide politically relevant information.

In addition, the Swedish Work environment Act encapsulates its mission in Section 1 as follows: to prevent ill-health and accident at work and generally to achieve a good working environment. Yet another government agency has the mission statement: to improve the performance and effectiveness of organizations by providing an independent and impartial service to prevent and resolve disputes and to build harmonious relationships at works. Also, New Zealand's occupational safety and health service has a mission statement: together to zero which means that every preventive step taken is a step nearer towards eliminating work place-related deaths.

The Government of the Czech Republic, in a preamble to its new labor

protection legislation provides the following mission statement: to increase the effectiveness of employees' protection in the area of occupational safety it is necessary to create an independent professional state organization, which will supervise how organizations, as well as employees, fulfil regulations for ensuring occupational safety and technical equipment safety in manufacturing, as well as non-manufacturing activities and how they maintain given working conditions.

The mission of labour inspection in Kenya has two aims. The first has as its main emphasis: The enforcement of statutory legislation with a view to ensuring that the workers' terms and conditions of service are protected and in line with existing legislation, and that a safe and healthy working environment is accorded. This includes settlement of trade disputes between employers and employees, including their respective trade union organizations, settlement of strikes and lock outs and individual complaints. The second is: advice employers of their rights and obligations.

Japan, however, sees labour inspection as a means: to secure a minimum standard of working conditions such as wages, working hours and safety and healthy, giving guidance and assistance to realize a better and more comfortable working environment (Lurvey, 1998).

Nigeria's labour system has the following as her mission statement, namely:

- (i) To secure the enforcement of the legal provision relating to conditions of work and the protection of workers while engaged in their work;
- (ii) To supply technical information and advice to employers and workers concerning the most effective means of complying with the legal provisions; and
- (iii) To bring to the notice of the government defects and abuses not specifically covered by existing legal provisions (Henry Adefope, 1975).

2.3.4 Main Challenges Facing Labour Inspectorates.

Above mission statements, notwithstanding, labour inspectorates face complex working realities, worldwide, which make the tasks of the labour inspectors more complicated and challenging.

In a report released in 2006, the ILO highlighted major difficulties of labour inspection in its member states and advocated a number of measures to strengthen its effectiveness. In the document, it is argued that inspectorates must go beyond calls for

more inspectors by adopting a clear strategic framework for reacting to incoming complaints and targeting programmed investigations in order to maximise effectiveness in the use of their overstretched resources. To do so, ILO proposes that the inspectorate must be guided by the principles of prioritisation, deterrence, sustainability and achieving systemic effects (Weil, 2008).

For effective labour inspection system to become a reality, ILO has drawn up an outline of the requirements of a coherent regulatory strategy around the following:

- i. Capacity
- ii. Political will
- iii. Resources
- iv. Policy support

According to Weil (2008), “The problem facing national governments in regulating conditions in the workplace is daunting.” Public policies on health and safety, discrimination and basic labour conditions often cover millions of workers, located in hundreds of thousands of workplaces across dispersed geographical settings. Conditions within those workplaces vary and the uncooperative attitudes of employers of labour do not help matters. Trade unions, too, which are expected to cooperate with the government in regulating, targeting and conducting inspections are in sharp decline in many developed and developing countries.

In pursuing its broad “Decent Work Agenda”, the ILO’s Governing Body Committee on Employment and Social Policy noted:

The main overarching strategic issue is that the quality of governance of the labour market is a major factor in distinguishing whether countries are successful or not in finding a developmental trajectory that leads to a sustainable reduction in poverty. Improved labour inspections and safe work management, as well as underpinning social protection at work, lead to a better quality product, higher productivity, a decline in the number of accidents and an increase in the motivation of the labour force (ILO, 2006).

The view expressed above brings to the fore, the importance of strengthening policies in order to strengthen and modernise labour inspectorates as a means of assuring actualisation of the objectives of the Decent Work Agenda.

However, Adewumi, identified low capacity utilisation as one of the biggest banes of the labour inspectorate. He argued:

The Ministry of Labour (Nigeria) is short-staffed, even in very critical areas. For example, as at 2005, the factory inspectorate was made up of only 47 staff (FMELP, 2005:19). By the Ministry's own calculation, a minimum of 250 inspectors are required for effective inspection (Adewumi, 2010:10).

According to his submission,

There is nothing to suggest that the situation has changed appreciably for the better ... Needless to say facilities such as vehicles to facilitate inspection visits to the work establishment are hard to come by. Again by the Ministry's admission ... 63 vehicles are needed (FMELP, 2005:20 cited in Adewumi, 2010:10).

In agreement with those views expressed above, statistics available has revealed further that in most African countries, Labour Inspectorates are limited in scope and coverage (covering less than 10% of the labour (force) is splintered, parallel, often non-complimentary. Oftentimes, they are governed by a fragmented policy and legislative framework. In most cases than not, inspections carried out under such circumstances are haphazard and uncoordinated and have a "social policing element" which results in adversarial outcomes (Von Richthofen, 1998; Nyambari, 2002; Kanyenze, 2005) at times resulting in contradictory advice and unnecessary competition, resulting in undue bureaucracy and confusion (ARLAC working papers, 1998, 2002, 2004).

In a similar vein, Nyambari (2005), observed that:

... the resources (capital and human), which are allocated for inspection, (however meager), seem not be effectively utilised for the core business of labour inspection. In some instances, some of the resources are spent on administrative instead of operational services.

Generally, in Africa and particularly, Nigeria, the fundamental problem facing labour inspectorates arises from resource limitations. For instance, in its 2006 report on labour inspection, and with special reference to Africa countries among developing nations, the ILO's Governing Body Committee on Employment and Social Policy states that "there is widespread concern that labour inspection services in many countries are not able to carry out their roles and functions. They are often understaffed, under-equipped, under-trained and underpaid." (ILO, 2006).

To lend credence to the above submissions and observations by individual scholars, below are tables showing labour inspection performance in Nigeria between 1999 and

2007.

Table I

Year	Number of labour officers/inspectors involved	Number of inspections carried out	Number of establishments visited.
1999	218	41,856	3,609
2000	220	42,240	44,002
2001	352	45,080	7,142
2002	329	48,000	8,000
2003	318	49,920	9,500
2004	303	53,760	1,000,000
2005	291	57,600	1,100,000
2006	282	61,440	1,200,000
2007 Jan-April	274	16,067	291,868

Source: Fed. Min, of Labour (2007 at a glance)

Table I shows the number of effective labour inspections conducted by the labour inspections conducted by the labour inspectorate in Nigeria between 1999.

Table II shows industrial disputes statistics during the same period.

Table II: Industrial Disputes Statistics 1999-April 2007

Year/Month	No. of Disputes	No. of Disputes resulting in strike	No. of Disputes resolved	Duration of Disputes	No. of Workers involved	Total man hour loss
1	2	3	4	5	6	7
1999	52	27	39	570.5	173,858	3,158,087
2000	49	43	43	674	344,722	6,287,733
2001	24	12	22	321.62	34,567	718,950
2002	50	14	42	405	48,577	892,722
2003	34	10	31	93	39,680	452,906
2004	36	25	34	357	146,869	737,493
2005	20	11	21	111	29,152	760,553
2006	30	9	21	166	5,642	74,077
2007	2	2	2	31	875	12,950
Total	297	154	255	2,729.12	823,942	13,095,471

Source: Federal Ministry of Labour (2007)

The table above revealed gross limitation in scope and coverage by the inspectorates, (factory and labour) considering the sizes of both the formal and the

informal sectors of the economy.

Also, between 2007 and June 2009, the labour inspectorate successfully carried out 142,294 labour inspections involving 1,184 labour and factory inspectors in 3,484,000 establishments in the thirty-six states and Federal Capital Territory. The detailed breakdown is as shown in the table below. The decrease in number of labour inspections carried out in 2008 and 2009, when compared with that of 2007 showed a decline, which was as a result of inadequate budgetary allocation and logistic support (Ministerial Press Briefing, 2009:16).

Table III

Year	Inspectors conducted	Officers involved	Establishment visited
2007	66,812	366	1,410,00
2008	45,600	410	1,082,000
2009	29,662	408	992,000
Total	142,294	1,184	3,484,000

Source: Federal Ministry of labour, (2007)

Also, identified in literature are lack of coherent and integrated labour policies, operational priorities and political will as factors responsible for poor and ineffective labour inspection system in Africa, and Nigeria in particular.

Adewumi (2010:10), affirmed that Nigeria is faced with a complex self-regulatory work environment where the government lacks the will to protect workers from what he described “as the excesses of the employees”. In describing the attitude of government toward the citizenry, that is, the workman, he describes the situation: as paying lip-service to ensuring the protection of workers and this explains why it finds it difficult to deal with infringement of statutory provisions (Adewumi, 2010). He blamed this class bias on the emerging global economic order in which the interests of international finance capital determines the fate or treatment meted out to workers. He goes on to say that, “Governments in developing/dependent countries such as Nigeria easily capitulate on the arm-twisting tactics of foreign investors who virtually insists on lowering labour standards (euphemistically referred to as labour market flexibility) as one of the pre-conditions for investing locally.

Adewumi draws compellingly on Blackett’s submission on the lack of will on

the part of governments of developing countries to protect their citizens – workers; as Blackett submitted as follows:

While in the post WWII period into the 1980s, policies linked to embedded liberalism ensured that industrialised countries could provide social welfare systems including labour regulatory mechanisms that offered protection to the worker-citizen, the case has not been the same for developing countries, the “privilege of cushioning the adverse domestic effects of market exposure” was never theirs. As Ruggie observes, “[t]he majority lack the resources, institutional capacity, international support and, in some instances, the political interest on the part of their ruling elites” (Blackett, 2007:5 cited in Adewumi, 2010).

In order to ensure the actualisation of Decent Work and due compliance to extent labour laws, Otobo that recommended the establishment of effective Labour Administration system. The recommendation becomes necessary against his observation which he expressed as follows:

It has however been observed that Ministries of Labour in Africa have been marginalised, currently, the level of resources, both budgetary and personnel allocated to Ministries of Labour are grossly inadequate when compared to that of other Ministries such as Finance, Health, National Planning Commission, etc.

He added:

... the Ministries of Labour in African countries will continue to remain on the periphery until additional resources are channeled their way. At the national and international levels, their capacity, credibility, and impact need to be strengthened to enable them play their role on equal footing with other Ministries on all social and economic programmes relating to Labour Administration (Otobo, 2005).

Apart from the issues involving lean resources, reports so far published by the Committee of Experts of the ILO on the ratification and implementation of ILO conventions have made startling revelations on various violations of ILO Conventions by African Member States of the Organisation in the following areas, as identified by Otobo (2005).

- (a) Some African countries operate obsolete Labour Laws, which are not in conformity with ratified ILO conventions.
- (b) Non-ratification of care ILO conventions, which would enhance and promote effective Labour Administration in African States.

- (c) The problem of freedom of association and protection of the right to organize including recognition of duly registered trade unions, which have suffered major set backs in many African countries due to constant interference by the Government and Employers of Labour in the organisation and administration of trade unions.

From the foregoing, it is instructive to note that the failure of African governments and in particular Nigeria government under focus, to put in place structures to address capacity, resources, political will and policy support issues has been responsible for weak and ineffective labour inspection system as well as Decent Work deficits ravaging the world of work.

The dire consequences of non-compliance to world-acclaimed standards and good practices include economic backwardness, under-development, mass unemployment, poverty, lack of job security and sustainable livelihood for the citizenry (Otobo, 2005).

2.4 Decent Work Agenda

The concept of decent work is a response to provision of desirable and productive work that provides an adequate and secure livelihood (Narayan et al, 2000). It has been argued that Decent Work Agenda provides a useful and flexible way of thinking about how to combine economic growth with social justice to ensure that development is sustainable and fair (Ergon, 2010).

The concept of decent work was developed by the International Labour Organisation (ILO) in 1999 to describe opportunities for men and women to obtain decent and productive work in conditions of freedom, equity, security and human dignity (ILO, 1999). It encompasses four key dimensions or 'pillars', which are considered to be interdependent: employment, rights at work, social protection and social dialogue. Emphasising the significance of the four pillars, Ergon (2010) argued that, it is necessary to strive for progress in all four areas, as failure to promote one pillar impedes progress in other areas.

This concept is based on "the understanding that work is a source of personal dignity, family stability, peace in the community, democracies that deliver for people and economic growth that expands opportunities for productive jobs and enterprise development" (ILO, 2005). Accordingly, within a relatively short time, this concept has led to an international consensus among governments and civil society

organisations that productive employment and decent work are key elements to achieving poverty reduction.

2.4.1 Decent Work Pillars

- i. **Employment:** Employment promotion is very central in decent work agenda. ILO seeks to enlarge the world of work, hence, its concern with unemployment and policies that could overcome unemployment and underemployment. Formal or informal sector. Factors such as working time and work intensity, wage levels, a safe working environment and, critically, whether we can develop skills and help people to change jobs, all contribute to the quality of work. Also, work under this strategic objective will centre on: skills and employability, youth employment, employment creation through enterprise development and employment-intensive investment approaches, labour market policies, productive employment for poverty reduction and development, and employment and globalization.
- ii. **The promotion of Rights at Work:** Workers have rights at work, the ILO constitution calls for the improvement of the "condition of labour" whether organized or not – be in the formal or informal sector.
- iii. **Social Protection:** Much work is insecure, either because it is irregular or temporary, because income varies, because it is physically risky or generates vulnerability to disease, or in other ways. Security is a powerful need, and it can be achieved in a variety of ways - through formal social insurance systems and also through investment in workplace safety; and through labour market institutions and policies which protect workers against fluctuations in employment. Legislation or collective agreements to deal with imbalances of the market or training systems which offer routes back into the labour market are other ways of ensuring more security.
- iv. **Social Dialogue and Tripartism:** The ways in which people's voices can be heard are a crucial aspect of decent work. For workers, the route to representation and dialogue is through trade union organisation, but just as today's unions are very different from those of the past, worker representation structures will have to continue to adapt. For the ILO, the



main issue is that the workers themselves are able to decide what sort of union they want and how it is run. The organisation of employers is equally important for the same reasons. There is no social dialogue without strong and representation social partners. Social dialogue is the mechanism by which we strive toward the other three dimensions of decent work. The institutional framework of decent work, the institutional framework within which these voices are heard is a key factor in determining whether common goals can be identified and agreements reached and these include the framework for collective bargaining or for local level decision-making or national level tripartite economic and social councils (ILO, 2002). In addition social dialogue and tripartism are invaluable participatory mechanisms for addressing a wide range of economic and social issues. Its main goal is to promote consensus building and democratic involvement among the main stakeholders in the world of work (A.U., 2004).

These four dimensions of decent work are also closely interconnected. Taken together they contribute to the realization of societal goals such as social integration, poverty eradication and personal fulfillment.

However, around the globe, the actual levels of deficits are worrisome. Sengenberger and Egger (2006) highlight them as (i) poverty; (ii) income inequality; (iii) unemployment; (iv) occupational injuries and illnesses; (v) blatant violation of trade union rights and of the physical integrity of trade unionists, and (vi) child labour.

On the issue of poverty, this according to Sengenberger et al (2006) "remained a daunting issue." Close to one quarter (24 percent) of the world's population is reported to be living on less than one dollar a day, down from 28.3 percent in 1987. The sharpest reduction is said to have been observed in East Asia, whereas the most dramatic increase is found in Eastern European and transition countries where the incidence of poverty passed from virtually nil in 1987 to over 5 percent in 1998. According to J. Rowntree foundation (2000, cited in Sengenberger 2006).

Poverty remains a major issue in high income countries. In the United States 14 percent of the population lived on income below the national poverty in 1994 ... Over the period, 1988-1993, 52 percent of the poor had been poor for at least 5 years (OECD). In the United Kingdom, in spite of healthy economic growth, poverty has risen in the 1990's. In 1983, 14 percent of households lacked three or

more necessities because they could not afford adequate them. That proportion had risen to over 24 percent in 1999. Some 9.5 million people cannot afford adequate housing conditions. Almost 7.5 million people are too poor to engage in common social activities considered necessary by the majority of the population. Over 10.5 million suffer from financial insecurity.

Also, on global income inequality, Sengenberger et al (2006) assert that: global income inequality has risen sharply, as the gap between average income in the richest countries and in the poorest countries doubled since 1960, to more than 30 times. Income inequality within countries has increased in some countries and eased in other. Additionally, UNDP (2005) reports that the gap between average incomes in poorer and richer countries is increasingly widening. For example, in 2004, average income per head in North America, Western Europe and Japan were put above \$US25,000 (twenty-five thousand U.S. Dollars) a year, whereas in 61 low-income countries and territories average incomes were \$US765 (Seven hundred and sixty-five U.S. Dollars) or less. In 1990, according to the same report, the average US citizen was 38 times richer than the average Tanzanian. Today, the average American is 61 times richer. Also, on the conservative assumption that the world's 500 richest people listed by Forbes Magazine have an income equivalent to no more than 5 per cent of their assets, their income exceeds that of the poorest 416 million people (UNDP, 2005:37). Unemployment in developing countries is on the increase. Commenting on youth unemployment, ILO, 2003 stated that in 2003, 18.6 million Africans aged 15-24 years had no jobs, a youth unemployment rate of 21 per cent twice as high as the overall African unemployment rate of 10.9 per cent and among the highest youth unemployment rates in the world (World Bank, 2004; UNICEF, 2003).

On the issue of occupational injuries and illnesses, the cost of both around the globe is heavy. In the United States, that cost is estimated at 3 per cent of GNP in 1992. In Korea, fatal occupational injuries affect 3 out of 100 workers annually. One third of the European working population suffers from back problems, 4 per cent have been exposed to physical violence at the workplace such as sexual harassment or physical assault, and 10 per cent suffer from depression, stress, and overwork. In the European Union, mental health problems linked to stress, burnout, and depression at the work place are estimated to cost between 3 to 4 per cent of GNP. Violence at work including sexual harassment, also overwork, is commonly denounced in Japan. In

Costa Rica, Egypt and Philippines, working time in manufacturing exceeds 50 hours per week (Sengenberger et al, 2006).

On the issue of rights at work, report equally confirms blatant violation of trade union rights and of the physical integrity of trade unionists the world over. The annual survey of the ICFTU records 113 assassination or death of trade unionists in 1999, 3,000 trade unionists defending workers' right arrested, 1,500 injured, beaten or tortured and 5,800 harassed in the course of legitimate trade union activities. The foregoing as enumerated by Sengenberger et al (2006) indicate that basic principles of freedom of association and the right to organize are routinely violated in a long list of countries.

It is well accepted that work created within the context of a national employment policy cannot be considered decent work unless at least basic rights at work are respected. It is argued that proper protection of the workers and the employers can result in healthy and more stable situations in which job creation would be sustainable and both the quantity and quality of jobs would be enhanced (A.U., 2004).

Among such rights, identified by ILO are fundamental human rights at work reflected in the ILO Declaration on Fundamental Principles and Rights at Work. The declaration fundamental principles are as follows:

- (a) freedom of association and effective recognition of the right to collective bargaining;
- (b) the elimination of all forms of forced or compulsory labour;
- (c) the effective abolition of child labour; and
- (d) the elimination of discrimination in respect of employment and occupation. Respect for fundamental principles and rights at work forms a universally recognised floor for the global economy and serves to create an enabling environment within each country for comprehensive developments (A.U., 2004; ILO, 2003).

Also, a decent work approach must include a certain number of other rights at work, which are to be implemented in more or less detail depending on the ILO conventions each country has ratified and its capacity to implement such. At a minimum, according to A.U. (2004) these concern the following: a safe and healthy working environment; decent working hours; compensation for one's work; a decent labour administration, including labour inspection, social security and the protection

of one's rights under the law.

To what extent member nations of the ILO implement or respect the foregoing leaves much to be desired. However, strong pointers the world over, and in particular, sub-Saharan Africa indicate that, for many workers, life at work still present serious deficits.

Acknowledging the significance of decent work Amartya (2001), states that the new ILO Director General (Joan Somavia) - the first from outside the industrialised world — has chosen to lead the organization in a concerted effort to achieve "decent work" for all women and men who seek it across the globe.

He, therefore, supports global positive attitude by rising to the challenges of decent work in the contemporary world. He asserted that the economically globalizing world, with all its opportunities as well as problems, calls for a similarly globalized understanding of the priority of "decent work" and of its manifold demands on economic, political and social arrangements (Amartya, 2001).

Agreeing with this ambitious international phenomenon, the African union during her 2005 summit in Addis Ababa, agreed that promoting decent work in Africa is, "not only a social challenge, but also an economic opportunity." In describing the goal of the agenda AU stated that, it is an employment-centered approach to poverty reduction is one which enables people to work out of poverty (AU, 2005:3).

Generally, many African women and men know what it means to work long, strenuous days, under an environment which gives low returns to their efforts and makes little investment in their potential. Enabling them to work their way out of poverty hence requires taking stock of the current situation, recognizing employment and work opportunities as the key element in people's struggle to craft decent livelihoods for their families and communities, acknowledging the impact of international influences and building an employment agenda promoting decent work opportunities in Africa (A.U. 2005).

Furthermore, the high-level segment of the United Nations' Economic and Social Council (ECOSOC) meeting in early July, 2005, adopted a wide-ranging Ministerial Declaration on full and productive employment and Decent Work, agreeing that it would help strengthen efforts by the UN and the multilateral system to create jobs, cut poverty and provide new hope for the world's 1.4 billion working poor during the next decade (ILO, 2005).

