

Democratization and Labour Reforms in Nigeria

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Abstract

Reforms in Nigeria's economic sector have a long history. It predated the nation's independence because economic reforms in one form or the other were introduced even by the colonial administration. With independence, such programmes became more pronounced as successive administration saw the need to embark on reforms to correct perceived imbalance in the economic sector. Labour reforms are part of the economic reforms that a nation could embark upon. In Nigeria, the democratic experience which passed through a transition period as well as consolidation phase brought the need for the government to initiate labour reforms. Such reforms were among other things, meant to correct certain lapses in the existing labour policies, improve upon the same aspects of the labour legislations on the gains attained in the labour policy over the years. The present paper seeks to discuss these issues by focusing on the impact of the democratization process on aspects of labour reforms in Nigeria.

Keywords

Democracy, Economic Reforms, Empowerment, Society

I. Introduction

In every country of the world, the process by which a country adopts a political regime or the transition from an authoritarian regime to a full democracy is one of the most important concepts and trends in modern political science and other various related studies; one whose significance is just beginning to be understood by conflict resolution practitioners. This is the reason why; different patterns of democratization are often used to explain other political phenomena, such as whether a country goes to war or whether its economy grows. Democratization itself is influenced by various factors, including economic development, history and civil society.

It is observable from the above that the expansion of liberal economic reforms has mixed effects on democratization. In many ways, it is argued that, democratic institutions have been constrained in order to satisfy both local and international capital markets or to facilitate the global flow of trade. In view of this, the democratization of labour reforms is a term that may be a visible part of social change which cannot be neglected primarily because of its contributions to national development of various African countries.

This is because, the independence struggles of many African countries cannot be complete without mentioning the role of African workers and trade unions. Not only did they use trade unions tactics but also the trade union platform to launch the struggle for independence [1].

Sociologically, democracy in industry begins with the formation of workers' interest groups. In particular, interest groups are necessary to represent workers since employers [both the state and individuals] cannot negotiate with a disorganized collection of employees. For workers' interest groups to be effective, they must be recognized as legitimate by employers and the state. This has been an uphill struggle in capitalist societies.

In line with the above, the major parameter for assessing the success of any country's administration is the level of its economic growth, and its effect on the citizenry. Nigeria cannot be an

exception because the situation on ground is however anything but cheering. This is evident as successive leaders propounded several economic policies, some ambitions, but others are out of tune with reality, yet none has been able to get us out of the woods. Visionless and corrupt leadership have been the bane of our economic development [2].

Furthermore, the only obstacle that is preventing the working class from taking power is the compromising attitude of the labour leadership, lack of determination and the obvious refusal to lead the labours to power. The soldiers and their sophisticated gun for instance, are not the obstacle because the history of revolution always confirms that when the rank and file military see the determination on the part of the leadership they always move to the side of the people [3].

In this regard, reactions to socio-economic crises constitute a foundation for reforms world wide. While such reactions obviously revolved around international coercion, normative emulation and competitive mimicry. The ultimate aim of reforms is to redefine the role of the state in the economy [4]. Despite different reforms that have been implemented in Nigeria to ensure industrial democracy [especially on labour force]; the country is yet to make any appreciable progress in the management of industrial conflict of labour in its social, economic, and political way of life. However, the aim of this paper is to extensively discuss democratization and labour reforms in Nigeria.

II. Conceptual Clarifications of Democratization

Democracy, as we know it today, is a relatively recent phenomenon. To be considered democratic, a country must choose its leaders through fair and competitive elections, ensure basic civil liberties, and respect the rule of law. Democratization is the process whereby a country adopts such a political regime. There is less agreement among political scientists about how that process occurs, including the criteria to use in determining if democratization has taken place. Many countries have adopted democratic regimes only to see them collapse in a military coup or other revolt that yields an authoritarian government instead [5].

