

Labour Involvement in Participation and Democracy in Developing Economies: The Example of Nigeria

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Overview

- Introduction
- Nigerian Background
- Democracy
- Methodology
- Employee Participation
- Industrial Relations and Democracy
- Evidence from Nigerian Companies
- Conclusions



Nigerian Political Framework

- Population of 173 million
- Since 1999 military dominated governments replaced by democratically elected governments
- But election of 2007 controversial
- Elections of 2011 and 2015 problematic but democratic
- Political framework shaped by pluralistic society
- Deep schisms in Nigerian society
- Geographical divisions accentuating poverty

Economic Characteristics

Sectoral Shares in Nigeria GDP: 2012 (A Comparison of Newly Re-Based and Older GDP)

Sector	NEW	OLD
Agriculture	22.1	33.1
Crude Oil and Gas	15.8	37
Trade	16.5	15.5
Manufacturing	7.4	1.9
Of which food and tobacco	4.4	-
Construction	3.1	1.6
Transportation	1.3	0.8
Telecommunication	8.3	0.8
Finance & Insurance	2.8	1.6
Real Estate	7.7	4.5

Data and adaption from: The World Bank, Nigeria Economic Report, No. 2 July, 2014, p.4.

Methodology

- Structured/Semi structured interviews
- Case Study Companies
 - History
 - Economic significance
 - Empirical data
- Multi-method approach



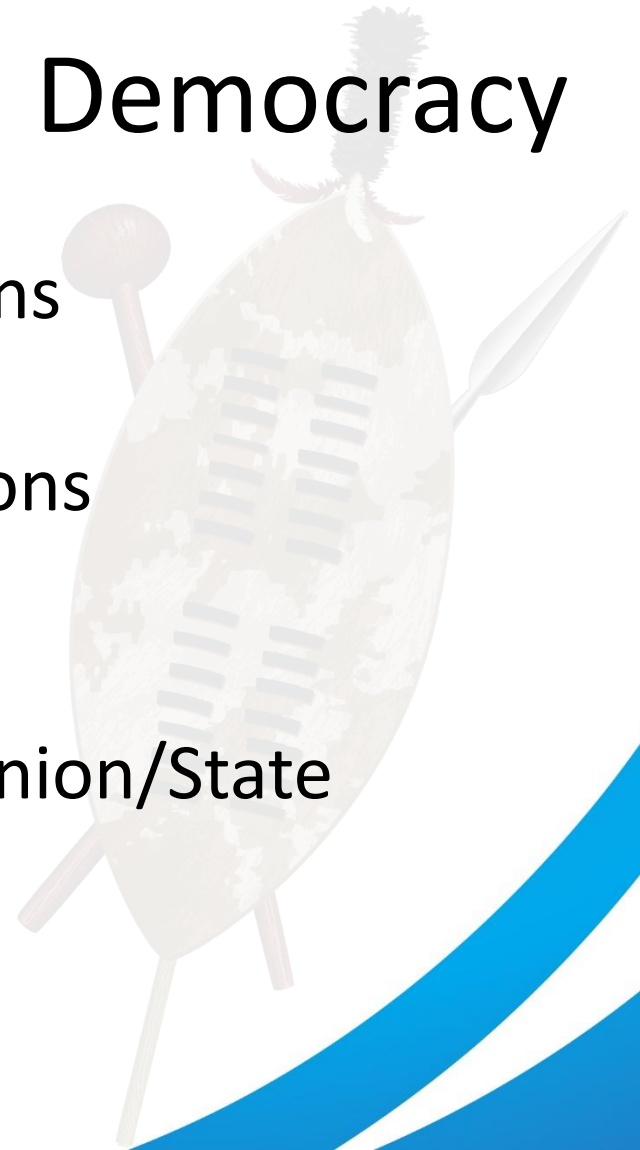
Employee Participation and Democracy

- Information /Participation/Consultation
- Participation structures
 - JCC
 - Quality Circles
 - Work Groups
 - Work Committees
- Nigeria/European Comparison
- Cultural context