This declaration provides further support for the ILO's Decent Work Agenda and reinforces efforts to make decent work for all a global goal and a national reality. The declaration equally recognizes "the decent work agenda of the ILO as an important instrument to achieve the objectives of full and productive employment and decent work for all.

According to Global Progressive Forum (GPF), the decent work agenda, could in the medium to long run, inspire policies both in developed and developing countries, and could gradually shift global development and trade policies towards integrating a strong social dimension, as well as feeding into national policy agendas across the world. Global Progressive Forum observed that decent work is gradually finding its way into the global agenda because in the poorer parts of the world, decent work is essential for winning the global fight against poverty and meeting the UN Millennium Development Goals... the link between poverty reduction and employment principles and rights at work - must become a key component of what globalization should stand for and should help us to achieve (Global Progressive Forum-Decent Work Watch, 2006).

Also, it is observed by GPF (2006), that in richer countries, the decent work agenda has an equivalent potential of providing the elements of a political strategy of more and better jobs - ensuring that workers' rights cannot simply be played against each other, but that employment transfers are combined with social progress in destination countries.

Decent work reflects a number of priorities on the social, economic and political agenda of countries and the international system namely: Fair globalization: rather than driving people into the informal economy or creating massive migration, global expansion must find ways to deliver opportunities for decent work where people live; Poverty reduction: employment creation and poverty reduction are inextricably linked. Work is the way out of poverty, and, as the ILO's constitution states, "poverty anywhere is a threat to prosperity everywhere; Security: A community at work is a community at peace. This holds true at local, national, regional and global levels; Social inclusion: achieving equality of opportunity and overcoming discrimination of all types in employment are crucial to fully realizing people's capabilities. Dignity: Labour is not a commodity. Labour costs reflect human beings for when work is a source of dignity and family well-being, and Diversity: Policies must be tailored to the specific needs of a country-one size does not fit all (ILO,

2005).

2.4.2 Decent Work Agenda and Social Dialogue Issues

From the ILO perspective, tripartism and social dialogue are integral components of decent work and essential channels for achieving it. As stated by ILO Director General, “Cohesive tripartism is the ILO’s bedrock”. The main goal of social dialogue is to promote consensus, building and democratic involvement among the main stakeholders in key aspects relating to the world of work. Successful social dialogue structures and processes have the potential to resolve important economic and social issues, encourage good governance, advance social and industrial peace and stability and boost economic progress. One of the key rewards of social dialogue is mutually rewarding relationships between partners which in turn lead to decent working environments, job satisfaction, and good enterprise performance and, in general, generate beneficial outcomes and rewards for all (Herman, 2003).

The global economic crisis and its debilitating effect on the labour market as well as the effect of emerging issues such as globalisation and neoliberalism among other challenges call for a shift and new attitude in addressing labour market issues. Accordingly, it is believed that these challenges cannot be addressed by public authorities alone, or unilaterally. On the contrary, such challenges and the necessity to address them, call for proactive tripartite cooperation between governments and the social partners in pursuit of sustainable and negotiated solutions (Rychly, 2009).

Despite its proven worth social dialogue is far from being effectively utilized, particularly, in Nigeria. All indicators point at social dialogue being seen as a European or advanced economies phenomenon, rather than a process capable of addressing complex social and economic issues.

From the foregoing, it could be misleading to assume that social dialogue has added value only in times of economic crises (Fashoyin, 2004). Indeed, social dialogue is equally an important tool of governance in the context of prosperity (ILO, 1996). In times of economic growth, social dialogue and coordinated collective bargaining contribute to a fairer distribution of the wealth created between capital and labour (Mulvey, 2009). Social dialogue is an instrument of sound governance of change for at least three reasons: first, through information sharing, the quality of policy design and strategies for recovery can be improved; second, social dialogue is a way of building trust in and commitment to policies, easing the way for their rapid

and more effective implementation; and third, the process of social dialogue helps to resolve inevitable differences and avoid conflicts of interest which could delay implementation of policies and, ultimately, recovery. It helps to bring about the bargains needed to restore macroeconomic balance (Rodrik, 1999).

From the national perspective, social dialogue has become an all-important component of good governance in many countries. Tripartite social dialogue in economic and social policy meetings has a fundamental role to play in furthering democracy, social justice and a productive and competitive economy. The association of all three parties in the design and implementation of economic and social policies facilitates consensus building and balances demand and economic development, which leads to social cohesion. Tripartite dialogue also provides the best possible scenario for the effective and sustainable implementation of the policies concerned, and minimises the risk of industrial and social conflict (Sivananthiran et al, 2003).

Social dialogue according to Thamarajakshi (cited in Sivananthiran et al, 2003:1) can be bipartite, tripartite or “tripartite plus”. The tripartite process would typically involve employers and workers organisations together with government as an official party to the dialogue. It equally refers to labour relations in which the state, employers and workers are autonomous yet interdependent partners with common interests. The bipartite process would involve employer and worker organisations engaging in discussions with the possible indirect involvement of government. It involves a process of determination of a network of rules and regulations concerning terms and conditions of employment, etc., through consultation, negotiation, bargaining or other consensual processes (Thamarajakshi, 2003; Medupin, 2010).

Despite some encouraging progress recorded in many parts of the world, the weak institutional and human resource capacity of the tripartite partners, particularly in most parts of Africa and constitutes a major hindrance to the prevention and settlement of industrial disputes. Trade unions in Africa are still often perceived as a political threat by governments and excluded from social dialogue processes, rather than being looked upon as valuable partners (ILO, 2010)

Lack of effective voice or independent presentation of workers in a process of dialogue with employers, government or other stakeholders, still pose a great challenge to decent social dialogue practices in Nigeria (Barrientos, 2007: 1-2 cited in Adewumi, 2010:5). This social dialogue challenge among other three challenges identified by Barrientos (2007) are a confirmation of the decent work deficit, equally

identified by the ILO (2001) which are: absence of sufficient employment opportunities; inadequate social protection and denial of rights at work.

It could further be deduced that for as long as conditions of constructive social dialogue are frequently trampled upon, first by the government, who under normal circumstances has the full responsibility to protect the interest of the workman; second by the transnationals among others, social dialogue values, are still very far from realizable in this part of the world. For instance, Olanrewaju (2010) identified such conditions as including the following: The right of workers and employers to form and join organisations of their own choosing and do so without prior authorization, the free functioning of those organizations, the right to elect representatives in full freedom, the right of organisations to organize their internal administration, the right of organisations freely to organise their activities and to formulate their programmes and the right to bargain collectively.

Denials of workers the freedom to organise, to elect and run their administration, where allowed to organise at all is a very well documented phenomenon in Nigeria in particular. It is commonplace to find workers interested in joining the union, to indicate their intentions in writing. The reprisals that often follow such attempts are equally commonplace in most transnational industries in Nigeria.

Also, in many recognised government institutions, especially by tax-payers money, non-recognition of trade union, reckless withhold of check of dues of trade unions, flagrant suspension and expulsion of union leaders are as bad as what obtains in most transnational industries in Nigeria, which are usual common and perceived ready examples of bad labour relations practices in Nigeria.

Lack of protection for the poor workman has been blamed in literature mainly on the:

- i. weak independent workers' and employers' organisations with enough technical capacity and the access to relevant information to participate in social dialogue.
- ii. weak political will and commitment to engage in social dialogue on the part of all the parties.
- iii. lack of respect for the fundamental rights of freedom of association and collective bargaining; and inappropriate institutional support (Minet, 2005, Adewumi 2005,2010, Fajana,2010).

The views expressed above are in agreement with earlier views, and the fundamental link the totality of those views could be found in the perceived insensitivity of the state to perform her statutory roles which according to Minet (2005) are expressed as follows: ... for social dialogue to work, the state cannot be passive even if it is not a direct actor in the process. It is responsible for creating a stable political and civil climate which enables autonomous employers' and workers' organisations to operate freely, without fear of reprisal. Even when the dominant relationships are formally bipartite, the state has a role in providing essential support for the process through the establishment of the legal, institutional and other frameworks which enable the parties to engage effectively.

In literature, social dialogue violations are equally related to rights violations. For instance, ILO (2001:8) cited in Adewumi (2010:5) identified four fundamental challenges confirming prevalence of decent work deficits in Africa. Incidentally, denials of rights at work features prominently. How so?

2.4.3 Decent Work Agenda and Rights at Work Issues

Labour rights or workers' rights are a group of legal rights and claimed human rights having to do with labour relations between workers and their employers, usually obtained under labour and employment law. In general, these rights' debates have to do with negotiating workers' pay, benefits, and safe working conditions.

Since the inception of paid employment, workers have used sustained struggle using the platform provided by their organisations, namely, trade unions to secure for themselves a number of rights (Adewumi, 2010).

There are rights meant to protect them from extreme abuse and exploitation backed up the state (Adewumi, 2010). The guarantee of rights at work as argued by ILO (1999:7), "enables people to claim freely a fair share of the wealth they have helped to generate and to seek more and better work.

Since its establishment in 1919, the International Labour Organisation has been in the vanguard of creating promotional instruments to ensure that workers, individually and collectively, enjoy minimum rights or basic protection at work. these have come in the forms of conventions, and recommendations which member countries are expected to comply with.

Adewumi (2010) listed some of the international instruments meant to protect workers within the employment relationship to include: Convention 87 on freedom of

Association Protection of the Right to organise of 1948 convention 98 on the Right to organise and collective bargaining of 1949; Labour Inspection Convention 81 of 1947 and Maternity Protection Convention 103 of 1952. These various conventions according to Adewumi (2010), prescribes minimum standards which workers can lay claim to for protection and to ensure that work do not demean the workmen and women.

There are equally local laws operating in Nigeria, for instance, which confer certain rights on workers. They are:

The Trade Unions Acts CAP.T14, Trade Unions (International Affiliation Act CAP.T15, The Labour Act CAP.L1, The Trade Disputes (Essential Services) Act CAP.T9. The Wages Boards and Industrial Councils Act CAP 466 (LFN, 1990). All these variously recognise the right to organise, the right to collective bargaining as well as the right of unions to offer meaningful representation to the membership. Also, there are the Workmen Compensation Act CAP.470, LFN 1990 and the Factories Act CAP 126 (LFN, 1990) as which contains provisions seeking to protect workers from work-related hazards and diseases for injuries or disabilities suffered in the course of employment.

Section 40 of the 1999 constitution of the Federal Republic of Nigeria equally recognises the freedom of association by Nigerian citizens as well as the right to life. All these laws and their provisions represent the minimum for any employer of labour, however, many of these provisions, particularly those relating to freedom of association and the right to organise and collective bargaining as well as tripartite consultation, are breached with impunity by employers in Nigeria, with the banking and finance, telecommunication and hospitality sectors most guilty (Adewumi, 2010:8).

It is also argued that the right to organise is frequently circumvented in developing countries and where this happen, it diminishes the capacity of workers and unions to defend other rights (Hepple, 2003; Adewumi, 2010. Furthermore, the argument continues that the potential of rights at work can be realized only if old modes of thinking gives way or are totally abandoned; such as employee and contract of employment are abandoned for standardised contracts, often regulated by collective agreements with trade unions (Hepple, 2003).

Also, there is a clarion call on employers to adopt the principles of democracy and egalitarianism, with focus on the welfare and human rights of workers rather than

on market failure or success. Accordingly, Karl Ware has correctly observed that the law regulating work cannot be fitted into a single overarching paradigm (Klare, 2002). Finally, the need to reconstruct rights at work to safeguard the individual in the changing world of work cannot be over-emphasised (Hepple, 2003).

The reconstruction suggested above could only come through a concerted struggle or what Adewumi (2010) expressed as follows:

The collective strength of workers has always been helpful in their struggles with international finance capital. This is where the trade union advantage comes in. the collective platform of the union presents a good avenue for workers to press for and demand for other rights ...

2.5 Empirical Studies/Review

Obviously, there are very scanty studies on labour inspection and Decent Work Agenda that are Nigerian specific. Nonetheless, this section of the study concentrates on some works that relate significantly to this present study.

For instance, in their studies on sexual harassment at work, McCann, Haspels, Zaitum and Constance (2001) observes that "the world of work is indeed changing", often drastically." In enumerating some of the factors responsible, they reported that such changes are due to the move towards a global economy characterised by greater openness or liberalization of markets, free or greater mobility of financial capital and people, and rapid distribution of products, technology, information and consumption patterns.

In their reports, they found out that typical of the process of globalization is the increased flexibility, casualization and informalization of employment and an expression of precarious jobs. This work laid strong emphasis on the position of this study that, worldwide, regular full-time wage employment is giving way to a brand range of irregular forms of labour that are not covered by standard labour legislations, such as outsourcing, contract labour, homework, part-time work and self-employment. The rise of these jobs are assumed to be part of the business response to the changing market conditions and increased competition with a view to respond quickly to volatile demand and supply of capital. It was, therefore, advanced that these changes have generated major challenges and rekindled concerns about the unfavourable global employment situation around the globe.

In a related study, Idowu (2006) was of the view that globally, there has been

a decline in labour standards, which involve the compensation structure, health and safety, right to organise and the application of the collective bargaining machinery as well as security of skills and jobs. He argued that Nigeria is indeed guilty of such deficits as casual labour; a situation where there is no formal contract and the traditional employer obligations as documented in collective agreements, labour legislation or conditions of service; there is no benefit of a subordinate compensation structure; there is no union coverage or collective agreement and, therefore, not covered by trade disputes legislation; there is no access to redundancy or formal disengagement procedure and could be hired or fired even verbally and most times unable to enjoy social security or terminal benefits; the employment is often with third-party or contractor involvement; the employment is most at times without consideration to his/her skills, certification or aptitude; there is no potentials for upward mobility and with extremely poor remuneration and safety standards.

This study observed that globally, there has been an unprecedented increase and narrowing of consensus about the essence of decent work based on intensity of attachment to the profit motive driven by a ruthless managerialism involving no concern for standards (Idowu, 2006). In this neo-liberal capitalist view, the market and the private sectors are essential and are the drivers of development. Enterprise prosperity assumes unprecedented legitimacy as the basis of development. When there is enterprise prosperity, the gains are supposed to trickle down. Thus, there is growing tendency and aggressive advocacy aimed at rolling back the state to suit neo-liberal orthodoxy which cedes space to capital and the market. In this context, Idowu (2006) argued that labour standards become compromised and are dismissed as unimportant and dysfunctions that impede competitiveness and the dynamism required for the maximisation of accumulation of profit.

In summation, Idowu (2006) sees characteristics of the neo-liberal agenda as that involving ruthlessly anti-union and purely anti-decent labour practices, resulting in reduction in the living standards and the working conditions of workers, or what are known globally as a race to the bottom.

Comparing the foregoing situation to the Nigerian situation, Idowu (2006), observed that this negative development (neo-liberal agenda) for the workers can be seen in the corporate sector in Nigeria where there is rising prosperity for big enterprises and corresponding descent in compensation, staff levels and standards.

Agreeing with the prevalence of poor state of work today and the negative

global trend, Somavia, ILO Secretary-General (2006) observed that there is a growing feeling that the dignity of work has been devalued; that it is seen by prevailing economic thinking as simply a factor of production — a commodity -forgetting the individual, family, community and national significance of human work.

He argued that the absence of work, the quality of work, voice at work, continued gender discrimination and unacceptably high youth unemployment are all at the heart of politics around the world today. To him, those in public and private authority with the power to change things are increasingly criticized for not delivering the right solutions.

Little wonder, therefore, Standing (2004), presents Africa in his work as a nation of litany of woes, captured daily in the world's media, where many images compete for attention; new cities, bustling life and a new generation of statesmen and women, determined, confident and assertive, whereas the overall predominant perception is that of poverty and deprivation.

Standing, in his work argued that the worrying trend is that governments in Africa seem to be "slipping into a vicious circle of social dumping." He described a state where there has been a tendency for governments to lower state benefits, and labour standards (or make the more "flexible") as a means of trying to improve their country's "competitive" vis-à-vis their neighbours.

Meanwhile, Odanye (2004), found support in the foregoing views for his own argument that how work is carried out has a significant implication for what life turns out to be for the worker. Consequently, for work to be meaningful and relevant, governments have the responsibility to protect and regulate work. His argument include the fact that Nigeria being a principal signatory to ILO Conventions and Recommendations, ought to keep strictly to the provisions of the labour policy formulation and implementation. To him, this is the only true and sincere way work could be adequately protected and regulated. Okuwa (1988) equally reiterated that government has a strong role to play in regulating and protecting work. Both Odanye and Okuwa observed that contraventions of labour standards exist in Nigeria unabated because government is unconcerned about the well-being of the Nigerian workers.

Agreeing with the position above, Hammed (2007) explains that researches have revealed that Nigeria suffers a lack of jobs and poor working conditions and remuneration and thus have large informal economics. He argued that the existence of informal economics is related to the absence of requisite government policies and

institutions necessary for facilitating people's opportunities to conduct business and find employment and Decent Work in the formal economy. He linked good public governance with creating functional policies and institutions, which should be the onerous function of good governance, which he does not think exists in a substantially poverty stricken Nigeria. Good governance is seen in his work, too as a pre-condition to the realization of Decent Work, which according to him is lacking in Nigeria, thereby making it difficult to create jobs, engage in productive public expenditure and promote economic growth.

It is evident in all the positions or findings of the scholars, above that there is high prevalence of decent work deficits in Africa and in particular, Nigeria. This high prevalence has been vociferously blamed on poor governance and gross ineptitude by those in authority. From the various studies, too, it is obvious that the need for decent work in Nigeria cannot be over-emphasised. It is also noticed that the realisation of the laudable goals of decent work agenda could only be possible where the political will and the efficient institutional framework exists. Efficient labour inspection system upon which decent labour practices is contingent upon, even as acknowledged by ILO in global decent work agenda declaration, has been most ignored by scholars. This study will seek to examine the existing gap of the potency of the instrument of labour inspection services as a viable response initiative in the realising decent work objectives in the work place.

2.6 Theoretical Framework

A theory is a set of ideas that provides an explanation for something. A theory consists of a statement of functional relationships among variables representing explanation of recurring events or explanations of how and why things happen the way they do. For the purpose of explaining this study, the theory of neo-liberalism was adopted. The choice of this theory was deliberate. Apart from the contemporary nature of its principles, the author of neo-liberalism explains the changing patterns of work in modern times as being unsatisfactory and unsatisfying for employees.

2.6.1 Theory of Neo-liberalism

Neo-liberalism is a new paradigm for economic theory and policy-making. It is a late-twentieth-century philosophy, actually a continuance and redefinition of classical liberalism, influenced by the neoclassical theories of economics. It is the

ideology behind the most recent stage in the development of capitalist society and at the same time a revival of the economic theories of Adam Smith and his intellectual “heirs” in the nineteenth century (Amund & Dag, 2009:8).

The central principle of neoliberal policy is free markets and free trade. The prime global advocate is the international chamber of commerce in Paris, whose self-defined trade and commerce mandate is to break down barriers to international trade and investment so that all countries can benefit from improved living standards through increased trade and investment flows (<http://www.org/policy/trade>)

Neo-liberalism seeks to transfer part of the control of the economy from state to the private sector and to bring a more efficient government and to improve economic indicators for a nation. However, the definitive statement of the concrete policies advocated by neo-liberalism is often taken to have been made by John Williamson’s “Washington Consensus” – a list of policy proposals that appeared to have gained consensus approval among the Washington-based International Economic Organisation (Like the Monetary Fund (IMF) and World Bank. Williamson’s list included ten points: Fiscal policy discipline; redirection of public spending from subsidies (especially indiscriminate subsidies) toward broad-based provision of key pro-growth, pro-poor services like primary education, primary health care and infrastructure investment; tax reform – broadening the tax base and adopting moderate marginal tax rates; interest rates that are market determined and positive (but moderate) in real terms; competitive exchange rates; trade liberalization-liberalization of imports, with particular emphasis on elimination of quantitative restriction (licensing, etc.); any trade protection to be provided by law and relatively uniform tariffs; liberalization of inward foreign direct investment; deregulation – reduction in government’s regulation of everything that could diminish profits, including protecting the environment and safety on the job, privatization of state enterprises: sell state-owned enterprises, goods and services to private investors. This includes banks, key industries, railroads, toll highways, electricity, schools, hospitals and even fresh water, legal security for property rights. Garcia et al (2000) added other features:

- Eliminating the concept of “the public good” or “community” and replacing it with “individual responsibility.” Pressuring the poorest people in a society to find solutions to their lacks of health care,

education and social security all by themselves.

- The rule of the market. Liberating “free” enterprise or private enterprise from any bonds imposed by the government (the state) no matter how much social damage this causes. Greater openness to international trade and investment. Reduction in wages by de-unionizing workers and eliminating workers’ rights that had been won over many years of struggle. Elimination of price controls.

However, around the globe the image of neo-liberalism has been widely influenced by the protests against it. It is seen as an imposed ideology by powerful financial institutions like the International Monetary Fund (IMF), the World Bank and the Inter-American Development Bank (Garcia et al, 2000).