Typically, it can be observed that, one cannot think that democracy has truly taken root until at least three national elections have been held. Another criterion raised by many experts is the peaceful transfer of power from one political party or coalition to the former opposition. Such a transition is critical because it indicates that the major political forces in a country are prepared to settle their disputes without violence and to accept that they will all spend periods of time out of office.

In this view, it took an extended period of time for democratization process to develop in the industrialized countries of Western Europe and North America. In the United States and Great Britain, it took well over a century before all the institutions and practices mentioned above were firmly in place. France, Germany, and Italy saw their democratic regimes collapse and are replaced by fascist ones. It is undoubtedly true that democratization can take place faster today. However, Democratization takes time because it requires the development of new institutions and widespread trust in them, which almost never happens quickly [6].

III. Typology of Democratization Processes

Democratization can be understood in three different ways. For one, it is the introduction of democracy in a non-democratic regime. Next, democratization can be understood as the deepening of the democratic qualities of given democracies. Finally, democratization involves the question of the survival of democracy. Technically speaking, the emergence, the deepening, and the survival of democracy are strictly distinct aspects of democratization [7].

The human empowerment path to democracy is responsive to mass pressures for democracy. This path constitutes responsive democratization. But there are other types of democratization processes that do not respond to mass pressures. These types can be classified as enlightened democratization, opportunistic democratization, and imposed democratization. In each of these types, the power elites' vested interest in monopolizing power is overcome by reasons other than mass pressures that lead to socially detached rather than embedded democracy, the latter of which can only result from mass responsive democratization [8].

One of the reasons why power elites might overcome their natural resistance to democratize is Still another and increasingly widespread case in which elites concede democracy in the absence of mass pressures is when they believe they can easily corrupt democratic standards in practice and when the pretence of democracy is perceived as a useful means to open the doors to the international community, especially donor organizations. This case of opportunistic democratization has become more likely since the Washington consensus, as a result of which western credits have been tied to conditions of 'good governance'.

In the enlightened, imposed, and opportunistic types of democratization, elites concede democracy despite absent mass pressures to do so. Among these three types, elites respect democratic freedoms effectively only in the enlightened type but this type is rare. In the imposed and opportunistic types of democratization, elites do not effectively respect democratic freedoms. Responsive democratization is the only type of democratization in which democracy becomes socially embedded and hence socially sustainable.

This type of enlightened democratization is the only type in which elites effectively respect democratic standards even in absence of mass pressures to do so. But this model is very rare in history as it is at odds with power elites' natural tendency to resist democratization. Another reason why elites concede democracy even in the absence of mass pressures is when these elites depend on the will of external powers and when these powers are pushing for democracy.

This case of imposed democratization is again typical of post-war democracies such as West Germany, Austria, Italy, and Japan after World War II. The US-led attempts to install democracy in post-war Afghanistan and Iraq fall into the same category of externally imposed democratization, though it is far from clear whether the latter cases will be successful.

IV. Factors that affect Democratization

Following from the foregoing discussion, some of the more frequently factors which affect or ultimately limit democratization are as follows:

A. Wealth

A higher GDP/capita correlates with democracy and the wealthiest democracies have never been observed to fall into authoritarianism. There is also the general observation that democracy was very rare before the industrial revolution. Empirical research thus lead many

to believe that economic development either increases chances for a transition to democracy, or helps newly established democracies consolidate. Some campaigners for democracy even believe that as economic development progresses, democratization will become inevitable [9].

B. Education

Wealth also correlates with education, though their effects on democratic consolidation seem to be independent. Better educated people tend to share more liberal and pro-democratic values. On the other hand, a poorly educated and illiterate population may elect populist politicians who soon abandon democracy and become dictators even if there have been free elections.

C. The Resource Curse Theory Suggests That

states whose sole source of wealth derives from abundant natural resources, such as oil, often fail to democratize because the well-being of the elite depends more on the direct control of the resource than on the popular support. On the other hand, elites who invested in the physical capital rather than in land or oil fear that their investment can be easily damaged in case of a revolution. Consequently, they would rather make concessions and democratize than risk a violent clash with the opposition [10].