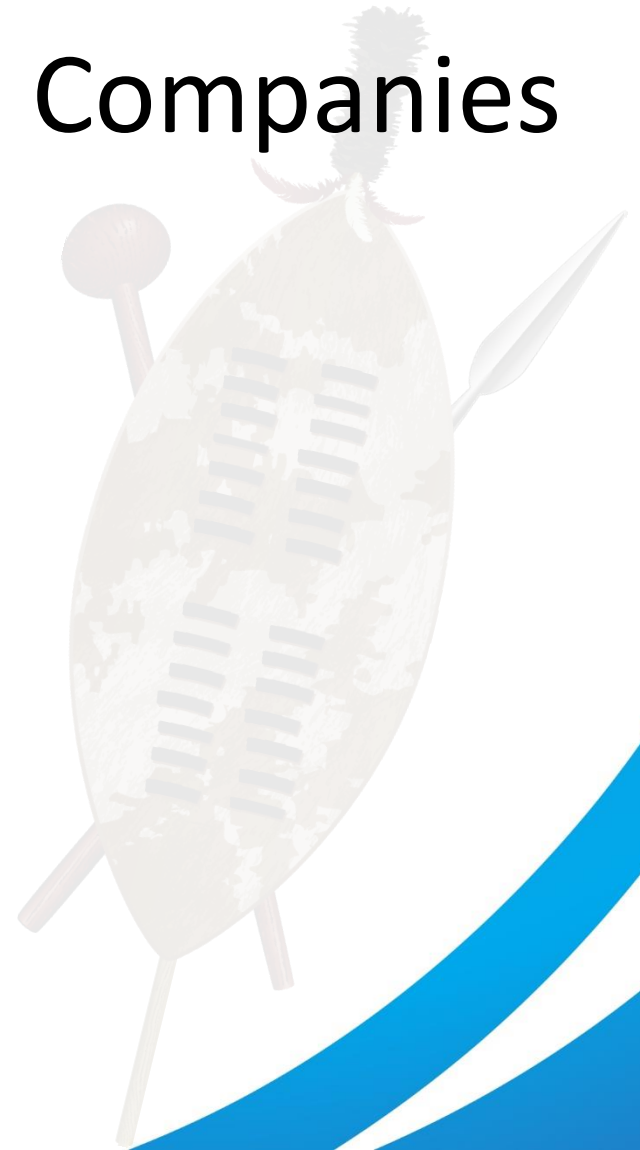
Industrial Relations and Democracy

- Overview of Industrial Relations
 - Military/Democratic Settings
- Structure of Industrial Relations
 - The State
 - The Employers
 - The Trade Unions: National union/State council/Branch union
- Democracy of Trade Unions



Evidence from Nigerian Companies

- Management and Participation
- Trade Unions and Participation
- Joint Consultative Committee
- Employee Trust Schemes
- Employee Forums



Empirical Data: Forms of Participation

Forms of Participation

Companies	Information	Consultations	Negotiation	Employee Trust Scheme
Britannia Food Plc	x	x	x	-
Rex Bottling Company Plc	x	x	x	-
Precious Bottling Company Plc	x	x	x	-
Crescent Aluminium Company Plc	x	x	x	x
Zorex Oil Producing Company	x	x	-	x
Kwabever Products Plc	x	x	x	x
Delta Aluminium Plc	x	x	x	-
Total	7	7	6	3



Empirical Data: Participating Structures

Participation Structures

Companies	JCC	Quality Circle	Work Group	Work Committee	Others
Britannia Food Plc	x		x		
Rex Bottling Company Plc	x			x	
Precious Bottling Company Plc			x	x	
Crescent Aluminium Company Plc	x	x		x	
Zorex Oil Producing Company	x		x		
Kwabever Products Plc	x		x	x	
Delta Aluminium Plc			x	x	

Nigeria/European Comparison

- Nigeria IR Model: Collective Bargaining and Negotiation
- European IR Model: Co-determination/Pluralist perspective
- Nascent Nigerian Participation/Mature & Evolving European Structures
- Cultural traits: Collectivism
- Socio-economic settings: Long term employment interest

Conclusions

- Information/Consultation: Management participation
- Democratisation of the Nigerian trade union
- The Cultural traits
- The Future pointers