An important historical fact about the emergence of this ideology is that, neo-liberalism at work came in Chile (with thanks to University of Chicago economist Milton Freidman), after the CIA supported coup against the popularly elected ‘Allende’ regime in 1973. Other countries followed, with some of the worst effects in Mexico where wages declined from 40 to 50%, while cost of living rose by 80%. It was estimated that over 20,000 small and medium businesses failed and more than 1,000 state-owned enterprises were privatized in Mexico. This is one of the factors getting scholars to conclude that “Neo-liberalism means the neo-colonization of Latin-America.” (Garcia et al, 2000).

2.6.2 Critique of Neo-liberalism

Notable opponents to neo-liberalism in theory or practice include economists Joseph Stiglitz, Amartya Sen, and Robert Pollin, linguist Noam Chomsky, geographer David Harvey, and the anti-globalization movement in general. Critics of neo-liberalism and its inequality – enhancing policies argue that not only is neo-liberalism’s critique of socialism (as unfreedom) wrong, but neo-liberalism cannot deliver the liberty that is supposed to be one of its strong points (Brooks, 2007). Also, Wilkinson (2005) affirms high inequality is spurred by neo-liberal policies and produces profound political, social, economics, political, health, and environmental constraints and problems. The economists and policy analysts at the Canadian Centre for Policy Alternatives (CCPA) offer inequality – reducing social democratic policy alternatives to neo-liberal policies. In addition, a significant opposition to neo-liberalism has grown in Latin America, a region that has been seen only limited implementation of neo-liberal policies. Prominent Latin American opponents include

the Zapatista Army of National Liberation rebellion, and the governments of Venezuela, Bolivia and Cuba.

Furthermore, some critics view neo-liberalism as both an economic and political project aimed at reconfiguring class relations in societies. They alleged that many “core countries” middle class and “labour aristocracy” families have become constrained by the cascading costs created by the consumption of goods and services encouraged in the system, as a result many are losing allotments of time once used for personal development, recreations, family, community, and citizenship as a result of lower wages and inflation coupled with a decrease in the amount of opportunity for advanced formal education and/or training. Moreover, they claim workers have been so heavily disciplined by capital and the capitalist state are too traumatized and unable to politically moderate capitalist aggression (Pollin, 2003: 53). Harvey (2005) claims that neo-liberalism is a global capitalist class power restoration project. Neo-liberalism, he argues, is a theory of political – economic practices that dedicates the state to championing private property rights, free markets, and free trade, while deregulating business and privatizing collective assets. Lastly, Harvey (2000) in his argument claims that neo-liberalism has become hegemonic worldwide, sometimes by coercion. Neo-liberalism has had the support of large debt restructuring organizations such as the World Bank and the International Monetary Fund (IMF), which were encouraged to promote neo-liberalism in order to revitalize capital accumulation. Opponents of neo-liberalism argue that neo-liberalism is the implementation of global capitalism through government/military interventionism to protect the interests of multinational corporations. The fundamental predictions about the relevance of neo-liberalism theory to this study could be drawn from the view expressed by as follows: ... the idea that the market should be allowed to make major social and political decisions; the idea that the state should voluntarily reduce its role in the economy, or that corporations should be given total freedom, that trade unions should be curbed and citizens given much less rather than more social protection – such ideas were utterly foreign to the spirit of the time. Even if someone actually agreed with these ideas, he or she would have hesitated to take such a position in public and would have had a hard time funding an audience (George, 1999).

If decent work agenda, therefore, is about social protection, fair and productive work in conditions of freedom, equity, security and human dignity, access to employment, social dialogue and protection of rights, the principles behind neo-liberalism are geared against workers’ interests (Adewumi, 2010; Onyeonouru,2003, Henderson, 2000). The need for any nation state to protect the interests of the

citizenry cannot be over-emphasized. The state has the responsibility to take care of social security, develop infrastructure, render essential services, as well as expand education and health care. However, under this new dispensation, maintenance of such a state apparatus means a burden to debt which has become too expensive for the capitalists in the long run, consequently, shrinking the state apparatus has become necessary. The nation state is frantically seeking avenues to expand profit perspectives in her emphasis and a change in the economic role of the government. The view expressed above explains the spate of rightsizing, downsizing, lay-offs, premature retirement and retrenchment permeating all the sectoral spectrum of the economy. The situation in Nigeria is not different. Government's emphasis has been on profitability, efficient workforce, growth, efficiency and economic expansion at the expense of labour itself. Less emphasis on employees' welfare, social protection, the rights of the citizenry among others has results in endless crises in the labour scene; abject poverty among the workforce and incessant union-management disputes.

Nigeria today is faced with what some critics of the neo-liberalism agenda tagged 'the outstripping of the national states by the multinationals'. The Indians, Chinese and Lebanese companies are holding sway, having their firm grip on every sector of the economy, dictating their conditions to the government and violating all labour laws with impunity. The state gets completely dependent on them and this rages so much that the government has not got the power to defend the interests of the citizenry (Adewumi, 2010).

The conclusion that could be drawn from the application of this theory is that, for decent work agenda to take root in Nigeria, the state must be ready to protect the interests of the citizenry and de-emphasize all inequality-induced policies of neo-liberalism.

2.7 The Rational Model

In the review of models of policy analysis in administration, Dye (1981) identified various models for policy analysis, which include institutional process, incremental, group and the rational models among others. Each of these models provides a separate focus on administration of public policy. Although, some policies appear at first glance to lend themselves to explanation by one particular model, yet, most policies are a combination of rational planning, incrementalism, interest group activities and institutional influences among others.

Therefore, in providing a model for labour inspection as affects Decent Work agenda, the rational model which focuses on policies as predictors of efficient goal

achievement, becomes very appropriate. In this context, the rational model according to the author lays emphasis on the concept of efficiency, in this case, efficiency measured in relation to the functions of the labour inspectorate services.

Five key variables are associated with the rational model which policy makers in labour administration must be conversant with. These variables are:

1. Understanding public value preferences and their relative weights on labour policies.
2. Know all the policy alternatives available, nationally and internationally, particularly International Labour Organization's standards, conventions and recommendations.
3. Understanding all the consequences of each policy alternative.
4. Establishing the ratio of achieved to sacrificed public values for each policy alternatives with respect to decent labour practices through the labour inspectorate services.
5. Selecting the most efficient policy alternative (Dror, 1968).

However, there are many criticisms against this model. For instance, it is argued that there are no societal values that are usually agreed upon, but only the values of specific groups and individuals, many of which are conflicting. Also, these conflicting values cannot be compared or weighted; for example, it is impossible to compare or weigh the value of individual dignity against a tax increase. Further argument states that the environment of policy makers, particularly the power and influence system, renders it impossible for them to see or accurately weigh many societal values, particularly those values which have no active or powerful proponents. It is further argued that policy makers are not motivated to make decisions on the basis of societal goals, but instead, they try to maximise their own rewards namely, power, status, reflection, money etc.

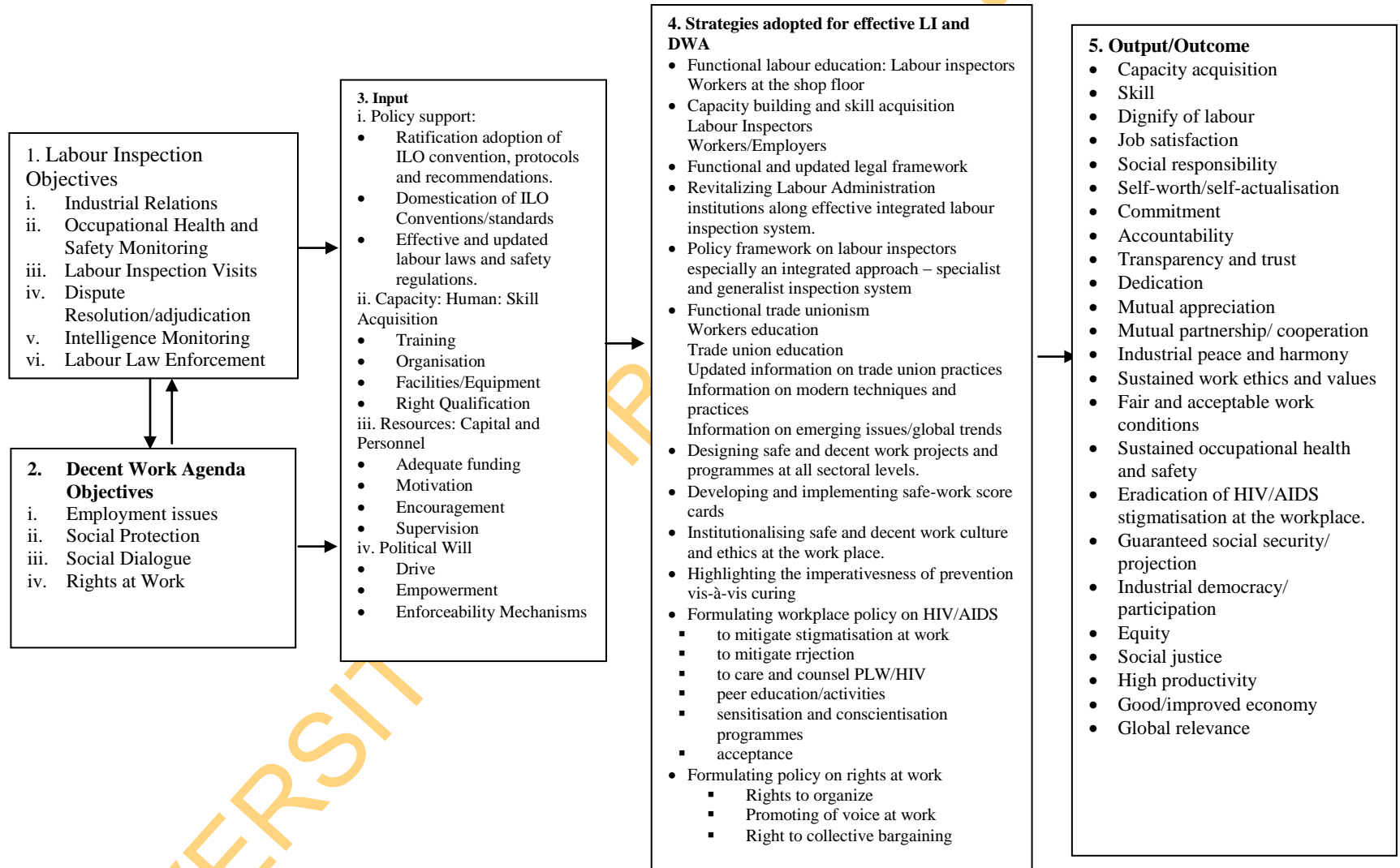
Equally, policy makers are not motivated to maximise net goal achievement, but merely to satisfy demands for progress; they do not search until they find "the one best way" but halt their search as soon as they find an alternative that "will work". It is also argued that policy makers, even with the most advanced computerized analytical techniques; do not have sufficient intelligence to calculate accurately cost benefit ratios when a large number of diverse political, social, economic and cultural values are at stake. Also, policy makers no doubt have their personal needs, inhibitions, and inadequacies which prevent them from performing in a highly rational manner. In conclusion, there is the argument, too, that uncertainty about the consequences of various labour policy alternatives usually compels labour policy makers to stick as

closely as possible to previous policies in order to reduce the likelihood of disturbing, unanticipated consequences. No wonder, therefore, the conclusion that “the segmentalized nature of policy making in large bureaucracies has made it difficult to co-ordinate decision making, so that the input of all the various specialists is brought to bear at the point of decisions” (Lindblom, 1959).

Obviously, there are many criticisms against the rational model, yet, the model remains important for analytical purposes, as it helps to identify barriers to rationality and assists in posing the question: why is policy making not a more rational process?

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A conceptual modified model on labour inspection variables as correlates of decent work agenda in extractive and manufacturing industries in Lagos and Ogun States, Nigeria.



Source: Adapted from Aromolaran (2010)

Model Explained

The objectives of both the independent and dependent variables are stated in the first segment (Boxes 1 & 2). It can be inferred, as reflected in the two boxes that the objectives of both labour inspection and decent work agenda are to promote a sustained decent work practices in the workplace.

As implied in the model, the independent variables are further sub-divided into six variables as follows:


- industrial relations
- occupational health and safety monitoring
- labour inspection visit
- dispute resolution/adjudication
- intelligence monitoring
- labour law enforcement and interpretation

The dependent variables are sub-divided as follows:

- employment issues
- social protection
- social dialogue
- rights at work

Input

Segment/Box 2 contains the predictors necessary to achieve the objectives contained in Boxes 1 & 2. The predictors are those expectations from the government as well as other labour stakeholders. These include: policy support, in terms of ratification, proper adoption of ILO Conventions, protocols, and recommendations, proper domestication of such international documents into a viable and customised national labour laws.

- 
- Capacity: in terms of human development through training and re-training, right qualification acquisition and skill upgrading.
 - Resources: in terms of capital (funding) and personnel, motivation, encouragement and supervision.
 - Political will: in terms of drive, empowerment and enforceability.

Process:

This is reflected in Box 4. This relates to the administration and policy implementation structures considered necessary for the achievement of the objectives

of both labour inspection and decent work agenda. This is a very significant aspect as it sets out the mechanisms about how the stated policy thrust is to be enforced and achieved.

Outcome

As contained in Box 5. This segment shows the ultimate expectations or the impact of the input on individual stakeholders, (employees, employers, the union and the governments). The elements in the five boxes can further strengthen the resolve to critically assess the relationship between labour inspection variables and decent work agenda variables as affect the work environment.

2.8 Appraisal of Literature

In this chapter, various concepts and issues that are of relevance to this study were carefully reviewed and it is very important to appraise the issues and concepts. The chapter in its introductory part examined one theory that is considered relevant to changing patterns of work. This theory highlighted the premises and justifications for decent work in workplaces and the need for interventionist policy to end exploitation and work related deficits in their ramifications. The limitations, and criticisms for the theory were also looked at in order to establish its strengths and weaknesses. Besides, a relevant model for the study was looked at.

The second aspect of this chapter focused on the review of literature on the Nature of Work, Issues of Decent work/Safework, in Nigeria, Labour Inspection Services in Nigeria and an overview of Good Practices of the Labour Inspection System in selected countries, employment, social dialogue, social protection and rights at work issues The analysis of empirical studies and the appraisal of the variables in the study form the concluding part of this chapter.

As observed, all the variables so reviewed in this study were considered vital for the achievement of decent work in all work organizations in Nigeria, through efficient labour inspection system.

2.9 Hypotheses

The following null hypotheses were generated after the review of the literature and related objectives of the study, serving as an anchor for the study.

Ho1: There will be no significant mediatory role of governmental factors (political will, resources, policy, support, and capacity) between labour inspection and decent work agenda.

Ho2: There will be no significant difference between extractive and manufacturing industries on decent work agenda.

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CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Research Design

This study adopted the survey research design of ex-post facto and cross-sectional types. The ex-post facto research design is described as a systematic empirical enquiry in which the researcher does not have direct control over the independent variables since their manifestations have already occurred or rather because they are inherently not manipulated. Therefore, inferences about the relationships among the variables are made without direct intervention (Kerlinger, 1973). However, cross-sectional research design was also used because the researcher intended to obtain the respondents report of their internal state at the same time as their report of their past behaviour related to those internal state (Lindell & Whitney, 2001)

3.2 Population of the Study

The population for the study consisted of all cadres of employees in the eight (8) selected organisations in the manufacturing and extractive sectors used for the study, namely Cappa & D'Alberto, Ok Foods, Ponti Italware, Nansen Shoes, Ratcon Construction, Avons Crownscap, Industrial Minerals Product and Midland Galvanising. The population was 2,060.

3.3 Sample and Sampling Techniques

In order to have representative sample elements for the study, a multi-stage sampling technique was adopted comprising the stratified and purposive for the industries as well as proportionate for the sample size. This was done in the following stages.

Stage I: The purposive sampling technique was adopted in selecting eight organisations: four extractive (construction and quarries) and four manufacturing representing two each from the two states (i.e., Lagos and Ogun states).

Stage II: Stratified sampling technique was used in dividing the employees' population in each organisation into the three existing strata namely: senior, middle-level and junior staff.

Stage III: The proportional simple random sampling technique was used in selecting about 50 percent of the population of one thousand and thirty three (1,033) sample who were used as participants in the study.

Table 3.1: Population and Sample Size selected for the study

Organisation	Senior Staff		Middle Level		Junior Staff		Total Population	Total Sample
	Population	Sample Size	Population	Sample Size	Population	Sample Size		
CAPPA & D'ALBERTO 1	52	31	72	57	263	144	357	232
OK FOODS 2	46	25	60	39	178	100	284	164
PONTI ITALWARE 3	35	18	84	55	201	107	320	180
NANSEN SHOES 4	7	5	18	17	98	73	123	95
RATCON CONSTRUCTION 5	40	29	72	48	108	61	220	138
AVONS CROWNSCAP 6	7	4	23	14	90	52	120	80
INDUSTRUAL MINERALS PRODUCT 7	10	6	31	22	130	67	171	95
MIDLAND GALVANISING 8	5	4	12	8	63	37	80	49
TOTAL = 8							1,675	1,033

Therefore, out of the total population of two thousand and sixty available (2,060) workforce in the selected organisations, a proportional representation of one thousand and thirty-three (1,033) participants was selected as sample representing about 50 percent of the total population.

3.4 Instrumentation

Two sets of structured questionnaires tagged Labour Inspection Questionnaire and Decent Work Agenda Scale were used for this study. These were complemented by In-depth Interview (IDI)

- (i) Labour Inspection Questionnaire: It is a self-developed scale with 65 items. A typical item on the scale reads thus: "Engaging workers on a

permanent basis is a common practice in my work organisation.” The scale is formatted on four-point rating scale of Strongly Agree (4), Agree (3), Disagree (2) and Strongly Disagree (1). This scale was pilot-tested and it yielded a Cronbach alpha coefficient of 0.75.

- (ii) Decent Work Agenda Scale: It is a self-developed scale with 49 items. A typical item on the scale reads “Decent Work Agenda is a foreign idea”. The scale is formatted on four point rating scale of Strongly Agree (4), Agree (3), Disagree (2) and Strongly Disagree (1). The instrument has the alpha reliability co-efficient of 0.82.
- (iii) In-depth Interview (IDI) was also used to elicit information from labour officer, union leaders (workers’ representatives), and management staff. This was done to elicit information on very sensitive labour issues as affect their work.

3.5 Administration of Instruments

Copies of the questionnaires were administered personally by the researcher with the help of two experienced research assistants. The major criteria employed in hiring them included experience and familiarity with the environment that is, the field of study.

3.6 Validity of the Instruments

Copies of the two instruments were submitted to experts in measurement and evaluation from the Departments of Adult Education, Guidance and Counseling, Psychology, Educational Management as well as In-depth Interview to ascertain the face and inter-rater validity of the instrument. The items in the scale found to be inadequate in measuring the variables concerned were expunged based on the advice of the experts. Subsequently, the corrected copies were given to the supervisor for his perusal and final approval.

3.7 Reliability of the Instrument

A pilot study was carried out on the two scales using test-retest method within 2 weeks interval. Pearson Product Moment Correlation was applied and a reliability coefficient of 0.75 for Labour Inspection Assessment Scale. Similarly, for Decent Work Agenda Scale, the reliability co-efficient is 0.82.

3.8 Method of Data Analysis

The Descriptive survey research design of the ex post facto type was adopted. The hypotheses and research questions for the study were tested with the use of multiple regression analysis, t-Test and Pearson Product Moment correlation. Specifically, in addressing the research questions, multiple regression analysis was used because the researcher intended to determine the extent to which the exogenous variables jointly and relatively predict labor inspection. Pearson Product Moment Correlation was also employed in answering some of the research questions and it was used in order to determine the strength and nature of the relationship subsisting between decent work agenda components and labor inspection as well as that between labour inspection system and labour inspection, while t-test was used to disaggregate between extractive and manufacturing industries. In-depth interview were content analyzed.

CHAPTER FOUR

RESULTS AND DISCUSSION OF FINDINGS

4.0 Introduction

This chapter deals with the analysis of data collected on the subjects of the study, in line with the statistical methods indicated in the previous chapter. The chapter comprises analysis of demographic information as well as the statistical results and discussions with respect to the hypothesis used in the study.

4.1 Analysis of Demographic Characteristics of the Respondents

The demographic characteristics considered in the study were age, sex, marital status, cadre, educational qualification and length of service, as shown below.

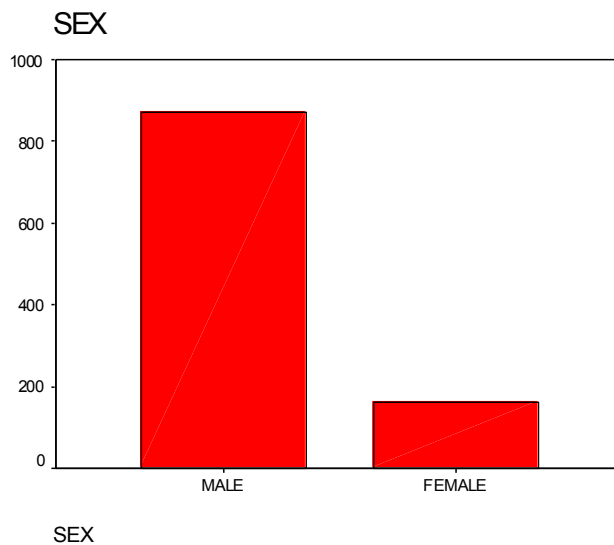


Fig. 4.1: Bar Chart Showing the Respondents' Sex

Of the total respondents as shown in the Figure 4.1 above and the bar chart, 871(84.3 percent) was constituted by male employees as opposed to the female respondents of 162, representing only 15.7 percent of the sample size. The statistics above in apparently supports the assumption in literature the general existence of gender imbalance at all levels of workforce in sub-Saharan Africa as earlier enunciated in the background to this study. Genuinely, however, the fact is that in many work organisations, condition of employment, rules, bureaucratic structures and work values or demand tend to alienate female workers, while male workers are more favoured. Furthermore, the figures above justify the general assumption that people in this part of the world lack equal access to employment opportunities, recruitment,

selection and other employment practices, even in situation where both sexes present themselves for recruitment.