D. Capitalism

It can be observed that, democracy and capitalism are simply two different aspects of freedom. Although a widespread capitalist market culture may encourage norms such as individualism, negotiations, compromise, respect for the law, and equality before the law [11]. These are seen as supportive for democratization. By contrast, many Marxists would claim that capitalism is inherently undemocratic, and that true democracy can only be achieved if the economy is controlled by the people as a whole rather than by private individuals.

E. Social Equality

Robinson [12] contended that the relationship between social equality and democratic transition should be nonlinear: People have less incentive to revolt in an egalitarian society [Singapore], so the likelihood of democratization is lower. In a highly unequal society, the redistribution of wealth and power in a democracy would be so harmful to elites that these would do everything to prevent democratization. Democratization is more likely to emerge in the countries, whose elites offer concessions because they consider the threat of a revolution credible; and the cost of the concessions is not too high.

F. Middle Class

According to Robinson [13], the existence of a substantial body of citizens who are of intermediate wealth can exert a stabilizing influence, allowing democracy to flourish. This is usually explained by saying that while the upper classes may want political power to preserve their position, and the lower classes may want it to lift themselves up, the middle class balances these extreme positions.

G. Civil Society

A healthy civil society such as NGOs, unions, academia, human rights organizations are considered by some theorists to be important for democratization, as they give people a unity and a common purpose, and a social network through which to organize and challenge the power of the state hierarchy. Involvement in

civic associations also prepares citizens for their future political participation in a democratic regime. Finally, horizontally organized social networks build trust among people and trust is essential for functioning of democratic institutions.

H. Culture

It is claimed by some that certain cultures are simply more conducive to democratic values than others. This view is likely to be ethnocentric. Typically, it is Western culture which is cited as “best suited” to democracy, with other cultures portrayed as containing values which make democracy undesirable. This argument is sometimes used by undemocratic regimes to justify their failure to implement democratic reforms.

I. Human Empowerment and Emancipative Values

Democratization has been said to be the result of a broader process of human development, which empowers ordinary people in a three-step sequence. First, modernization gives more resources into the hands of people, which empowers capability-wise, enabling people to practice freedom. This tends to give rise to emancipative values that emphasize freedom of expression and equality of opportunities. Democratization occurs as the third stage of empowerment: it empowers people legally in entitling them to practice freedom. Further evidence suggests that emancipative values motivate people to engage in elite-challenging collective actions that aim at democratic achievements, either to sustain and improve democracy when it is granted or to establish it when it is denied.

J. Homogeneous Population

It is without any contention that a country which is deeply divided, whether by ethnic group, religion, or language, have difficulty in establishing a working democracy. The basis for this is that the different components of the country will be more interested in advancing their own position than in sharing power with each other. India is one prominent example of a nation being democratic despite its great heterogeneity.

K. Previous Experience with Democracy

The presence or absence of democracy in a country's past can obviously have a significant effect on its later dealings with democracy. For example, it is very difficult for democracy to be implemented immediately in a country that has no prior experience with it. Instead, democracy must evolve gradually. However, the past experiences with democracy can actually be bad for democratization — a country, such as Pakistan, in which democracy has previously failed, may be less willing or able to go down the same path again.

L. Foreign Intervention

Robinson [14] believes that foreign involvement in democratization is a crucial factor in its success or failure. For him, democracy on one hand, should be actively promoted and fostered by those countries which have already established it, and that democracy may not otherwise take hold. On the other hand, democratization must come “from the bottom up”, and that attempts to impose democracy from the outside are often doomed to failure. Hence, the failures of colonialism and decolonization to create stable democracies in most developing nations, where dictators often quickly took power after a brief democratic period following independence.