However, the above data expectedly captures what is obtainable in the construction and quarry industries. These industries are typically physical in nature, which are meant for only men. The statistics above, therefore, shows that the respondents in the extractive industry were more than those in the manufacturing. This result, therefore, reflects the positive attitude of male respondents above their female counterparts in the two industries – extractive and manufacturing.

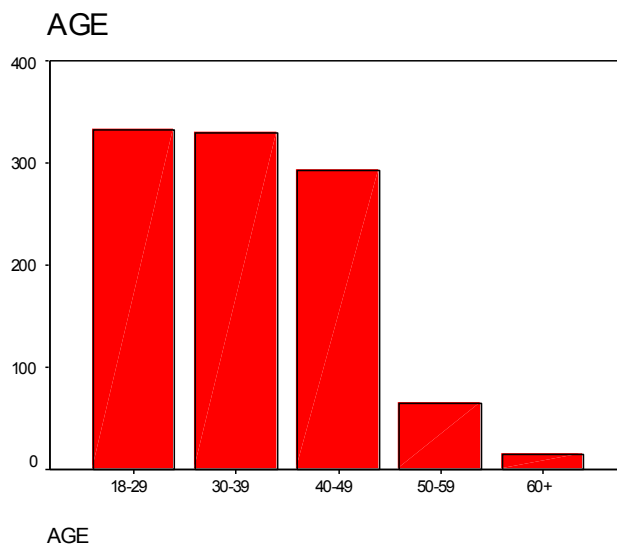


Fig. 4.2: Bar Chart Showing Respondents' Age

In Figure 4.2, 333(32.2 percent) of the respondents are of age range of 18-29 years which is also illustrated in the bar chart; 329, representing 31.8 percent are of age range of 30-39 years. Also, 292 (28.4 percent) are of age range of 40-49, and 64 representing 6.2 percent are of age range of 50-59 years, while those of 60 years and above are 14 representing 1.4 percent. From the above statistics, the largest proportion of the employees falls within the age brackets of 18 and 49 years. This implies that the manpower system in the selected industries favours relatively young persons. The reason for this is not far-fetched. Old men beyond the age of fifty cannot cope with the physical nature of the extractive industry in particular. The nature of the extractive and manufacturing industries these days, particularly, the modern equipment requires very energetic and vibrant youths to operate. In some of the industries visited, workers man heavy-duty machines for seven to eight hours unstopped. Some drillers work in the hot sun for hours unstopped. Physically tasking works like that, require people of young age to handle.

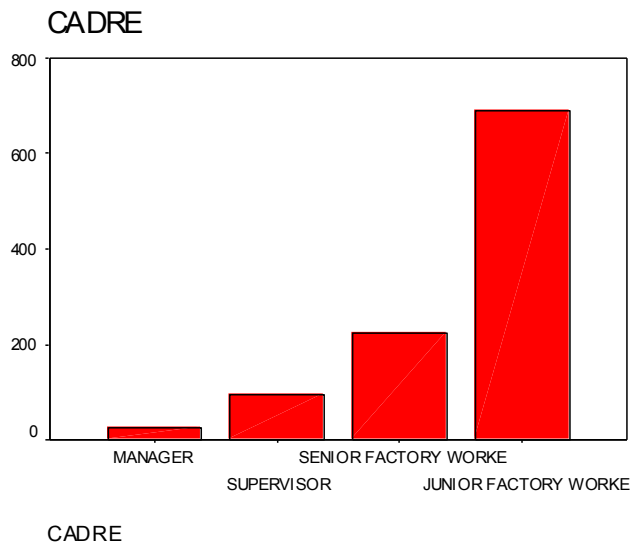
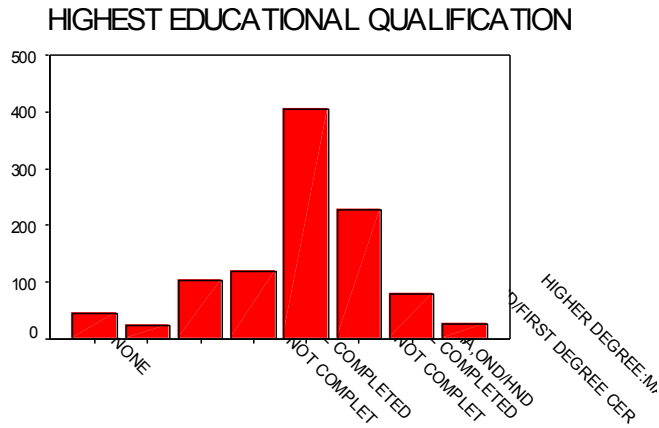


Fig. 4.3: Bar Chart showing Respondents' Cadre

The above Figure 4.3 and bar chart show that only 26 representing 2.5 percent managers responded whereas 93 (9.0 percent) supervisors were sampled. On the other hand, 223 (21.6 percent) respondents were senior factory workers while junior factory workers cadre recorded the highest figure of 691 representing 66.9 percent of the entire sample size. The reason for this is not far-fetched. The response from cadre structure is a reflection of the typical psychological nature of an average factory worker. Majority of senior cadre (managers, senior staff and supervisors) fall under management projection, who for fear of losing their jobs would ordinarily avoid volunteering information. Most of them remain reluctantly loyal to their pay master. However, the junior staff remains the most vibrant and energetic. They constitute the operational engine room of the work organisations. They organise and run the in-house unions (where unions exist) and they remain vibrant agitators and 'fighters' where union is yet to exist. They volunteer information freely without much fear. The above table and bar chart, therefore, reveals the dynamic nature of the junior staff, who also constitute the most vulnerable cadre in the rungs of the organisational structure. This, therefore, aptly reflects a positive function of the sampling technique adopted in this study.



HIGHEST EDUCATIONAL QUALIFICATION

Fig. 4.4: Bar Chart Showing Respondents' Educational Qualification

In Figure 4.4 and the bar chart above, 46 (4.5 percent) of the respondents did not go to school, 25 (2.4 percent) did not complete the primary school education, whereas, 103 representing 10.0 percent completed the primary school education. Also, 119 (11.5 percent) did not complete secondary school education, as 406 representing 39.3 percent completed secondary school education. While 227, representing 22.0 percent had the Diploma, OND or HND certificates. 80 (7.7 percent) had the first degree certificate while 27 (2.6 percent) had higher degree certificates respectively. The above bar chart indicates that a significant number of the respondents are appreciably enlightened to know the meaning and importance of labour inspection and decent work practices in a work organisation. Apart from that, the appreciable level of educational backgrounds also implies that quite a number of the workers know what is involved in working in a safe work environment, in a free, independent and democratic work organisation, where their capacity to participate in decision-making processes is strengthened and where their interests are well promoted and secured.

NUMBERS OF YEARS IN SERVICE

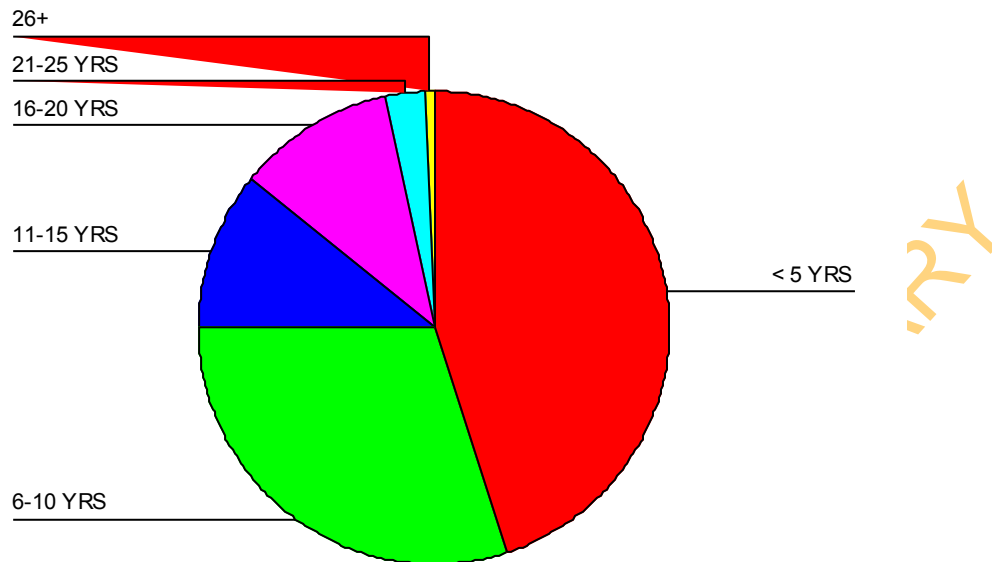


Fig. 4.5: Pie Chart showing Respondents' Number of Years in Service

Figure 4.5 shows that 466(45.1 percent) of the respondents had less than 5 years working experience. The implication of this figure is that the vast majority constitute the most vulnerable group, who are mostly casual workers, irrespective of their educational background. Also, 309, representing 29.9 percent respondents had 6-10 years. 111(10.7 percent) respondents had 11-15 years, while 114 (11.0 percent) had 16-20 years working experience. 27 (2.6 percent) respondents had 21-25 years working experience, while only 6 representing 0.6 percent had 26 and more years of working experience. Also the figures indicate that some work organisations prefer to keep large and mostly inexperienced workforce in order to maximise profit, to retaining large and experienced work force with lengthy years of service. The implication is that, the higher the length of service, the more the financial implications in terms of wages, remunerations, gratuity and pensions, where applicable. They, therefore, prefer to maintain and keep a very lean workforce of long years of service as a result of economic considerations. Also this result reflects the seasonal nature of the construction industry in particular. The construction industry's peak working period is during the dry season. Incidentally, this study was conducted during the raining season.

MARITAL STATUS

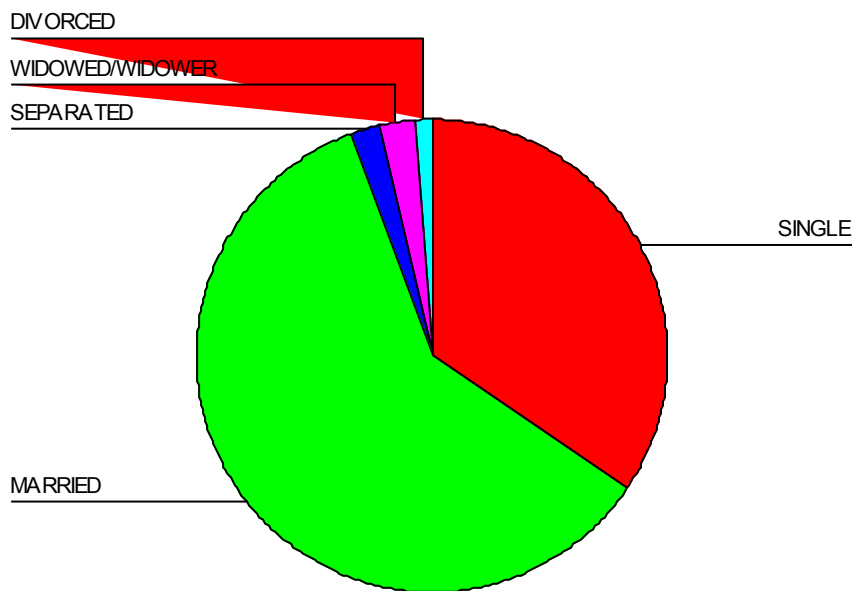


Fig. 4.6: Pie Chart showing Respondents' Marital Status

Figure 4.6 and the pie chart above indicate that quite a number of the respondents were youths 357 of them representing 34.6 percent. Since job is very central to family sustainability, it is not surprising that the highest number of respondents 619 representing 59.9 percent were married. Whereas, 20(1.9 percent) were separated, the widows and the widowers constituted 25 (2.4 percent) respondents while the divorced were only 12 (1.2 percent) respectively. It is noteworthy from the foregoing that almost all the respondents in this study were matured and knowledgeable enough to express objective views about how they feel about the condition of their work environment and the impact of government's intervention in guaranteeing an enabling work environment.

4.2 Results and Discussion of Major Findings

Pearson Product Moment Correlation showing the relationship between decent work agenda and labor inspection.

Research Question 1: What is the joint impact of labour inspection variables (i.e., intelligence monitoring, industrial relations, labour law enforcement/interpretation, labour inspection visit, safety monitoring and dispute resolution/adjudication) on decent work agenda in the selected industries?

Table 4.1: Multiple Regression Analysis Showing the Joint Impact of the Labour Inspection Components on Decent Work Agenda in the selected industries

Source	SS	Df	MS	F	P	R	R ²
Regression	63045.38	5	15761.35				
Residual	109455.30	1028	106.47	148.03	<.05	0.61	0.36
Total	172500.70	1032					

N = 1,060

Source: Computed from field data @2010

From Table 4.1 above, it was shown that the exogenous variables (i.e., Industrial Relations, Safety Monitoring, labour inspection visits, Law Enforcement & Interpretation, Dispute Resolution & Adjudication, and Intelligence Monitoring) had positive significant joint impact on decent work $F(5,1032) = 148.03$; $R^2 = 0.36$; $P < .05$). The predictor variables jointly accounted for 36% variance in decent work agenda. However, the remaining 64% could be due to error or extraneous variables. Therefore, it can be said that the predictor variables significant joint impact on decent work did not occur as a result of chance or error. It was also shown in the table that the predictor variables were highly and jointly related to decent work having had coefficient of relationship value of 0.61.

This result is in line with the consensus of opinion that labour inspection factors are the drivers of decent work. Indeed, we can see that over 817 respondents (79.1%) agreed that labour inspection is the best government intervention to enforce compliance with all spectrums of employment issues, whereas only 216 (20.9%) disagreed. Also, the data revealed that strong labour inspection instruments such as industrial relations, labour inspection visit positively affect the practice of decent work in the workplace. After all, a constant labour visit by Labour Inspectors

discouraged bad labour practices. No wonder, therefore, 961(93.0%) respondents agreed that labour inspection should be carried out on sustained basis (quite often), while only 73(7.0%) respondents disagreed. In fact, the combination of the labour inspection systems (integrated labour inspection system) is the right panacea for decent work practices.

In a nutshell, the fact deducible from the data collected revealed that without effective labour inspection instruments. Moreover, the fact that any of the labour inspection instruments can be rendered ineffective as a result of breaches in labour laws by management or inability of labour officers to carry out effective labour inspection is a pointer to the fact that all the labour inspection systems must work effectively for decent work to be accomplished.

The condition for decent work has been explicitly spelt out by ILO and other relevant institutions and it is on this basis that when labour laws are respected and other labour related conditions are fulfilled by stakeholders, this will not only improve humanity but will also ensure that basic human necessities in life are met. But such achievement according to this study, is predicated on excellent labour inspection performance.

According to ILO core labour standards, the creation of more productive employment, particularly through coherent and employment-friendly strategies for economic growth and development could be achieved through effective labour inspection system.

This finding also gained support in the submission by Nyambari, 2005, which asserts that "...labour inspectorates are expected to contribute to workers' physical and legal job security and their well-being and that of their families. Also, Casale (2009:18) asserted that, such views expressed by Nyambari above could be best delivered through:

... investigating complaints by employees and their working conditions or working hours, monitoring or investigating compliance with labour legislation or enforcement of policy, intervention when one or more violations are detected during an inspection or investigation ..."

Research Question 2: What is the relative impact of each of the independent variables (Industrial Relations, Safety Monitoring, labour inspection visits, Law Enforcement/Interpretation, Dispute Resolution & Adjudication, and Intelligence Monitoring) on decent work agenda in the selected industries?

Table 4.2: Multiple Regression Analysis Showing the Relative Impact of the Labour Inspection Components on Decent Work in the Selected Industries.

Variables	B	SD Error	β	t	P	Rank
Industrial Relations	0.28	0.04	0.21	7.11	<.05	4 th
Safety Monitoring	0.53	0.06	0.26	8.40	<.05	3 rd
Labor inspection visit	0.65	0.05	0.42	13.63	<.05	1 st
Labor Law Enforcement/Interp	0.48	0.04	0.40	12.77	<.05	2 nd
Dispute Resolution/Adjudication	0.21	0.08	0.19	5.21	<.05	5 th
Intelligence Monitoring	0.18	0.11	0.15	3.59	<.05	6 th

Source: Computed from field data @2010

The result in Table 4.2 shows that industrial relations ($\beta = 0.21$; $t = 7.11$; $P < .05$); safety monitoring ($\beta = 0.26$; $t = 8.40$; $P < .05$); labour inspection visit ($\beta = 0.42$; $t = 13.63$; $P < .05$); labour law enforcement/interpretation ($\beta = 0.40$; $t = 12.77$; $P < .05$); dispute resolution/adjudication ($\beta = 0.19$; $t = 5.21$; $P < .05$); and intelligence monitoring showed significant relative effective on decent work agenda in the selected industries. This result implies therefore that employees who have high positive perception of industrial relations, safety monitoring, labour inspection visit, dispute resolution/adjudication, and intelligence monitoring tend to rate decent work agenda higher in their industries than those who have low positive perception of industrial relations, safety monitoring, labour inspection visit, dispute resolution and adjudication. In addition, labour inspection visits contributed most to the explained variation of decent work agenda than other predictor variables, and was followed by labour law enforcement/interpretation, industrial relations and intelligence monitoring, respectively. The predictive strength of labour inspection visit was also highlighted through the descriptive statistics. For instance, majority of the respondents 793(76.8%) agreed that they have at one time or the other seen labour inspectors pay labour inspection visit to their work organisation. 240 representing 23.2% disagreed.

Indeed, majority of the respondents have had one disagreement or the other with their managements, which according to them have resulted in Labour Inspector's intervention. This reflected positively on respondents' response to the question whether workers benefit from labour intervention. While 778 agreed representing 75.3%, only 255 representing 24.7% disagreed.

On the issue of safety monitoring: 793 (76.8%) agreed that frequent safety monitoring would reduce industrial accidents in the workplace. Whereas, 240 (23.2%) disagreed. Majority of the workers, 896 (86.7%) did not understand the distinction between industrial relations and intelligence monitoring. Only 137(13.3%) did.

From the results above, it was revealed that each of the labour inspection instruments has the potential to influence decent work. However, labour inspection visit was shown to be the predictor with the strongest strength to affect decent work practices. This result is in congruence with labour inspection practices all over the world. The reason for this is that when labour inspection visit takes place, the visiting labour inspectors are able to determine whether other labour inspection instruments have been observed especially those relating to safety/health. Therefore, the presence of labour inspection visit compels management of organizations to ensure that other labour inspection instruments are complied with strictly. For instance, ILO impressed it on its members that labour polices must ensure that appropriate labour inspection is carried out in order to ensure effective and efficient labour practice (ILO, 2006). Therefore, the presence of effective labour inspection visit might perhaps be enough to ensure that decent work agenda as stipulated by ILO becomes the watchword in labour practice in Nigeria.

In terms of potency, it was found in this study that labour law enforcement/ interpretation was the next predictor variable with strong strength in the prediction of decent work practice. Studies have shown that issues relating to labour law enforcement are very important for effective labour practice. When labour laws are not enforced and appropriately interpreted for management, labour union executives and employees, enforcing labour laws becomes difficult. When labour laws are enforced, it goes a long way in mitigating flagrant violations of workers rights. ILO continues to stress the importance of enforcing labour laws in order to bridge the gap between the rich and the poor in most developing countries. The reason for ILO concern has to do with the fact that when labour laws are enforced, poverty can be reduced because work plays significant role in poverty reduction. But this can only

happen when labour laws are entrenched and management of organizations is punished each time labour laws are not adhered to. Therefore, the result on the effect of labour law enforcement/interpretation on decent work agenda aligns with realities of today's work or labour practice.

Safety monitoring was the next predictor variable shown to have significant effect on decent work agenda. Safety issue is imperative for effective labour practice. When workers' safety is taken into consideration during work period and after work, aside the fact that it contributes substantially to productivity (McShane & Von Glinow, 2000; Robins, 2005), safety/health issue also defines the nature of relationship between management and employees (Robins, 2005). When there is safety at work which transcends the physical security but also includes job security perceived by employees, this tends to create conducive work environment devoid of rancours, acrimony and dissatisfaction. Such condition will promote decent work and allow work to be a salient factor in promoting healthy living. A work environment that is safe is an epitome of development because development cannot take place in the absence of safety. Moreover, neglect of safety issues has been reported to increase compensation claims and the rate at which workers take their employers to court where exorbitant money is spent on compensation. Therefore, as ILO has rightly observed, the work environment where people are expected to work and contribute to development must be safe and this is of course part of ILO's idea of work that must be fulfilled by member nations, especially the developing countries where poverty is on the increase as a result of unwholesome labour practice.

Industrial relations were shown to be a significant predictor of decent work. Though industrial relations define the relationship between management and labour union but when industrial relations matters do not favour the management nor the union and its members, decent work agenda is seriously endangered. ILO expects that peaceful co-existence between management and employees at work to promote decent work. However, in Nigeria, the frosty relationship between management and labour union members casts serious doubt on the possibility of attaining decent work. The reason is that employers and labour unions do not see eye to eye even when it involves government which should be the arbiter in such cases involving dispute resolution. Currently, nationwide, medical personnels are not working because according to them, government has failed to live up to its promises to provide

conducive environment for work. In such situation, fostering decent work becomes illusive. In support of this result, previous studies have found that industrial relations constitute a major factor in organizational performance in unionized organizations and provide the foundation for effective management-union relations. This is especially true in organizations where unions are allowed to operate without undue interference from management. These days, management also wants to influence workers from not registering as union members. In fact, in some work organizations in Nigeria, incentives are given to employees for not becoming members of the labour union. This situation creates suspicions and lays a basis for cat and mouse sort of relationship between management and labour unions and also works at cross-purposes with the decent work practices. Therefore, the presence of healthy industrial relations can foster unity, ensure effective labour practice and promote decent work.

Dispute resolution/adjudication and intelligence monitoring respectively were the last predictors of decent work. While dispute matters are essential consideration for decent work, they are usually within the confines of the labour union and management and in as much as labour union does not report any hanky-panky, it remains a no go area for labour inspectorate officers. This might even account for why dispute resolution/adjudication was one of the weakest predictors of decent work. However, there must be effective dispute resolution/adjudication mechanism in place to resolve industrial disputes and the use of the alternative dispute resolution after exploring all industrial dispute resolution mechanisms within the organization has been vigorously pursued. Though the alternative industrial dispute resolution was not contained in the decent work agenda, but employing this mechanism can act as a veritable means for achieving decent work practices. Intelligence monitoring though, important but may come as the last resort. Intelligence monitoring although was a significant predictor of decent work but its contribution was small relative to those of other predictors. However, intelligence monitoring might be effective when other labour inspection instruments fail to give the desired effect. Other wise it might be share waste of resources to deploy labour inspectorate officers to do intelligence monitoring.

To corroborate the above findings, the submissions of two key labour officers in Ogun State Ministry of Labour were as follows:

Labour Officer I

Labour inspection visit is the core statutory function of a labour inspector. What labour inspection does to ask the employer how work is done in his industry, and to ask the employee, either directly or through the union; acting as workers' megaphone, how they are being treated by the management. Where dispute arises from such relationships, labour officer now employs the necessary option to address such a situation. It is my duty as an officer to keep monitoring development in the work organization, and report back to the headquarters, through my coordinator. In case a work organization violates the right of the worker or misapplies the labour law or contravenes the law, it is my duty to interpret the law accurately to both parties. In any case of disrespect for the law, priority action may be needed to prevent abuse of the law

(IDI/Labour Officer I/Abeokuta Ogun State 13th July, 2008).

Labour Officer II

Labour inspection is the mother of all duties performed by the labour officer. A thorough labour inspection system allows for detection of all dirty and shady things buried on the shop floor. In a nation where there is high level of corruption and where done with impurity, much courage is expected from the labour officer. Labour law enforcement has been greatly hampered as a result of lack of sufficient labour education by many labour officers. In some sad situation, many union leaders and human resource managers know better than some labour officers as a result of constant exposure to training programmes. Worse still, all our labour Acts are out-dated. Their provisions are often considered 'ultra-vires'. Safety monitoring is an important aspect of the functions of a labour officer. Constant safety monitoring is important; so as to regularly review the workplaces on a comprehensive list of safety and health related matters. Workers are to be protected against hazardous chemicals, assisted to appreciate the use of protective wears among other essentials.

On intelligence monitoring, Officer II affirmed that:

This is one pragmatic activity, necessary to ensure that employers of labour are kept on their toes. By monitoring activities on regular basis, through unannounced and unscheduled visit, one is helping to strengthen the values of decent work agenda. Our major constraints, however, in the

areas of poor motivation, poor salary package, poor funding of the state offices, poor training facilities among others. (IDI Labour Officer II/Abeokuta, Ogun State. 13th July, 2008).

Research Question 3: Which aspect of the labour inspection variables (intelligence, monitoring, industrial relations, labour law enforcement and interpretation, dispute resolution and adjudication, inspection visits) is most correlated with decent work agenda and why?

Table 4.3: Pearson Product Moment Correlation Showing the Relationship between Labour Inspection Variables and Decent Work Agenda in the Selected Industries.

S/N	Variables	\bar{X}	SD	1	2	3	4	5	6	7
1	Decent work agenda	75.34	12.93	-						
2	Industrial relations	80.03	9.69	0.33**	-					
3	Safety monitoring	24.63	6.19	0.24**	0.47**	-				
4	Labour inspection visit	66.61	8.27	0.45**	0.30**	0.44**	-			
5	Labour law enforcement	99.04	10.84	0.42**	0.44**	0.42**	0.59**	-		
6	Dispute Resolution	21.04	4.13	0.23**	0.18*	0.23**	0.26**	0.34**	-	
7	Intelligence monitoring	18.34	3.19	0.22**	0.24**	0.31**	0.25**	0.31**	0.25**	-

Key: **P<.001

Table 4.3 shows that the relationship between industrial relations and decent work agenda was positive and significant ($r = 0.33$; $df = 1,031$; $P < .001$). This result implies that the higher the industrial relations, the more the decent work. For effective labour inspection to take place, therefore, a labour inspector is expected to pay official labour visit to a workplace up to two times within one calendar year. One labour inspector is expected to undertake approximately ten visits a month. It was also revealed that there was significant positive relationship between safety monitoring and decent work ($r = 0.24$; $df = 1,031$; $P < .05$). This result implies therefore that the more the safety monitoring, the higher the decent work. In addition, significant positive correlation was found between labour inspection visit and decent work ($r = 0.45$). This results show that the entire components of labour inspection are significantly and positively related to decent work agenda in the selected industries. In addition, labour inspection visit correlated most with decent work. This implies that

the most frequently used of the labour inspection components is labor inspection visit and according to this result it is the most effective of the labour inspection instruments. The probable reason for this is that labour inspection tends to give opportunity to employees to ensure that management complies with laws regulating conditions of work and therefore labour inspection visit encapsulates the other instruments of labour inspection. For instance, the visit by labour regulatory bodies may ensure that conditions of work as laid down in the Labour Act is adhered to strictly by management. All other things being equal, labor inspection visit is apparently the most effective and most frequently used instrument by labour inspectors. For instance, majority of the respondents agreed that Labour Inspectors pay regular labour inspection visits to their industries. For instance, 817 respondents representing 79.1 per cent agreed that they have encountered labour inspectors in their industries in the past. Whereas, only 216 respondents (20.9 per cent), disagreed.

The result highlighted through the inter correlation analysis above is a further confirmation of the relative contributions of each of the labour inspection systems to decent work. For instance, labour inspection visit was indicated to show the highest relationship with decent work. This affirms the position taken by this author that labour inspection visit tends to ensure that other labour inspection instruments are strictly complied with. When there is constant labour inspection visit, other aspects are carefully observed. Therefore, labour inspection visit is apparently the principal aspect with tenable effect to gauge decent work practices. Labour inspection visit defines the necessary steps to be taken in ensuring safe work environment as well as healthy industrial relations, because if there is any friction between management and labour union, this can be promptly addressed during labour inspection visit. Even extant studies have shown that labour inspection visit tends to be the most effective instrument for effective labour inspectorate practice (e.g., Iloh, 2005:3).

Equally, the result of the IDI conducted corroborated the findings above:

A participant - a driller at a Quarry site in Ogun State has this to say:

As a union leader, anytime I learn that labour officers are around on a labour inspection visit, I feel happy. This always gives me opportunity to discuss what we are suffering with them. Recently, two of us in the in-house executive met them behind closed doors, where we discussed our condition of service with our management, the 13th month allowance. Immediately, they discussed this matter with our management, the 13th month allowance

was implemented. The management promised to look into the other matters. As for me, I respect labour inspectors very well, because they have helped my union very well. If this is what you mean by decent work agenda, that is, good working environment, I think it goes a long well, well with labour inspection. It is a good thing for we workers.

(IDI/Driller-Unionist/Ogbere, Ogun State. Wednesday, June 25th, 2008).

Another participant from Sango-Ota said that:

Labour inspection is very beneficial. I can remember the impact of the labour officers in 2006, when one of our workers lost two fingers in our company. The management tried to hide this from the public and secretly paid the man N20,000 (twenty thousand naira) and dismissed him. The matter was reported to the labour officers when they came to do labour inspection. It was then I heard for the first time from them, what is called workman compensation. This man was helped and later on, the company ended paying him over N400,000.00 (four hundred thousand naira). Apart from this case, we always follow our union to the Ministry of labour to discuss very serious labour disputes. Many of them are brilliant and have good human relations. I can only beg them to always visit our company, because our management are tough people.

IDI/Employee/Sango-Ota/Ogun State. Thursday July 17th, 2008.

Research Question 4: How effective is each of the labour inspection variables on each component of decent work agenda?

Table 4.4: Multiple Regression Analysis Showing the Relative Effect of Labour Inspection Instrument on Promotion of Rights at Work in the Selected Industries

Variables	B	SD Error	β	t	P	Rank
Industrial Relations	3.82	0.01	0.16	5.35	<.05	3 rd
Safety Monitoring	6.96	0.01	0.16	5.13	<.05	4 th
Labour inspection visit	7.51	0.02	0.23	7.23	<.05	1 st
Labor Law Enforcement/Interp	4.51	0.01	0.20	6.29	<.05	2 nd
Dispute Resolution & Adjudication	2.23	0.34	0.13	2.21	<.05	5 th
Intelligence Monitoring	2.56	0.53	0.12	2.11	<.05	6 th

Source: Computed from field data @2010

The result in Table 4.4 shows that industrial relations ($\beta = 0.16$; $t = 5.35$; $P < .05$); safety monitoring ($\beta = 0.16$; $t = 5.13$; $P < .05$); labor inspection visit ($\beta = 0.23$; $t = 7.23$; $P < .05$); labour law enforcement/interpretation ($\beta = 0.20$; $t = 6.29$; $P < .05$); dispute resolution/adjudication ($\beta = 0.13$; $t = 2.21$; $P < .05$); and intelligence monitoring ($\beta = 0.12$; $t = 2.11$; $P < .05$). This result implies therefore that employees who are high in positive perception of industrial relations, safety monitoring, labour inspection visit, labour law enforcement/interpretation, dispute resolution/adjudication, and intelligence monitoring tend to rate labour inspection visit higher than those who have low positive perception of industrial relations, labor inspection visit, dispute resolution and adjudication, labor law enforcement/interpretation, and intelligence monitoring. In addition, labour inspection visit is considered the most effective tool for promotion of right at work because it contributed most to the explained variation of the endogenous variable than other predictor variables, and was followed by labor law enforcement/interpretation, industrial relations, safety monitoring, dispute resolution/adjudication and intelligence monitoring respectively.

The relative contributions of the labour inspection instruments to the promotion of right at work shows that all the labour inspection instruments contributed significantly to the prediction of promotion of right at work. However, labour inspection visit was the strongest predictor of promotion of right at work. This result is in consonance with the previous result obtained in this study. The presence of regular labour inspection visit will ensure rights of employees are protected. The reason for this is that labour inspection visit will give labour inspectorate officers the opportunity to examine several factors affecting the rights of employees. Though, mention must be made of the fact that most of the information relating to rights of employees can be obtained through the labour union officers. However, there have been situations where labour officers supplied wrong information in order to dance to the tune of management. In such a situation, labour inspection visit faces a strong challenge. Therefore, labour inspection visit could only become effective for promotion of rights at work where labour union officials are sincere and labour inspectors too, not condescend or compromise so as to distort information.

Labour law enforcement/interpretation was next in the prediction of promotion of rights at work. This is so because labour law enforcement is important for

industrial peace and growth in any country. When labour laws are enforced organizations will spend less on compensation claims, little or no time will be expended on industrial disputes and there will be peaceful co-existence between management and labour unions. The existence of this condition ensures that decent work is achieved. Therefore, adequate mechanism for labour law enforcement is a prerequisite for decent work. The issue of voice comes to play in this regard. Labour union and management must ensure that employees are allowed to express their minds on matters affecting them and also participate actively in decision affecting their work. Extant literature points to the impact of labour law enforcement/interpretation on decent work because according to them, decent work is predicated on the existence of sound and effective labour laws.

Industrial relations also played significant role in promotion of right at work according to the result obtained. Indeed, industrial relations is one of the important labour inspection instrument that can be used to foster decent work agenda. When management and labour union co-exist peacefully in industries, this may lead to effective managerial practice and dispute free environment. Therefore, promotion of right at work can be facilitated through effective industrial relations. In fact, it was thought that industrial relations would have the strongest effect on promotion of right. The reason for this is that the presence of labour union ensures that rights of employees are protected. Though, one should not forget the fact that labour union may also compromise the rights of their members which consequently will lead to denial of rights of labour union members. A case in point was the industrial dispute between makers of indomie Noodles and their unions where the union leaders were accused of selling out. There are many cases like this. But in the absence of sell out by union leaders, employees' rights are often protected. Thus, industrial relations play significant roles in decent work.

Safety monitoring was also found to significantly and relatively predict decent work. Safety issues as previously explicated are imperative for development of the Nigerian industrial set up. Safety is not limited to health or safe work environment but it also includes the fact that employees believe that their job is safe under any circumstance. The realization of this encourages employees to give their best to their employers with the hope that in return management will also ensure that nothing threatens their jobs, health and their safety generally. Safe work environment is a prerequisite for effective organizational practice not only in Nigeria but also else

where. There have been several cases of people who either lost their arms or limbs as a result of management ineptitude and neglect of safety issues. In Abeokuta, in a confectionary company, it was reported that a man died while working in the night shift. The management of the organisation kept this matter secret and instructed that employee must discuss the issue neither with the deceased worker's wife who happened to have previously worked in the same organization nor any lawyer for that matter. The compensation given to the widow was very meager and yet the issue was not reported to the labour inspectorate. To corroborate the assertion that workers do value safety at work, the descriptive data collected showed that: 709(78.6%) disagreed that they enjoyed adequate health and safety provisions in their workplace; while 324(31.4%) agreed.

On issues of access to clean water, first aid, sanitary conveniences, 743(75.8%). On fire extinguisher, 766(75.8%) claimed ignorance about the availability of fire extinguishers in their industries; while 267 (25.8%) claimed that such appliances are not only available, but that they can effectively use them.

Majority of the workers 961(93.0%) agreed that Labour Inspectors should be more empowered to enforce all laws affecting non-compliance to provisions of safety gadgets. Only 72(7.0%) suggested that Labour Inspectors have no role to play in the matter. However, respondents overwhelmingly agreed that Labour Inspectors have tremendous role to play in issues affecting provisions like hand gloves, ear-plugs, safety boots, nose covers, helmets and goggles.

Industrial relation was also found to have significant effect on promotion of right at work. It was shown to be the third in terms of strength over the prediction of promotion of rights at work. In fact, one of the instruments for promoting right at work is through industrial relations. When the relationship between management and union is healthy and it is geared towards promotion of right at work, this will lead to positive attitude for workers and also affects productivity. Therefore, in order to enhance promotion of rights of workers, it is important that healthy industrial relations are embraced.

Dispute resolution/adjudication was also a significant variable in promotion of rights at work. Although, dispute resolution/adjudication was revealed to be one of the least predictors of promotion of right at work since it was ranked fifth. However, since dispute is expected no matter how effective labour inspection visit is, the mechanism by which disputes are resolved in the organization, especially that

between labour union and management have a far reaching effect on promotion of right at work. Disputes should be considered normal in any industrial setting but in order to ensure that disputes are resolved within a short period of time when they arise, having an effective mechanism in place for dispute resolution/adjudication can have positive effect on promotion of rights at work. The presence of dispute resolution mechanism will allow for effective use of conflict to develop and improve organizations through the protection of rights of workers and workers fulfillment of their obligations to management.

The last but not the least, intelligence monitoring though was the lowest predictor of promotion of rights at work. Intelligence monitoring by this result revealed that effective intelligence monitoring can affect promotion of rights at work. During intelligence monitoring, efforts are made by labour inspectorate officers to ensure that what otherwise would have been covered or marked as top secrets by management are uncovered and treated with immediate alacrity in order to ensure that rights of workers are promoted. There are numerous cases in Nigeria whereby management keeps certain practices secret and these practices have untoward effects on the workers. Through effective intelligence monitoring, these so called top secrets are uncovered and are dealt with accordingly. Therefore, intelligence monitoring discourages unethical practices from management of organizations which deny workers their rights and further increase poverty and other negative events among people.

To corroborate the relationship between labour inspection and protection of employee's right at work. **A Labour Officer has this to say:**

Recognizing the fact that workers' rights are denied them in the workplace, anytime I visit an industry, I always arrange two levels of preliminary meetings; one with the management, telling them about my mission to the work organization, two, with the workers representative. This affords me the opportunity to listen to both parties and see what requires my immediate attention. More often than not, cases of rights violation have always dominated workers' discussions. This has often ranged between issues like conditions of work, termination of employment, wages issues, time off work and remuneration issues, gratuity to issues affecting hours of work. Rather than conducting down-to-earth labour inspection sometimes, I have often turned the visit to industrial relations visit; involving more of grievances handling. The fact is that if officers do not conduct labour inspection, workers grievances will remain

bottled up, which may later result in major labour dispute. Where such matters are handled on the initial visit, I later pay a return visit through monitoring to assess the situation. In fact, I enjoy this work very much, I only wish government could appreciate our relevance and motivate us accordingly.

(IDI/Labour Officer/Lagos 14th July, 2008)

Table 4.5: Multiple Regression Analysis Showing the Relative Effect of Labour Inspection Instrument on Social Dialogue Issues in the Selected Industries

Variables	B	SD Error	β	t	P	Rank
Industrial Relations	-1.60	0.02	-0.05	-1.53	ns	6 th
Safety Monitoring	-0.35	0.04	-0.30	-9.20	<.05	2 nd
Labour inspection visit	0.35	0.03	0.40	12.39	<.05	1 st
Labor Law Enforcement/Interp	0.16	0.02	0.25	7.29	<.05	3 rd
Dispute Resolution & Adjudication	0.12	0.06	0.14	.3.32	<.05	5 th
Intelligence Monitoring	0.10	0.08	0.16	5.18	<.05	4 th

Source: Computed from field data @2010

The result in Table 4.5 shows that safety monitoring ($\beta= -0.30$; $t = -9.20$; $P <.05$); labour inspection visit ($\beta=0.40$; $t=12.39$; $P<.05$); law enforcement/interpretation ($\beta= 0.25$; $t = 7.29$; $P <.05$); dispute resolution/adjudication ($\beta= 0.14$; $t = 3.32$; $P <.05$); and intelligence monitoring ($\beta= 0.16$; $t = 5.18$; $P <.05$) showed positive significant relative effect on social dialogue. This result implies therefore that employees who are high in positive perception of labour inspection visit, labour law enforcement/interpretation, dispute resolution/adjudication, and intelligence monitoring tend to rate social dialogue higher than those who have low positive perception of inspection visit, dispute resolution/adjudication, labour law enforcement/interpretation, and intelligence monitoring. In addition, labour inspection visit is the most effective instrument for social dialogue because it contributed most to the explained variation of the endogenous variable than other predictor variables, and was followed by safety monitoring, labor law enforcement/interpretation, dispute resolution/adjudication and intelligence monitoring respectively. No wonder the pattern of response on effect of labour inspection on social dialogue showed positive effect.

For instance, 925(89.5%) respondents agreed that the route to adequate

representation and meaningful dialogue is through trade union organisation. Only 108 representing 10.5 per cent disagreed. Also, 939 (90.9%) agreed that a good workplace is a place where workers enjoy adequate voice at work. Only 94(9.1%) disagreed. Furthermore, 924(89.4%) linked social dialogue to quality representation, while 109 (10.6%) expressed a contrary view. Also, 901(87.2%) respondents expressed that they cannot work in an environment where workers' voice is suppressed, and only 132(12.8%) expressed a contrary opinion. Data revealed that 884(85.6%) respondents want government to legislate on improving social dialogue in the workplace, while 149 (14.4%) felt unconcerned. However, the responses from the respondents revealed that workers generally are interested in social dialogue or voice at work, which effective labour inspection can facilitate.

Surprisingly however, while safety monitoring was revealed to contribute to social dialogue significantly, it was in inverse direction. This implies that employees in the selected industries who have higher positive perception of safety monitoring tend to rate social dialogue lower than those who have low positive perception of safety monitoring. Moreover, industrial relations ($\beta = -0.05$; $t = -1.53$; $P.ns$). It was however, confirmed by this result that labour inspection is the most effective instrument for social dialogue and indeed decent work practices.

Social dialogue, therefore being an important component of decent work, it becomes very important to determine the extent to which labour inspection practices affect it. Interestingly, it was found that all the labour inspection components had significant effects on social dialogue issue. However, there is the need to take a cursory look at how each labour inspection practices affects social dialogue.