M. Age Distribution

Countries which have a higher degree of elderly people seems to be able to maintain democracy. When the young population [defined as people aged 29 and under] is less than 40%, a democracy is more safe, according to this research.

V. Relevance of Democratization

Democratization is important because is one of the most widely [but not universally] accepted trends in international relations, known as the democratic peace. Put simply, democracies do not have wars with other democracies. There were a handful of ambiguous cases in the 19th century in which democratizing countries fought other emerging democracies. But there have been no cases of an established democracy going to battle with another one since 1900. Obviously, that does not mean that democracies cannot go to war with each other. But there is something about democracy and the relationship between democracies that allows them to settle their disputes peacefully.

Furthermore, democratization is particularly important in countries which have gone through an extended period of intractable conflict. The institutions and value systems that make democracy possible are based on the development of the trust, tolerance, and capacity for cooperation that make stable peace and reconciliation possible outcomes of a conflict-resolution process. Unfortunately, the very same reasons that make democratization important make it difficult to achieve. The ethnic and other tensions that give rise to intractable conflict create so much mistrust and intolerance that cooperation is very difficult to achieve.

Indeed, there are very few countries that have been able to move from intractable conflict to democracy quickly or easily. One exception is South Africa, where the black and white political elites summoned up unprecedented political will and commitment to the multiracial democracy that came into effect in 1994. There are very few countries which experienced intractable conflict where it would have been possible for someone who was jailed for 27 years ([Nelson Mandela) to have the head of the former racist and authoritarian government (F. W. de Klerk) serve as his vice president. Far more common is Nigeria, which returned to democracy in 1999 after more than a decade of repressive and corrupt military rule.

Even though the highly-respected Chief Olusegun Obasanjo was elected president, the country actually saw a sharp upsurge in political violence after the Third Republic was created, including riots over whether or not the Miss Universe Contest should be held in the Muslim-dominated northern region of the country and other incidents which has claimed hundreds if not thousands of lives. One possible explanation for the democratic peace involves the political cultures of Western Europe and North America, which are very different from those in the third world, with their history of colonialism and ethnic division.

VI. Modernization and Democratization

Because of democracy's obvious link to capitalist development, ‘modernization’ has been most often championed as the decisive driver of democratization. The thesis that modernization favours democratization has been repeatedly challenged, but time and again it has been re-established against these challenges. Przeworski et al., [15] for instance, demonstrate that modernization only helps existing democracies to survive but does not help democracy to emerge. As of today, the fact that modernization operates in favour of democracy is beyond serious doubts.

Modernization constitutes a whole bundle of intertwined processes,

including productivity growth, urbanization, occupational specialization, social diversification, rising levels of income and prosperity, rising literacy rates and levels of education, more widely accessible information, more intellectually demanding professions, technological advancement in people's equipment and available infrastructure, including means of communication and transportation, and so on. Which of these processes does exactly what to increase the chances of a country to become and remain democratic is an unresolved problem, and most likely these effects are not isolable. Perhaps, it is precisely the fact that they are so closely intertwined that makes them so powerful.

One thing, however, seems clear that all these processes do together. They enhance the resources available to ordinary people, and this increases the masses' capabilities to launch and sustain collective actions for common demands, mounting effective pressures on state authorities to respond. Given that state authorities, by the nature of their positional interest, aim to preserve as much autonomy from mass pressures as possible, democratization is an unlikely result, unless the masses (especially the labour) become capable to overcome the authorities' resistance to empower them [16].

The major effect of modernization, then, is that it shifts the power balance between elites and the masses to the mass side. In a more elaborative form, the following illustrations invariably showcase the effect of modernization on democratization:

- Social divisions that foster group enmities hinder peaceful power transfers that are necessary for democracy to function.
- Democracy is anchored in social conditions in which resources of power are widely distributed among the population so that central authority cannot access these resources without their beholders consent.
- Certain natural conditions have been favourable to a more widespread control over resources but modernization can happen everywhere and it is important because it tends to distribute the control over resources in the ways that favour democracy.