It was discovered that labour inspection visit ranked the most in terms of effect on social dialogue. This is not surprising as labour inspection visit is the mechanism used by the labour inspectorate to ensure that employees are well represented and their voices are heard particularly about issues affecting them and the organisations in which work. ILO (2002) remarked that there is need to for consensus agreement often referred to as collective agreement between those representing workers and the management. In order to ensure that this actually occurs, labour inspection visit becomes imperative. Without labour inspection visit, perhaps, social dialogue would have been reduced to nothing. The reason for this is that management if they had their ways would not desire that workers are represented and agreement is

made between it and workers representatives. On this basis, therefore, social dialogue can only continue to exist within the limit desired, if there is effective labour inspection visit that will continue to ensure that workers are well represented in policies affecting them and the organization in which they work. This is not to say that the presence of labour inspection visit will automatically lead to social dialogue being upheld. In cases where labour inspection visit is fraught problem of corruption, or where management through financial inducement could buy their way through, such practices can undermine the effectiveness of labour inspection visit and the desired effect to facilitate social dialogue.

Safety monitoring was ranked second in the prediction of social dialogue. Safety monitoring by this result indicates that it is very important in decent work. Management oftentimes ignores safety issues either because they require that more would be spent to provide adequate safety for workers or because they don't even care about lives and health of the workers. However, with constant safety monitoring, social dialogue provides the platform for workers' representatives to voice their opinion about matters affecting their safety at work. For instance, workers in extractive industry are most susceptible to high risk, adequate dialogue in such a work environment can, therefore, not be compromised. Therefore, effective safety monitoring will reduce the risk associated with working in the extractive industry. Sound safety monitoring will engender that workers are adequately protected using the collective bargaining opportunity to negotiate how workers and management could formalize all issues involving compliance and non-compliance.

Labour law enforcement/interpretation was ranked next in the prediction of dialogue issues. Labour law enforcement/interpretation as labour inspection instrument was shown in the current study as that having a strong influence on social dialogue. This result confirms the importance of labour law enforcement as an instrument for facilitating compliance with labour regulations. When the law governing labour practice is not followed, social dialogue becomes ineffective and this implies that decent work as stipulated by ILO in its convention becomes threatened. The law in general is an instrument used to govern institutions and therefore, when the laws become ineffective, there comes anarchy and lawlessness. A situation referred to by Thomas Hobbs as brutish and short. In view of this, labour law enforcement becomes essential in the realization of decent work, moreso, when one takes the theory of psychological contract into consideration, whereby implicit

agreement was made by management and employee during recruitment of the latter. When psychological contract is not fulfilled by employer, the employee is affected and he or she may decide to withdraw his or her service from the organization or change his or her attitudes to something negative (Rosoueur & Robinson, 2000). It can be deduced from the psychological contract theory that even when explicit or tacit agreement is not made, individuals can make up their minds that an agreement has been breached and therefore act upon such cognition. To this end, the presence of labour law enforcement can be a very good instrument to enforce compliance to labour laws, which consequently impact positively on social dialogue issues.

Intelligence monitoring was shown to also have significant effect on social dialogue. Intelligence monitoring is important in that it allows labour inspectorate unit to determine certain information and management policies, which might not have favourably affected workers. Work is meant to contribute substantially to healthy individuals and provide the means through which people can economically and socially stand on their own. If work does not provide all these, it must then be providing some negative outcomes. However, in order to reduce such negative outcomes, there is need for constant intelligence monitoring. Management hides information and may collude with labour leaders to deny employees their rights. With good collective bargaining in place, and intelligence monitoring by labour inspectors, this can be nipped in the bud. Therefore, social dialogue may prevail when there is constant intelligence monitoring aimed at discovering top secrets kept from labour inspectorate glare. When these secrets and other nefarious activities of management are kept as secret and not discovered by labour inspectors, this can pose serious threats to social dialogue.

On social dialogue issue, a chief labour inspector has this to say:

For avoidance of paying compensation to the workman injured in the course of performing his normal duty, no employer of labour wants to talk. I have been able to identify poor social relations and pride as the basis for avoidance of social dialogue. Many employers of labour often feel at the top of situations. They have the 'air' that there is nothing money cannot buy. The money most of them cannot spend treating the injured workman, they can spend hiring a lawyer to defend them if litigation arises from poor handling of the case. They can also afford to spend money bribing the labour officer in-charge. However, my commitment to decent work practices has made me educate many employers of labour about the need

to imbibe the culture of social dialogue. Most importantly, now that the ministry lays more emphasis on ‘preventative’ culture, we do more of sensitisation on how to prevent accident than to wait till it happens. This study is indeed putting the right foot in the right direction. Please, make it available to all of us to read after your programme. I wish you the best.
(IDI/Chief Labour Inspector/Lagos 14th July, 2008).

Table 4.6: Multiple Regression Analysis Showing the Relative Effect of Labour Inspection Instrument on Social Protection Issues in the Selected Industries

Variables	B	SD Error	β	T	P	Rank
Industrial Relations	0.15	0.02	0.19	6.63	<.05	3 rd
Safety Monitoring	0.33	0.04	0.27	9.38	<.05	1 st
Labour inspection visit	7.74	0.03	0.11	3.67	<.05	4 th
Labor Law Enforcement/Interp	0.19	0.02	0.27	9.00	<.05	2 nd
Dispute Resolution & Adjudication	0.13	0.32	0.10	2.54	<.05	5 th
Intelligence Monitoring	0.09	0.21	0.08	2.18	<.05	6 th

Source: Computed from field data @2010

The result in Table 4.6 shows that industrial relations ($\beta = -0.19$; $t = 6.63$; $P < .05$); safety monitoring ($\beta = 0.27$; $t = 9.38$; $P < .05$); labour inspection visit ($\beta = 0.11$; $t = 3.67$; $P < .05$); labour law enforcement/interpretation ($\beta = 0.27$; $t = 9.00$; $P < .05$); and dispute resolution/adjudication ($\beta = 0.10$; $t = 2.54$; $P < .05$); and intelligence monitoring ($\beta = 0.08$; $t = 2.18$; $P < .05$) showed positively significant relative effect on social protection issues. This result implies, therefore, that employees who are high in positive perception of industrial relations, safety monitoring, labour inspection visit, labour law enforcement/interpretation, dispute resolution/adjudication, and intelligence monitoring tend to rate social protection issues higher than those who have low positive perception of industrial relations, safety monitoring, labour inspection visit, dispute resolution/adjudication, labour law enforcement/interpretation, and intelligence monitoring. In addition, safety monitoring is the most effective instrument for social protection issues because it contributed most to the explained variation of the endogenous variable than other predictors, and was followed by labour law enforcement/interpretation, industrial

relations, labour inspection visit dispute resolution/adjudication and intelligence monitoring, respectively.

It was found that each of the labour inspection components also significantly predicted social protection issue. However, the effects of each of the labour inspection components were ranked. The first was safety monitoring. This result aligns appropriately with findings of previous studies. Social protection issues takes into consideration the safety of the jobs of workers. Safety within this context is not limited to safe environment or health, but also includes security of jobs. When the job is safe health-wise and it is accident free, this does not translate to secure job. The job is safe and secured when workers are of the view that their jobs and they will not wake the next day to find their job is no more. Therefore, social protection, which is a dimension of decent work, is characterized by the fact that the work environment is safe and job security is assured. The decent work agenda is primarily focused at ensuring that poverty level is reduced in African societies and the world at large. Therefore, in order to curtail the spread of poverty and its attendant consequences, safe work is important and that workers are assured the continuity of their jobs. To this end, safety monitoring becomes important as a way of improving work condition, eliminating poverty in Africa and in other nations through the promotion of decent work.

Labour law enforcement/interpretation was ranked next in terms of prediction of social protection issues. The probable reason for this is that labour law enforcement/interpretation is important in protection issues generally. You cannot claim to protect any disadvantaged group without using appropriate laws to discourage people from taking advantage of the less privileged people. Therefore, labour law enforcement is geared towards protecting workers from being exploited by their employers. To this end, enactment of appropriate labour laws and strict enforcement of such laws are necessary in order to offer adequate protection to workers who are vulnerable and susceptible to oppressive tendencies by their employers.

Industrial relations was the next predictor variable because it ranked third in the multiple regression model above. Industrial relations are very important in social protection. Social protection entails collective bargaining and therefore, the relationship between management and labour union is of great importance here. Even in nonunionized organizations, social protection becomes very important since

safety/health and job security are subsumed under the social protection component of decent work. In fact, studies have shown that industrial relations determine the exchange of resources between management and the labour union which comes in form of collective agreement and bargaining. The harmony between employees and management or management and the labour union, may be defined exclusively on the basis of social protection management is prepared to offer. Disputes often occur due to lack of readiness on the part of management to offer maximum protection for workers. However, the offer of strong protection is usually a product of splendid industrial relations in any work relations (Akanji and Bankole, 2007).

Labour inspection visit surprisingly was ranked fourth in the prediction of social protection issues. Although extant studies have shown that labour inspection visit encapsulate other labour inspection components. The reason ascribed to this is that labour inspection visit gives room for labour inspectors to investigate and determine the presence of other labour inspection practices. On the basis of this therefore, labour inspection visit will promote social protection since employees' safety, health and job security, are protected under the social protection mechanism of decent work.

Dispute resolution/adjudication was also a significant independent predictor of social protection issues, though, it ranked fifth in the prediction of the endogenous variables. However, this does not suggest that it is not an important instrument for effective social protection. For instance, lack of social protection has the capacity to generate industrial dispute. And for the dispute to be resolved amicably there is need for a reliable dispute resolution mechanism, mutually agreed upon by both management and employees to resolve such conflict. Therefore, dispute resolution is an integral part of social protection in the workplace. Absence of dispute resolution mechanism can hamper efficient social protection delivery in the work organization.

Intelligence monitoring was also a significant independent predictor of social protection. Although it ranked lowest among the labour inspection instruments that predicted social protection issues. This however, does not mean that it is not important in social protection issues. For example, the dispute resolution mechanism will affect the extent to which social protection is given and when not given or low, this might result in conflict or industrial dispute. Therefore, the dispute resolution mechanism is in place to regulate social protection just like other labour inspection practices.

Also, in the course of interviewing one of the senior staff of an extractive industry corroborates the relationship of labour inspection to the safety issues and issues relating to social protection as follows:

This is my twenty sixth year in service, the rate at which industrial accidents happen in our industry, as for me, it is worse than others. On many occasions, workers lose their legs, their hands and some die in road accidents, when they are on official duties. Immediately accident happens, the management quickly sends the worker away, in most cases without paying him anything. In our company, there is no job security. There is no medical facility. When you open our first aid box, what you see is ordinary panadol, cotton wool, iodine, and other small, small medicines.

On the issue of gratuity,

When you are leaving work, what they (management) compute for you is so small that you see people always coming back to shout, to fight the management over such accusations of being short changed. Another sad issue is that all the money deducted from our wages to the former National Provident Fund, up till now, nothing has come out of it. Now people are talking about a new pension scheme, how do we go into that when nobody has been able to convince us how we are going to get our former contributions to NPF back? One can say for sure, then that if we leave job now, we will receive nothing as pension.

(IDI/Employee/Ogun State 17th July, 2008).

Allaying workers fear as enunciated above, a labour officer in the same state the employer works has this to say:

The essence of labour inspection visit is to ask questions and address all labour-related issues, including the all-important issues of social protection. All workers that care to listen have been educated on the need to subscribe to a Pension Fund Administration (PFA) of their choice. NPF has taken a new name of NISTF (National Insurance Social Trust Fund). This is a new PFA that has inherited all the assets and liabilities of NPF. So, workers contributions are not lost. Maybe some of these industries only need to do more in their communication handling process. They need to let the workers know how to access their contributions. Labour inspection visit have really enabled officers to tackle issues relating to social security issues.

(IDI/Labour Officer/Ogun State July 17th, 2008).

Table 4.7: Multiple Regression Analysis Showing the Relative Effect of Labour Inspection Instrument on Employment Issues in the Selected Industries

Variables	B	SD Error	β	t	P	Rank
Industrial Relations	0.17	0.03	0.26	5.73	<.05	4 th
Safety Monitoring	0.14	0.05	0.34	7.38	<.05	3 rd
Labour inspection visit	0.32	0.01	0.56	12.42	<.05	1 st
Labor Law Enforcement/Interp	0.22	0.02	0.36	9.34	<.05	2 nd
Dispute Resolution & Adjudication	0.15	0.04	0.21	5.32	<.05	5 th
Intelligence Monitoring	0.13	0.07	0.16	4.68	<.05	6 th

Source: Computed from field data @2010

The result in Table 4.7 shows that industrial relations ($\beta= 0.26$; $t = 5.73$; $P <.05$); safety monitoring ($\beta= 0.34$; $t = 7.38$; $P <.05$); labour inspection visit ($\beta= 0.56$; $t = 12.42$; $P <.05$); labour law enforcement/interpretation ($\beta= 0.36$; $t = 9.34$; $P <.05$); dispute resolution/adjudication ($\beta= 0.21$; $t = 5.32$; $P <.05$); and intelligence monitoring ($\beta= 0.16$; $t = 4.16$; $P <.05$) showed significantly relative effect on employment issues. This result implies therefore that employees who are high in positive perception of industrial relations, safety monitoring, labour inspection visit, labour law enforcement/interpretation, dispute resolution/adjudication, and intelligence monitoring tend to rate employment issues higher than those who have low positive perception of industrial relations, safety monitoring, labour inspection visit, dispute resolution/adjudication, labour law enforcement/interpretation, and intelligence monitoring. In addition, labour inspection is the most effective instrument for employment issues because it contributed most to the explained variation of the endogenous variable than other predictors, and was followed by labour law enforcement/interpretation, industrial relations, labour inspection visit dispute resolution/adjudication and intelligence monitoring respectively.

In the prediction of employment issues, labour inspection visit still ranked first. Though, employment promotion has to do with unemployment, salary, wage, employment of youths, and policy relating to employment and reduction of poverty. It does not differentiate between the formal and informal sector in as much as it has to do with employment generation and enterprise development to solve unemployment problem. Though it was rather surprising that labour inspection visit still ranked first,

since, in actual fact, labour inspection visit does not bear marked link with employment promotion. Arguably, industrial relations and safety monitoring might have some connection with employment promotion, since they are factors relating to core functions of labour inspection. For instance, a situation whereby management refused to hire more employees despite needing more hands to execute the jobs of the company, industrial relations might play a part in making management see reason why more employees are needed. This can lead to employment of individuals and, therefore, solve some of the problems in unemployment or under employment.

In the ranking of the prediction of employment promotion, labour law enforcement was shown to rank second. This confirms the effect that labour law enforcement has on labour matters generally. When labour laws are strictly enforced and organizations are not allowed to cut corners, this can lead to promotion of employment since labour laws are friendly to enterprise development, employment generation salary or wage policy but discourage casualization and other labour practices that are not in compliance with labour laws.

Safety monitoring was also a significant independent predictor of employment issues and was ranked third. Indeed, studies have been conducted to examine the influence of safety/health /environment (SHE). Studies have shown that safety concern discourages work performance, increases employees' perception of stress and is positively related to turnover intention and absence rate (e.g., Robins, 2005; McShane & Von Glinow, 2000). Therefore, safety monitoring can also influence employment issues such as salary, wage etc. The idea behind this is that when safety is adhered to through effective safety monitoring employment promotion can be made feasible through assessment of labour activities as to whether they comply with labour standard. Non-compliance with labour standard can attract sanctions, which may compel organizations to recruit or establish new branch offices in order to satisfy labour standards.

Industrial relations might also play significant roles in employment promotion. This is why in the current study, industrial relations ranked fourth in the prediction of employment promotion. Industrial relations may promote employment in terms of employees insisting that management comply with labour laws and such compliance might induce the need for salary increment, new wage policy, removal of anti labour policies which may make work more rewarding and productive.

Dispute resolution/adjudication had significant effect on employment issues.

Although in the ranking of the labour inspection practices that significantly affect employment issues, dispute resolution/adjudication came distant fifth and was only stronger than intelligence monitoring. However, this does not imply that it does not have salient effect on employment issues. For instance, dispute resolution might aid and facilitate employment promotion through proactive resolution of disputes relating to salary increment or better condition of service. In fact, this is of interest here in Nigeria, where labour unions are always at dagger drawn with their employers over improved condition of service, especially government. The idea behind this is to fight for equitable amount of pay that can sustain employees rather than the peanut or meager salary allegedly offered by employers of labour. Currently, the Nigerian Medical Association (NMA), the umbrella body for medical practitioners embarked on strike in order to drive home their demands for improved condition of service in many parts of the Federation.

Intelligence monitoring was ranked lowest among the labour inspection predictors that significantly predicted employment issues. This result shows that intelligence monitoring is also important in decent work agenda. A decent work agenda devoid of effective intelligence monitoring is likely to be ineffective. For example, through effective intelligence monitoring, employment promotion can take place. This will occur when intelligence monitoring helps discover that organizations are operating work condition not in compliance or agreement with the labour law, and this will attract sanctions.

During the interaction with workers in two of the industries visited one in Ogun State, the other in Lagos state. The respondents have this to say:

1st respondent:

Our company, till 2007, was a place where nobody wants to work. The reason is that, when they employ you, you stay up to five years, six years before you are staffed. Many are sent off even before they are staffed, so that they are not paid money. When they employ you, there is no employment letter. No condition of service, nothing. When labour officers visited our place of work in 2007, they asked us questions and it was then we knew about labour inspection visit. Ever since, they have been coming and they have settled many of those matters for us. Our work condition has changed.

(IDI/Staff/Ogun State 17th July, 2008).

From the foregoing, it could be deduced that labour inspection impacts

positively on employment issues. The staff above found help to serious labour issues through the labour inspection system. His experiences are quite similar to that expressed by another staff, who submitted that:

Labour officers' inspection visits to our place of work really saved me my job in 2007. Our management did not want our company to belong to the union. Those of us, about seven of us who secretly arranged that our workers should belong to the union were all sacked. The entire workers went on strike. The police people were invited and so also the labour officers from the Ministry of Labour. What happened later was very surprising. All of us were taken back and the management was warned not to intimidate us. Today, there is peace in our place of work and the management listens to us better than before.
(IDI/Union Chairman/Lagos/Supervisor 14th July, 2008).

The above submissions attest to the relationship, the impact and the effect of labour inspection on employment issues.

Table 4.8: Pearson Product Moment Correlation Showing the Relationship between Labour Inspection and Decent Work Agenda Components in the Selected Industries.

S/N	Variables	\bar{X}	SD	1	2	3	4	5
1	Employment issues	95.21	9.13	-				
2	Promotion of right	78.15	8.16	0.42**	-			
3	Social protection	55.45	7.21	0.64**	0.55**			
4	Social dialogue	62.21	7.45	0.78**	0.33**	-		
5	Labour inspection	69.61	9.18	0.45**	0.42**	0.26**	-	
						0.33**	0.24**	-

Key: **P<.001

Table 4.8 shows that the relationship between labour inspection and employment issues was positive and significant ($r = 0.45$; $df = 1,031$; $P < .001$). This result implies that the higher the labour inspection, the higher the employment issues. It was also revealed that there was significant positive relationship between labour inspection and promotion of right at work ($r = 0.42$; $df = 1,031$; $P < .001$). This result implies therefore that the more the labour inspection, the higher the promotion of right at work. In addition, significant positive correlation was found between labour inspection and social protection issues ($r = 0.33$ $df = 1,031$; $P < .001$). This result indicates that higher level of labour inspection led to higher social protection issues. Significant positive correlation was also found between labour inspection and social dialogue ($r = 0.24$; df

= 1,031; $P < .001$). This result implies, therefore, that the higher the labour inspection, the higher the social dialogue.

The result here underscores the importance of labour inspection, spirally emphasized in this study. According to Nyambari (2005), a good labour inspection system should be able to achieve good labour practices in terms of basic workers' rights, balanced socio-economic development, and effective industrial relations as a basis for constructive social dialogue, industrial peace, as a basis for positive investment climate.

The findings above equally tallies with Somavia (2006), he enumerated the areas covered by the remit of the labour inspectorate among others as: hours of work, rest periods, wages, safety, hygiene, occupational health and health care, occupational diseases and accidents at work, occupational risks and the employment of young people. It is instructive to note here that the listed items are involved in the four strategic pillars of decent work agenda analysed in the above table.

The in-depth interview conducted among top labour officers in Ogun and Lagos State offices of the Ministry of Labour revealed that, most informed about the importance of labour inspection in engendering decent work practices.

For example, a Chief Labour officer stated that:

labour inspection, in fact, is about social protection, social dialogue, employment and rights to work. These are the issues we go out to discuss on our visits to the work environment. If we go voluntarily for our routine inspection, we go primarily to find out which among the items mentioned earlier is not done well. For instance, on matters affecting employment, we want to find out if workers are rightly recruited. Do they have employment letters, are they given workers' handbook (condition of service). What is the probationary period? Then, what is the tradition in the workplace? Is the work organisation notorious for reckless hiring and firing? Is it notorious for 'systematic casualisation? Then we want to look for illegal contract of employment.

On the other hand, where disputes erupt at the workplace and mediation becomes necessary, officers then puts his professional skill to play. Does he use Alternative Dispute Resolution? Does he buy out time to do in-depth mediation and by so doing prevent the dispute getting out of hand?

In a nutshell, the power of effective labour inspection cannot be downplayed, being a very effective tool in asking questions about what is not being done well,

meting out sanctions where there are violations, and giving a helpful advice to mitigate problems.

IDI/Chief Labour Inspector/Lagos 6th July, 2010

Hypotheses

Ho1: There will be no significant mediatory role of governmental factors (i.e., political will, resources, policy support, and capacity) between labour inspection and decent work agenda.

Table 4.9: Multiple Regression Analysis Showing the Mediatory Role of Governmental Factors (Political Will, Resources, Policy, Support, and Capacity) on Decent Work Agenda in the Selected Industries

Sources	SS	Df	MS	F	R	R ²	P
Regression	5432.23	4	3256.14	254.53	0.71	0.50	<.05
Residual	6345.56	1031					
Total	8461.32	1032					

N = 1,060

Source: Computed from field data @2010

The result in Table 4.8 shows that the mediatory role of governmental factors (i.e., political will, resources, policy support, and capacity) between labour inspection and decent work agenda was significant ($F(4, 1032) = 254.53$; adjusted $R^2 = 0.50$; $r = 0.71$; $P < .05$). However, the predictor variables accounted for 50% variance in decent work, while the remaining 50% could be due to error or the effect of extraneous variables. Therefore, the exogenous variables joint prediction of decent work agenda was not as a result of error or chance. Moreover, it was also shown that the exogenous variables jointly and strongly correlated with decent work agenda with correlation coefficient of 0.71. The result did not support the hypothesis and therefore it was rejected.

In agreement with the findings of this study, Otobo (2005:8-9), noted that apart from the issues involving lean resources, some African countries operate obsolete labour laws, which are not in conformity with ratified ILO Conventions. Little wonder, therefore, Nyambari (2002), Richthofen (1998) and Kanyeze (2005) unanimously agreed that labour inspectorates, meant to monitor decent work performance, in Africa are limited in scope and coverage and are splintered, parallel and often non-complimentary. This is so because according to these scholars, they are

oftentimes governed by a fragmented policy and legislative framework. The inspectorate system is seen as sometimes resulting in giving contradictory advice ... resulting in undue bureaucracy and confusion (ARLAC, 1998, 2002).

On other variables, Nyambari (2002), observed that: ... the resources (capital and human), which are allocated for inspection (however meagre), seem not be effectively utilised for the core business of labour inspection. This view agrees with that expressed by Fajana,(2010) and Adewumi, (2010), that: Federal Ministry of Labour routinely contends with low budgetary allocation, resulting in shortage of personnel, who are largely untrained, ill-motivated and without facilities to work with as elaborately stated in the background as well as the literature review of this study.

The resultant effect of the foregoing cannot be over-emphasised. No wonder therefore, the findings so far have revealed high prevalence of decent work deficits. For instance, on the issue of workers rights, the study revealed that violation of workers' rights at work is rampant in the work organisations visited. It was observed from the respondents that workers rights to organise, to collective bargaining and to industrial democracy are denied. A great number of respondents lamented that they risk losing their jobs at the slightest mistake.

In spite of all the international and national instruments available to protect the average worker within the employment relationship, it is observed that many of these provisions, particularly, those relating to freedom of association, the right to organise and collective bargaining as well as tripartite consultation, are breached with impunity by employers (Adewumi, 2010). A situation where the workman is working under a regimented environment, where he is left unprotected, dehumanised and devalued, with all quality of work life denied, he, definitely, cannot put in his best. The effect of inhuman treatment can be seen in all the workplaces visited. However, as suggested by Hepple (2003), the collective strength of the workers lies in the need to reconstruct rights of work to reflect, the greater demands associated with the changing pattern of work.

As revealed so far, while factors like policy support, resources, political will made significant individual contributions to the prediction of Decent work agenda, it is of note that policy support was the most potent predictor among them. This is in agreement with Adewumi's submission that Nigeria is faced with a complex self-regulatory work environment where the government lacks the will to protect workers from exploitation by the transnational. It is argued that despite the ratification of all

known conventions and adoption of so many other protocols and recommendations, gross violations of labour laws are still done with impunity. Adewumi 2010, describes the situation as follows:

...it would appear that at best government is paying lip service to ensuring the protection of workers and this explains why it finds it difficult to deal with infringement of statutory provisions.

In a similar vein, Adewumi (2010) and Otobo (2005) identified lack of political will, institutional capacity, human and fiscal resources, as factors impeding effective labour inspection and by implication, decent work agenda.

Findings have also revealed that workers are not adequately protected even by the labour officers who pay inspection visits to such workplaces. It was reported by some of the interviewees that often times, government officials mostly show enthusiasm to visit such work organisations for the purposes of immediate financial or material gratification. Also, findings equally showed that labour laws are not known to many of them and that where they exist, they are somewhat ignored. The opinion of respondents about lack of protection by the government and her laws is very unanimous according to the Key Informant Interview conducted in the work organisations visited, as well as that conducted with a group of labour officers (Inspectors).

For instance, corroborating the findings above the Human Resource Manager of one of the work organisations in Lagos expressed his views as follows:

On labour inspection:

Labour inspection is a welcome idea and I have a lot of respect for labour officers, whom I have had cause to interact with over the years.

On compliance with labour laws:

I must confess, my company's compliance with labour standards is a 50-50 issue. I wish to say here that it is not enough for labour officers to pay a visit, and go without following up the little gain they have made. There should be more emphasis on enforcement. Even the labour laws they are using are not respected by the expatriates we are working for. It is not enough for a labour officer to come here once in a year and expect to have made any impact. No employer of labour wants to respect any law unless they are pushed to do so. This can only be achieved by the instrument of the law. I don't know if those in position of

authority are actually serious about improving the lots of the poor workers.

On social security issues:

I must confess, government's policies in Nigeria are too unfriendly towards industries, that we cannot guarantee whether we would remain in Nigeria or take our leave for another country. We are faced with problems of high cost of production, multiple taxation, zero power supply, high level of insecurity and so on. Where do we have the rest of mind to plan for our workers here? Talking about pension scheme. Since we do not know how long we would remain in business, we cannot be talking about pension scheme. How can you talk about job security where there is no social security? In Nigeria, we as employers of labour see the government as the real enemy of the people.

On the issue of social dialogue:

“We have devised a way of addressing the plights of our workers. We talk to them through their supervisors. Though, they are not unionised, but they are happy. They believe that union will only come in to exploit them and make worse their situation. (IDI/HRM/Suru Alaba/Lagos July 16th 2008).

Likewise, a supervisor, who was bold enough to talk to the researcher submitted that:

Our workplace here is like a prison yard. This is a Chinese company and they treat us like rats. We are not allowed to form a union. We are really suffering.

On the presence of labour officers:

It is true they come, but they don't tell the truth. They only come around to collect shoes and money. If not as you are talking now, I don't know (say) they are supposed to protect us, using their labour laws. We think (say) they support the management to punish us and deny our rights". The union you mentioned, the HRM is a liar. Who no like better thing? All of us like to belong to the union. Please use this your interview to help us, but please' don't mention my name 'o'.

(IDI/Senior Employee/Alaba Suru, Lagos Wednesday, July 16th 2008.

A chief labour officer in the Lagos office of the Federal Ministry of Labour responded as follows:

“I agree that there is prevalence of violation of labour standards in Nigeria, threatening the actualisation of the dream of proponents of decent work agenda. Workers rights are being violated. They are made to work long hours

without a commensurate reward system. Labour laws are violated, workers present, even their future at work are not guaranteed. But, who would you blame for all this other than the political class. Attention in Nigeria has shifted to politics, politics alone, while other important areas of the National Life have been left to suffer.

On capacity utilisation:

You don't talk about capacity utilisation where the labour ministry itself has been incapacitated through lack of funding, inadequate training scheme for the officers. Do they even recruit new officers any more? Scarcely would you find labour officers below grade level 10 in some states, even in the headquarters. It is as if we are grinding to a halt. See how vast Lagos is. How do you think it is possible for all the industries in Lagos to be covered by labour officers who are less than fifty? In Ogun State I understand they are less than ten (10), in Oyo State they are less than twenty. All our labour laws, particularly the six labour Acts used by labour officers are no longer relevant to modern realities. For instance, in the labour Act, the worst form of violation attracts N1,000 (one thousand naira) fine. What nonsense! Labour officers are often accused by both the workers and the unions of corruption. You accuse officers who spend their salaries to carry out labour inspection, spend their money to make calls in the process of communication with the union, with the management and with officers at the headquarters, while handling very crucial labour matters. In fact many of us are tired of the job. I am particularly patient because I have less than four years in service. I am only sorry for the younger officers.

(IDI/Labour Officer/ Lagos Thursday, 17th July, 2008)

Ho2: There will be no significant difference between extractive and manufacturing industries on decent work agenda.

Table 4.10: T-Test for Independent Groups Showing the Comparison between the Extractive and Manufacturing Industries on Decent Work Agenda.

Variables	Industries	N	\bar{X}	SD	Df	t	P
Decent work agenda	Extractive	456	26.81	7.42	1031	0.23	ns
	Manufacturing	557	25.14	8.04			

The result in Table 4.11 shows that there was no significant difference

between extractive and manufacturing industries on decent work agenda ($t = -0.23$; $df = 181$; $p.ns$). This result showed that employees from the extractive industry with the mean ($\bar{X} = 26.81$) did not significantly report higher level of decent work agenda than those in manufacturing industry ($\bar{X} = 25.14$). Although, employees from the extractive industry, reported slightly higher decent work agenda than those in the manufacturing industry but this difference was not statistically supported. The result therefore supported hypothesis three.

Although, the result indicates that manufacturing industry records slightly higher incidence of decent work deficits than the extractive industry. Logically, a labour inspector could have expected a converse result owing to the apparent physical nature of the extractive industry; the undisguised physical efforts involved in lifting heavy objects and the awkward handling of equipment among others.

Workers are daily at risk from exposure to chemicals/substances such as asbestos/silica dusts, fumes (causing pneumoconiosis, mesothelioma, silicosis, asbestosis and other asbestos induced cancer). The foregoing are mostly suffered by workers, who engage in demolition and those who engage in maintenance work, such as electricians and plumbers. Symptoms of some of these only manifest themselves some 15 to 20 years after exposure (Richthofen, 2002; Ladipo, 2009; Adaba, 2005). The above position was corroborated by the safety inspector officer of the Ministry of Labour, Lagos, interviewed. He spoke extensively about the occupational diseases typical of the extractive industry. According to him, workers suffer from noise – induced hearing loss. He mentioned specifically, the drivers, drillers and demolition workers. Also, those who are involved in heavy lifting and awkward handling of objects and equipment suffer from spinal injuries and deterioration. Those working with vibrating tools, such as pneumatic chisels, drills and compactors are exposed to the risk of vibration-induced white-finger or hand-arm vibration syndrome (HAVS). Richtofen (2002:275) also affirms that the above listed diseases affect workers' quality of life and may also compel the early retirement with all the adverse social and financial consequences.

In terms of employment, the extractive industry is fraught with high level of casualisation and sub-contracting. This has being a source of concern for the labour inspectorate responsible for the supervision of labour protection regulations and standards compliance.

Furthermore, the free and open nature of the extractive industry as well as the mobile nature have repercussions on essential matters such as housing, meals, access to basic necessities, reliable means of transport, risk of contracting HIV/AIDS (through cheap and loose sex), sanitary and welfare problems (Richthofen, 2002:274; Okunamiri, 2009; Bejide, 2009). According to the Chief Safety Inspector (Ministry of Labour), his response to the question posed by the researcher on why the authorities have been unable to mitigate serious decent work deficits in the extractive industry, his response agrees with the result of the null hypothesis tested above. He said,

... most extractive industries' sites are inaccessible to labour inspectors, majority of who do not have the means of mobility to do so. Also, the resources available to carry out an intensive investigation and monitoring are too small. In addition, most construction sites are temporary and often too open and loose for thorough inspection. Situations in such work-environment could be described as one capable of encouraging safety regulations **(IDI: CSI, Lagos 17th July 2008)**.

On the other hand, the manufacturing industries are more accessible to labour inspectors. On the shop floor, new, and often unfamiliar hazards are easily identified and challenged (Richthofen, 2002; Bejide, 2009; Okunamiri, 2009; ILO, 2005, 2003; Ogunmuko, 2009) are in agreement over new hazards, caused by 'new technologies' and new techniques, such as lasers, robotics, computer-aided design, use of programmable electronic systems (PES). According to Richthofen(2002),

“... new technologies which change traditional production methods and services, thereby often eliminating familiar sources of danger, but often also introducing fresh and less well-understood hazards to workplace..

Another risks associated with the manufacturing industry is chemical exposure, which Richthofen (2002), describes as illustrated by the human-made catastrophes (Chernobyl, Bhopal, Piper-Alpha). Krueger (2006) agrees that careless handling, storage and disposal endanger the health of millions, and poison the environment. For instance, on December 2, 1984, a gas leak caused a deadly cloud to spread over the city of Bhopal, in Central India, leaving 2,500 people dead and injuring over 200,000 in the space of a few hours. The accident occurred as a result of a runaway reaction in one of the tanks of methylisocyanate (MIC), releasing into the air some 42 tonnes of this compound (Krueger, 2006). Ogunmuko (2009:32) identified high range of hazards workers in the manufacturing industry are daily exposed to as

including: flammable gases, dust and fumes, chemical fumes, asphyxiating gases, toxic and irritating materials, materials engulfment, mechanical trapping and entanglement trips and falls. Manufacturing industries are at higher risk of suffering hazards, as a result of what Ogunmuko (2009) describes as the nature of their enclosures, in terms of structure, configuration, contents and processes within and outside. The Ikorodu Rubber Factory fire disaster in 2002 is still one of a major disaster in Nigeria, where well above 42 workers lost their lives in West Africa Rubber Product Limited at Odogun, Ikorodu.

In his response to question of why he believes that employees in the manufacturing industry are daily exposed to hazards. A Labour Inspector (Ogun State) explained that workers in the Nigeria work environment face risks and hazards resulting from exposure to hazardous substances, poor control of tools and materials, poor hygienic conditions, ineffective use of space, poor repairs or maintenance and use of equipment/machinery. His views are further corroborated by that expressed by Bejide (2008:18) who identified causes of accidents in the manufacturing industry as: man, machine, method, material and the environment.

Conclusively, the most startling revelation during the course of this study was that lesser percentage of the employees of the industries visited were aware about the past danger they had been exposed, the present risk and the future hazards they are likely to suffer. While such inscriptions as “safety is everybody’s business”, “Accidents don’t just happen, they are caused” are posted on most of the walls, it would require a future elaborate research on occupational health and safety: issues in employer, employee responsibilities to unravel that.

CHAPTER FIVE
SUMMARY, CONCLUSION, POLICY IMPLICATION, AND
RECOMMENDATIONS

5.0 Introduction

This chapter presents the summary, conclusion, policy implications of the study and suggested areas for further research.

5.1 Summary

The study was carried out to look at the overall essence of labour inspection system as a potent instrument to facilitate decent work – suitable and productive working environment. The study focused on labour inspection variables as correlates of decent work agenda in the extractive and manufacturing industries in Lagos and Ogun States, Nigeria.

The study was divided into five chapters. The first chapter highlighted the introduction to the study, and its background. This chapter revealed the prevalence of decent work deficits attributable to global changing patterns of work as well as negative effects of neo-liberal market operations. The statement of the problem, objective, significance and the scope of the study were clearly stated. The chapter ended with operational definition of terms.

The second chapter accounts for the theoretical framework and the literature review, which provided the structural premise on which the study is based. The theoretical framework highlighted the theory of neo-liberalism which helped to understand global trend in patterns of work today. The theory, which is economic and market based emphasises liberalization, deregulation and privatization, resulting in general reduction in labour costs; causing lay-offs, job informalisation, out-sourcing, rightsizing, downsizing, and contract employment, among others. The chapter equally dealt with a comprehensive review of related literature involving the following: the nature of work, the political economy of employment relations, decent work agenda and labour inspection.

Chapter three dealt with the study's methodology. The descriptive survey research design of the ex post facto type was adopted. Proportionate stratified random sampling technique was adopted. Two instruments: Labour Inspection Questionnaire are ($r=0.75$) and Decent Work Agenda Scale ($r=0.82$) were used for data collection. These were complemented with a semi-Structured Interview Guide. Four research

questions were raised, while two hypotheses were tested at 0.05 level of significance. Data were analysed using descriptive statistics, Pearson Product Moment Correlation t-test and multiple regression. IDI data were content analysed.

Chapter four presented data analysis and discussion of findings. In summary the demographic study revealed that owing to the physical nature of the construction and quarry industries, most of the respondents were males who were mostly within age 18 and 49. The study equally revealed that majority of the respondents were junior factory workers, who are believed to be worse off in the disruption pattern of industry's cake. Majority of the respondents, too, fell within primary school leaving certificate holders and Ordinary National Diploma. Also, majority of the respondents those considered as the very vulnerable workforce who are mostly casual workers. Majority of the respondents were married (59.9%).

Furthermore, the study revealed that Labour Inspection (LI) variables significantly correlated ($R=.61$) with Decent Work Agenda (DWA) ($F(5,1032)=148.03$; $p<0.05$) and accounted for 36% variance in the dependent measure. Components of LI contributed to DWA as follows: LI visit ($\beta = 0.42$), labour law enforcement ($\beta = 0.40$), safety monitoring ($\beta = 0.26$), industrial relations ($\beta = 0.21$), dispute resolution ($\beta = 0.19$) and intelligence monitoring ($\beta = 0.15$). LI correlated with the components of DWA as follows: Employment issues ($r = 0.45$), Promotion of rights at work ($r = 0.42$), Social protection issues ($r = 0.33$) and Social dialogue ($r = 0.24$). Further, the mediatory functions of governmental and institutional factors significantly correlated ($R=.710$) with the impacts of LI on DWA ($F_{(2, 1031)} = 254.53$; $p< 0.05$). Relatively, their effects were in the following order: Policy support ($\beta = 0.42$), Resources ($\beta = 0.38$), Political will ($\beta = 0.06$) and Institutional capacity ($\beta = 0.03$). No significant difference was observed between extractive and manufacturing industries on decent work agenda ($t = 0.23$, $df= 1031$; $p>0.05$). The IDI result revealed poor labour inspection performance resulting in high decent work deficits in the examined industries.

The study revealed that there was no difference observed between extractive and manufacturing industries on how decent work practices are carried out. Workers' conditions of service are quite similar as well as general working environment.

Chapter five, however, dealt with the study's summary, conclusions, policy implication and recommendations.

The results of the study revealed that high decent work deficits in the industries examined. It equally revealed ineffective labour inspection performance. This study was in-a-nutshell able to establish that if labour inspection is effectively supported by such governmental and institutional factors as policy support, adequate resources, capacity and strong political will; it remains a most veritable tool for promoting and ensuring compliance with Decent Work Agenda in the extractive and manufacturing industries in Nigeria.

5.2 Policy Implications

From the findings of this study it is hoped that the recommendations in the study will to a large extent, influence the government, employers and the employees, trade unions and all other labour practitioners both in the aspect of policy formulation and policy implementation in a manner that will lead to new attitude to work, and new orientation toward policy implementation.

A major policy implication is that the Ministry saddled with the responsibility to oversee labour and work-related issues need to rise up to the challenges of poor performance of the labour inspectorate as well as to the challenges posed by Decent Work deficits. If the labour inspectorate is effectively managed, this will engender decent work practices, which ultimately will result in productive employment, and invariably poverty would vanish and sound economic prospect will be enhanced.

The findings of this study have implication for the workers and their representatives (the union) in terms of workers' education. There is the need to check prevalence of corruptive tendencies and lack of focus within the rank and file of the unions. There exists the politics of check-off dues, which has largely derailed most unions and has to a very serious extent, threatened their power and resolve to fight for the poor workman or have a common cause.

One other implication of the findings of this study is that the management, the Government and the Safety Council of Nigeria should work together and formulate a new and purposeful policy on occupational safety and health in view of age long as well as new hazards ravaging the workplace. This will go a long way in checking the dangers and risks that unsuspected and vulnerable workers are exposed to daily at work.

Also, the findings have implication for HIV/AIDS support groups. The

prevalence of HIV/AIDS and its debilitating effect on the working age calls for a more proactive national response in terms of policy formulation, as well as practical and workable framework (for effective monitoring and evaluation) by all care and support groups as well as the Peer Educators (PES) in all the industries, particularly the construction and the quarries where workers were found to be so loose.

Furthermore, findings have implication for policy thrust toward integrating the fragmented labour inspectorates. The labour inspectors' attitude to labour inspection has not helped to improve the corporate image of both the Government and the Ministry itself, as there exists deep-seated rivalry between labour officers, and safety inspectors in the ministry. This is really affecting the vision and mission of the labour inspectors in the ministry. There is the need for a review of the mode of recruitment of Labour Officers as well as review of the Ministry's training, incentives as well as motivational policy.

This study also, has implication for the International Labour Organisation as well as her other constituents around the globe. For their tripartite annual meetings to serve any useful purpose, member nations who do not appreciate best practices (decent work and labour inspection system) should be sanctioned. There should be the need to sanction member nations whose domestic labour laws are not adequately domesticated to reflect ILO conventions, standards and protocols. ILO should equally sanction member Nations who attend their annual conference with the same recycled personnel, who in most cases are not even officials of the Labour Ministry.