VII. Democracy and Human Empowerment

Synthesizing the above discussion, we can now identify a 'master sequence' towards sustainable democratization. Modernization enhances the action resources of ordinary people, making them more capable to struggle for democratic freedoms in launching popular movements that sustain elite-challenging activities such as; Capable to struggle for freedoms, rising emancipative beliefs empower them mentally by making them more willing to struggle for freedoms, and democracy empowers them legally by allowing people to practice freedoms. The more human empowerment has advanced in its material and mental dimensions, making people capable and willing to practice democratic freedoms, the more sustainable the legal component of human empowerment—democracy—becomes.

The human empowerment path to democracy is not the only path to democracy. But it is arguably the only path producing socially embedded and hence sustainable democracy. Putnam's [17] social capital theory of democracy represents a specific aspect of the general human empowerment framework. As human empowerment advances in its material and mental dimensions, it makes people more capable and more willing to initiate and sustain collective action. In doing so, human empowerment creates social capital as a by-product.

By increasing people's action resources, modernization increases the utility of democratic freedoms and it does so in ways that are

easily made perceptible through frames, so that people's valuation of these freedoms grows. This gives rise to emancipative values, making publics more willing to struggle for democratic freedoms. Popular struggles for democracy become manifest in social movements whose activists frame democratic goals and mobilize the masses in support of these goals in campaigns that sustain elite-challenging actions. If elites do not voluntarily give in, in anticipation of these mass pressures, these pressures can grow too strong to resist, forcing elites to give in, either by introducing democracy when they have denied it or by advancing it when they were to bloc its further advancement.

This sequence is what Christian and Inglehart [18] call the 'human empowerment'. But their paths to democratization process are as follows:

A. Material Empowerment

Growing action resources empower capability-wise, enabling people to practice freedoms.

B. Mental Empowerment

Rising emancipative values empower ambition-wise, motivating people to practice freedoms.

C. Legal Empowerment

Expanding civic freedoms empower entitlement-wise, allowing people to practice freedoms.

D. Human Empowerment

[people being capable, willing, and entitled to practice freedoms]

VIII. Reform Crises in Nigeria

Reforms [as a means to put or change into an improved form or condition; to amend or improved by change of color or removal of faults, beneficial change, reversion to a pure original state, to repair, restore or correct] emanates from the emergence of an ideology known as neo-liberalism, which first gained acceptance in Chile and Britain in 1970s. This ideology stipulates the need for reduction in the role of the state in the economy for promotion of entrepreneurship, investment, and socio-economic development through reduction in subsidies, tax reform, tax cuts, stabilization of money supply free flow of trade and other market-oriented reforms [19]. These processes and more provide a background for the analysis of the Nigerian model of neo-liberal reforms, which promote mismanagement of industrial conflicts.

Generally, the Obasanjo government supports "private-sector" led, market oriented economic growth and has began extensive economic reform efforts. Although the government's anti-corruption campaign has been disappointing, progress in injecting transparency and accountability into economic decision making is notable. The dual exchange rate mechanism formally abolished in the 1999 budget remains in place in actuality. During 2000 the government's privatization program showed signs of life and real promise with successful turnover to the private sector state-owned banks, fuel distribution companies and cement plants [20].

On this ground, the government has been stymied so far in its desire to deregulate downstream petroleum prices, state refineries, almost paralyzed in 2000, are producing at much higher capacities. By August 2001, gasoline lines disappeared throughout much of the country. The government still intends to pursue deregulation despite significant internal opposition, particularly from the Nigerian Labour Congress.

It is against this background that the Nigerian industries remain underdeveloped despite implementation of reforms. In this context, labour force still loom with devastating implication for industrial development in Nigeria. Civil servants usually received low pay and various other allowances that often led to waste and misuse of government resources.