5.3 Conclusion

Intelligence monitoring, industrial relations labour law enforcement/ interpretation, labour inspection visit, safety monitoring and dispute adjudication, correlated with decent work agenda components (Employment issues, promotion of rights at work, social protection and social dialogue). Also the study revealed no significant difference between extractive and manufacturing industries on decent work agenda. In general, the study showed that, labour inspection, supported by governmental and institutional factors, remains a veritable tool for engendering

decent work agenda in extractive and manufacturing industries.

Nevertheless, in spite of decent work agenda, the Nigerian world of work is still fraught with decent work deficits in terms of unproductive employment, poor remuneration, poor social protection, poor job security, flagrant violations of voice and rights at work, discrimination and dehumanisation at work. It is, therefore, obvious that the ministry saddled with the responsibility to protect workers and monitor work performance has been facing challenges of weak labour administrative structure. Political will, labour policy thrust and resource allocation to the Ministry of labour are abysmally lean and ineffective, as to maximally ensure full capacity utilization of the Ministry's oversight functions of labour administration.

This study, therefore, is expected to provide an insight into how to improve the labour inspectorate in Nigeria as a positive change agent in creating a suitable working environment, sustainable national growth and development as well as productive and harmonious working environment, suitable for higher productivity. In all this, government in a short term has a major role to play.

5.4 Recommendations

The following recommendations are considered plausible and necessary based on the findings of this study; that regular and periodic enlightenment programmes on employment issues, social dialogue issues, social protection issues, occupational health/safety issues, decent work and promotion of rights at work issues, which aim at securing and sustaining good service delivery should be of concern to the government and employers of labour at all levels.

Work organisations should always adopt policies, as well as take decisions that would impact positively on occupational safety and health in the workplace. This would invariably impact tremendously on employee's well-being; it will at the same time enhance productivity as well as the overall business performance within the work organisations. More importantly, companies should ensure regular and periodic training of personnel/staff in order to enhance their quality in terms of efficiency and ability and capacity to respond to technological trends and changing patterns of work.

To foster personnel efficiency and loyalty, companies should make efforts to enhance their work quality through periodic training and re-training. They should also forge strong co-operation between the company and specialized agencies and institutions by organising interactive sessions to promote cross-fertilisation of ideas. ILO should prioritize Nigeria for assistance in the area of strengthening her domestic inspection capacity system, instead of pontificating over good practices that are far from reality. For effective labour inspection system, the following are recommended.

Policy support: An effective labour inspectorate should have a comprehensive national enforcement policy including clear policy on prevention, advisory and supervisory inspection elements, methods of informing, persuading, influencing or stimulating employers to comply with the labour regulations on a sustainable basis. It should also include prosecuting employers who seek to engage in sharp practices by cutting corners and compelling defiant employers to comply.

Cooperation with other authorities and the social partners: The labour inspectorate must as a matter of efficiency and effectiveness establish working relationship with employers and workers organizations, NGOs, government agencies among others. This arrangement would go a long way in stemming the tide of rising decent work deficits in Nigeria.

Political will: Ratification of international Conventions notwithstanding, government should put in place effective programmes of action in terms of appropriate policy framework and legal base for labour inspection. Also political commitment should include allocating a sufficient budget necessary to maintain and operate an effective labour inspection system that can promote Decent Work Agenda values.

Labour inspection system should be functional, professional and effective, and comprise of adequate number of well- trained, equipped and motivated labour inspectors. Labour inspectors must know the law, the work environment, must be ICT compliant, knowing how to generate and analyse statistics and process data, write reports, and must be a “generalist” in approach. The inspectorate must also have an infrastructural support services namely, vehicles, IT facilities, and laboratory

facilities.

Government should streamline the labour Acts regulatory framework, and weed out contradictory, sometimes outdated, inconsistent and embarrassing provisions and regulations. The labour laws should be more “user-friendly” to enable both the employers, and employees and the enforcers know what is required of them in terms of compliance and enforcement. In a case of violations or contraventions of labour laws, violators should be appropriately sanctioned with the labour enforcers given adequate powers to prosecute and publicize the result of such court actions. This would go a long way in putting in check flagrant disrespect for workers’ rights and labour laws, and significantly combat the scourge of Decent Work deficits in Nigeria work environment.

Budgetary allocation to the ministry should be increased, while the pittance routinely given to the ministry should be addressed with all sincerity.

5.5 Limitations of the Study

The findings of this study may be generalized with caution due to the following limitations. The focus of the study was on limited industries located in the southwestern part of Nigeria. Although, the locales and the industries used are key players in the Nigeria economy (Lagos and Ogun States). However, operational situations somewhat differ significantly from what obtains from one industry to the other, particularly those located in other parts of the country. Besides, only a representative few out of numerous work organizations and members of the workforce constituted the samples for the study. Also, the researcher met with stiff resistance from the Lebanese, Chinese and Indians employers who dominate the industries under review. Owing to the sensitive nature of the study, the down-to-earth content of the questionnaires as well as the content of the in-depth interview, both the employers, their top managers and some employees were apprehensive and felt strongly about the purpose of the research. This understandably generated initial hostile reaction, and situations were carefully handled by the researcher and his team. In some instances it took the intervention of the department of adult education, (ADE), the Ministry of labour, and the headquarters of the industrial unions to penetrate some of the industries. Also, the researcher faced the excruciating challenges of finance, as several visits from one state to the other with lots of materials and other employed research assistants from distant locations, were quite

energy and resources-sapping. However, these limitations do not in any way inhibit the success of this study. It is hoped that the outcome of this current study would satisfy its purpose and benefit the research community, more so, as Lagos and Ogun States (fields of study) work environments are strategically qualified enough to represent Nigerian work values.

Perhaps, this study may have raised more questions than answered. If, however, found to have elicited useful questions, interests, debates, comments and contributions, then it shall have accomplished the fundamental essence of contributing to knowledge.

5.6 Suggestions for Further Research

The study was carried out using only two states within the federation, namely Lagos and Ogun States in the south-western Nigeria. A replication of the study using other states within Nigeria, other sectors of the economy, particularly, the public sector, and the informal sector, would significantly advance the frontiers of knowledge. This will equally widen the scope of the study for better generalization. It is also suggested that future researchers should explore the contributions of consumers and customers taste, socio-economic downturn and market competitiveness as they affect labour inspection and decent work practices. Such studies would definitely boost proper understanding of the dynamics of the Nigeria work environment and her peculiar industrial and labour relations mechanics.

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APPENDIX I
UNIVERSITY OF IBADAN, IBADAN
DEPARTMENT OF ADULT EDUCATION
QUESTIONNAIRE FOR LABOUR INSPECTION & DECENT WORK
AGENDA SCALES (QLIDWAS)

Dear Respondents,

This questionnaire is designed basically to collect information on issues relating to influence of labour inspection on decent work agenda in work organizations in Nigeria. All data provided will be used for academic research purposes only. Please note that your sincere response to all questions is very important to the success of this study and you are assured that all information provided will be treated in absolute confidence.

Thank you for completing the questionnaire.

Ajakaye S. Olu-Adams.

SECTION 1

Identification

Questionnaire Identification Number	
Town/City where respondent is resident	
Local Government Area	
Name of Organisation/Establishment	
Designation of the Respondent in the Organisation	
Field Supervisor's Name and Date	

Section 1: Respondent's Socio-demographic Characteristics

Please tick (✓) against the option where applicable.

Sex: Male []

Female []

Age: 18-29 []

30-39 []

40-49 []

50-59 []

60 years and above []

Marital Status: Single []

Married []

Separated	[]
Widowed/Widower	[]
Divorced	[]
Cadre: Manager	[]
Supervisor	[]
Senior factory worker	[]
Junior factory worker	[]

Highest Educational Qualification:

None	[]
Primary School not completed	[]
Primary School completed	[]
Secondary School not completed	[]
Secondary School completed	[]
Diploma, OND/HND	[]
HND/First Degree Certificate		
Higher Degree M.A., M.Sc., M.Ed., Ph.D.	[]
Others (Specify):		

Name of Organisation

i. Industry: _____

ii. Others (specify): _____

Numbers of years in service:

Less than 5 years	[]
6-10 years	[]
11-15 years	[]
16 - 20 years	[]
21-25 years	[]
26 years and above	[]

SECTION 2

LABOUR INSPECTION QUESTIONNAIRE SCALE (LIQS)

Please, respond to the following items by ticking (✓) against any of the 4-point rating scale below.

S/N	(a) Impact of Labour Inspection on Decent Work	SA	A	D	SD
1	Engaging workers on a permanent basis as a common practice in my work organisation.				
2	Workers are generally employed with due regard and respect for the general provisions as to contracts of employment and terms and conditions of employment.				
3	Hired workers have a probationary period of less than six months in my work organisation.				
4	Hired workers stay on the job for more than 1 year before they are staffed.				
5	Employment of non-regular workers is common in my place of work.				
6	Engaging casual or temporary labour is a common practice in my place of work.				
7	Employment is often terminated by notice in my place of work.				
8	I enjoy relative independence on my job.				
9	Labour inspection has ensured the following in my work place strict compliance with all labour laws, related regulations and applicable national standards.				
10	In compliance with labour standard, my workers enjoy the following in my place of work. <ul style="list-style-type: none"> i. Minimum wages ii. Regular payment of salaries/wages. iii. Legal hours of work. iv. Annual leave with pay. v. Sick benefits vi. Maternity leave vii. Maternity benefits 				

	<ul style="list-style-type: none"> viii. Housing allowance ix. Transport facility/allowance x. Redundancy benefits xi. Out-of-station allowance (Determination of principles only) xii. End-of-year bonus productivity bonus lunch (meal) subsidy xiii. Medical schemes xiv. Long service awards xv. Shift allowance xvi. Pension scheme xvii. Gratuity only 				
11	I consider labour inspection as the best government intervention to enforce compliance with all spectrums of employment issues listed above.				
12	<p>If you disagree with (11) above, state the best means to enforce compliance.</p> <hr/> <hr/> <hr/>				
13	I am quite satisfied with my job.				
14	I remain on this job because the job market in the country is not versatile enough and jobs are easy to come by.				
15	Workers engaged in my work organisation are protected against any unjust treatment or dismissal.				
16	<p>Workers generally enjoy the following in my work organization -equality at work</p> <ul style="list-style-type: none"> i. equal pay ii. absence of discrimination 				

	(b) Labour Inspection and employment relations.				
1	The right people are engaged to perform specialized functions.				
2	My employer usually engage staff with the relevant skills.				
3	Workers with higher skills and education are often too difficult to retain.				
4	Workers are often sponsored to acquire job-related skills in my work organization.				
5	There is facility for on-the-job training in my place of work.				
6	Only off-the-job training facility is available in my place of work.				
7	There is no discrimination in terms of access to training by employees by sex.				
8	Opportunities for self-development are relatively available in my place of work.				
9	Generally we enjoy the following in my work place i. Education opportunities for workers. ii. Prospect of promotion iii. Training and retraining iv. Incentives for personal development.				
10	Employees have a good relationship with the employers in my work organization.				
11	Good labour-management relations reduce frequency of conflicts in the workplace.				
12	I have confidence in Labour officials intervention in workplace disputes.				
13	My workplace has benefited from such intervention in the past.				
14	Workers are generally satisfied with their involvement in running this organization.				
15	This work organization encourages industrial democracy.				

16	Workers are usually consulted by the employer or supervisors when decisions are affecting workers' jobs/work are taken.				
17	Joint consultative meetings are regularly held in my work organization.				
18	We enjoy freedom of association in my work organization.				
19	Workers are generally free to join any union of their choice without management interference.				
20	<p>It is of importance for workers to be organized for the following reasons</p> <ul style="list-style-type: none"> i. to help put forward their views for improving work conditions. ii. to provide a forum to fight a common enemy. iii. to disrupt the peace of the organization. iv. to form a parallel administration to the management. v. to provide a forum to discuss workers' problems. vi. to improve productivity. vii. to increase workers' bargaining power. viii. to provide mutual assistance among workers. 				
21	Unions do not offer relevant services.				
22	Instead of pursuing workers interest, many union leaders sometime compromise.				
23	Unions are only interested in check offs and should, therefore, not be allowed to operate in the workplace.				
24	In my work organization, employers negotiate conditions of employment individually with the employees.				
25	Employers in my work organization negotiate conditions of employment through the union.				

26	I am quite satisfied with the way conditions of employment are negotiated in my work organization.				
27	If the performance of my work organization improves, it will make for better and easier negotiations to improve my conditions of service.				
28	Government should through effective labour inspection sanction employers who are averse to workers' participation in the workplace.				
	(d) Labour Inspection and Occupational Health and Safety Issues				
1	I am adequately protected in my work place.				
2	I can recommend my workplace environment to anybody in terms of safety.				
3	Workers receive adequate training on occupational health and safety.				
4	The following aspects of health and safety provisions are generally provided in my work organization. <ul style="list-style-type: none"> - Lighting - Clean water - Drainage of floors - First aid - Sanitary conveniences - Fire extinguishers - Ventilation/Extractors - Machine guarding - General cleanliness - Overcrowding measures 				
5	The following are adequately provided for all workers in my work organization <ul style="list-style-type: none"> i. Hand-gloves ii. Ear-plugs iii. Nose covers 				

	<ul style="list-style-type: none"> iv. Helmet v. Boots 				
6	<p>The following are securely fenced or well-situated in my work place:</p> <ul style="list-style-type: none"> i. Prime movers ii. Transmission machineries iii. Powered machineries iv. Vessels containing dangerous liquids v. Self-acting machines. 				
7	The machines are well positioned to reduce harm to workers.				
8	Inexperienced worker needs adequate training and supervision to handle any machine in my work organisation.				
9	Trained or untrained every worker is made to handle all types of machine in my work organization.				
10	All floors, steps, stairs, passages, gangways and other parts of structures/building used in my work place are of sound construction and properly maintained and well illuminated.				
11	There is safe means of access to every place of work in my work organisation.				
12	There are sufficient precautions in places where dangerous fumes are I likely to be present in my work organization.				
13	Precautions with respect to explosive or inflammable dust, gas, vapour or substance are well taken by both management and workers in my work organization.				
14	Every steam boiler as well as all fittings and attachments should be of good construction to prevent accident.				
15	<p>Management of my work organization has in place adequate provisions in case of fire. E.g.</p> <ul style="list-style-type: none"> i. Means of escape ii. Free passage way iii. Means of exit (opened outward) 				

16	Should labour inspectors penalize the employer when not satisfied with any process that constitutes a risk of bodily injury to the workers?				
17	It is wasteful to give protective clothing and appliances to all workers in the workplace.				
18	Labour inspectors should enforce the use of suitable protective clothing and appliances (gloves, footwear, goggles and head coverings) in the workplace.				
19	Labour inspectors should be properly equipped and empowered to enforce labour legislation to check deficits.				
20	Workplaces could be inspected as often and as thoroughly as is necessary to ensure the effective application of relevant legal provisions.				
	<p>Freely comment on your impression about labour inspection in Nigeria.</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>_____</p> <p>Thank you for your response</p>				

SECTION 3

DECENT WORK AGENDA SCALE (DWAS)

Please, respond to the following items by ticking (✓) against any of the 4-point scale below.

S/N	(a) Decent Work Agenda and Employment Issues	SA	A	D	SD
1	Decent Work Agenda is a foreign idea.				
2	DWA cannot work in Nigeria.				
3	I am not interested in DWA.				
4	Decent Work Agenda has the potential to provide better strategy for poverty alleviation.				

5	Employment promotion is very central in decent work agenda.				
6	Decent Work Agenda has the capacity to address unemployment and underemployment in Nigeria?				
7	Decent Work Agenda equally has the capacity to facilitate the following in the work place: <ul style="list-style-type: none"> i. safe working environment ii. good working time and work intensity iii. good wage levels iv. skill development/up-grading 				
8	HIV/AIDS is indeed a human crisis.				
9	HIV is a threat to sustainable social and economic development.				
10	The workplace is a focal point and meeting place in people's daily lives.				
11	It is important to safeguard the lives of workers in the workplace.				
12	Safeguarding the lives of the workers who are considered as the most important factor in production, calls for pragmatic response to the spread of HIV/AIDS and its management in the workplace.				
13	HIV/AIDS burden disproportionately affects the productive age group with its attendant negative socio-economic consequences.				
14	Certain work situation in my workplace can expose the worker to HIV/AIDS.				
15	With the use of peer educators in my workplace, great awareness on HIV/STIs will be created.				
16	Peer educators activities will motivate and support behaviour change in the workplace.				
17	Job determination (recruitment, suspension, demotion, termination, dismissal etc) could be based on HIV status.				

18	Employers of labour reserve the right to determine the extent of medical confidentiality of an employee.				
19	Confidentiality of information with respect to employee's medical records is not important in the workplace.				
20	No mandatory testing for HIV encourage the uptake of voluntary counselling and testing services) should take place in the workplace.				
21	Government should legislate against use of HIV status as a basis for stigma discrimination and exclusion of persons living with HIV.				
22	Disciplinary procedures should apply to persons who refuse to work with an employee with HIV/AIDS.				
	(b) DWA and rights at work issues.				
1	I work in an organized workplace.				
2	I enjoy freedom of participation in issues of workers' interests.				
3	There is fair and equitable treatment of workers in my work organization.				
4	There is absence of discrimination in this work organization.				
5	All workers are treated with respect in this work organization.				
6	All workers irrespective of gender are equally treated in my work organization.				
7	Disability, diseases and race from no basis for discrimination in my work organization.				
	(C) DWA and social dialogue issues in the workplace				
1	For workers, the route to representation and dialogue is through trade union organization.				
2	This expectation is realized in my workplace.				

3	A good workplace is a place where workers are allowed to decide what sort of union they want and how it should be run.				
4	There is no social dialogue without strong and quality representative social partner.				
5	Violation of trade union rights of workers means physical violation of the integrity of workers.				
6	I cannot work in an environment where my voice is suppressed.				
7	Many employers of labour do not want their employees to join the union.				
8	Many workers have lost their jobs in an attempt to organize workers in the workplace.				
9	Would you stake your job to lead workers agitation for union activities in the workplace?				
10	I can recommend my work to anybody.				
11	I will never encourage someone I love to take up job in an environment like this.				
12	Nigerian government job policies have not been in the interest of the poor workers.				
13	Government should do more to improve the quality Decent Work Agenda for better quality of work for Nigerian workers.				
	(d) Decent Work Agenda and Social Protection Issues				
1	My work is indeed secure.				
2	My work is pensionable.				
3	The organization provides adequate financial protection for all workers.				
4	There are adequate contingencies for health related problems in my work organization.				
5	In this work organization, I will get all my income even when I am too sick to work.				

6	In case of death through a work related accident, this organisation will pay compensation for my surviving dependants.				
7	This organization has adequate provision in terms of compensation if a worker should become disabled as a result of a work-related accident or disease.				
8	The provisions of the workmen compensation (CAP 470, LFN 1990) making provisions for the payment of compensation to workmen who sustain injuries in the workplace are quite familiar in my work organization.				
9	I would like to work beyond the statutory retirement age of 60 years if given the chance.				
10	Poor social security provisions are responsible for low job quality in Nigeria.				
11	The new pension scheme will put an end to delay in payment of retirement benefits and its attendant problems in Nigeria.				
12	I can recommend the scheme to any work organization which is yet to institutionalise it.				
13	My medical bills are paid from my salary.				
14	My medical bills and that of my dependants are paid through company-based schemes.				
	Freely comment on your impression about this study. _____				
	Thank you for your responses.				

APPENDIX II
IN-DEPTH INTERVIEW GUIDE

Date of the interview: _____

Time interview started: _____

Location: _____

Part I: Introduction/General

1. Why do people work?
2. Does it matter if the work you do is productive or not?
3. Identify the industry/sector you consider most hazardous?

Part 2: Knowledge about Decent Work Agenda, Labour Inspection and their Components

4. Generally, what is your view about Decent Work Agenda?
5. What is your assessment of the programme in Nigeria?
6. Is there any relationship between decent work practices and job performance?
7. Give brief assessment of Decent Work Agenda components: Social Dialogue/Social Protection, Employment issues and rights work.
8. Comment on the important of each in relation to job performance.
9. What are the factors affecting the performance of each of these components?

Part 3: Specific Knowledge about Labour Inspection Practices

10. What does labour inspection mean to you?
11. Who are labour inspectors?
12. How much of the following do you know?
13. What factors can you identify that can promote adequate labour inspection?
14. How do you see government's intervention in labour matters?
15. What is the usual response of your work organisation to labour inspection visits?

Part 4: Role of Government and Prospect of Labour Inspection and Decent Work Agenda in Nigeria

16. How effective are government policies at instituting decent work practices and labour inspection in Nigeria?

17. Are there areas you would wish the government to improve upon so as to facilitate decent work practices and effective labour inspection in Nigeria?
18. Generally, what is the prospect of decent work agenda in Nigeria?
19. Generally, what suggestion(s) do you have towards job performance enhancement in Nigeria?

Finally Sir/Madam let us know the following about you

20. Name:
Age:
Religion:
Marital Status:
Ethnic Group:
Educational Qualification:
Work Experience:
Position in the Organisation:
21. Your suggestions towards the success of this study.

Time interview ended _____

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