Weak management and oversight also meant that there were problems with ghost workers on the government payroll; while personnel and pension registers often were unreliable. Moreover, a weak incentive structure in the civil service, which did not foster good performance, resulted in weak work ethic and poor service delivery by many government ministries, often characterized by hidden or outright corrupt behaviour on the part of many civil servants.

Reforms were thus needed to reprofessionalize the civil service in particular and labour force in general as well as increase their focus in service delivery. The above submission marked a typical justification of the need for reforms in Nigeria. However despite regimes of reforms in Nigeria; tangible industrial development has not been entrenched and major institutions are replete with crises and mounting socio-economic malaise. Hence, the Nigerian reforms, that are expected to enhance quality of lives, have succeeded in reducing living standards of the majority thereby fuelling controllable industrial crises in the country.

IX. Labour Reform in Nigeria

Generally, labour is the aggregate of all human physical and mental effort used in creation of goods and services. It is a measure of the work done by human being in a social, economic and political system. On this ground, the size of a nation's labour force is determined by the size of its adult population, and the context to which the adults are either working or are prepared to offer their labour.

Labour reform refers to amendments of aspects of the labour law. The Nigeria labour law includes different Acts, Trade Disputes Act and the Trade Union Act. A typical model of labour reform is the 2005 Trade Union Act, which includes new orders. For instance, in the 2005 Trade Union Act, the Nigerian government ordered that in collective bargaining all registered trade unions must constitute an electoral college to elect members who will represent them in negotiations [21]. Thus, the Nigerian government has amended the most important step in the collective bargaining procedures, that is, the statutory recognition of trade union as a bargaining agent for the employees within the bargaining unit in relation to terms and conditions of employment.

It is argued that each of the components of the labour law requires major and detailed review, and thus singling out the Trade Union Act for patchy amendment is inadequate [22]. The 2005 Act seeks to promote industrial democracy and collective bargaining as crucial mechanisms in the determination of wages and other terms and conditions of employment in compliance with the International Labour Organization requirements.

Basically, during negotiations for each of the machineries for industrial conflict management in Nigeria different issues such as state power, problem of representation, social relations of production and labour resistance are critical. This is evident as the organized labour, which bears the larger chunk of the consequences of industrial conflicts, has been trapped in this context. For instance, the state oppressive machineries and manipulation of the labour ministry has become major obstacle against the organized labour participation in the labour reforms in Nigeria.

X. Problems of Labour Reforms on Democracy In Nigeria

A belligerent state as Nigeria poses a particular challenge to labour reforms as a result of the widespread corruption/inefficiency coupled with the inability of the state to fulfil the basic fundamental purpose of government (i.e protecting and providing for its citizens among others). It is without any contention that labour reforms in Nigeria have evolved into a robust intellectual, vibrant, militant and civilian regimes on such issues as the minimum wage, electoral reforms, political party issues, education related issues, fuel price like, negotiated conditions of service of workers, external debt, cost of living corruption, and globalization among others.

The impact of the labour reforms introduced over the past years and the living conditions of new generations have been the origin and cause of the current development model based on the exploitation of young people. This indicates that, the Nigerian economic development with high rates of economic growth from time immemorial is based on the over-exploitation of the youngest generations of workers.

It is on this ground that, the advent of democratic rule in Nigeria has left some impacts on the labour reforms in the country. However, due to the fact that the country had a longer period of military dictatorship than civil rule, the impact of the military rule is more pronounced. More importantly, the country tends to be dominated by military culture even during civilian regime.

It is observable from the above that, the failure of labour reforms on democratic rule in Nigeria could be traced to several factors; these revolved around the frequent revisions in projected expenditure, overemphasis on public investment, distortions in plan implementation, official corruption, poor coordination, inconsistencies and over-dependence on oil.

XI. Way Forward for Labour Reforms in Nigeria

Despite the aforementioned problems of labour reform to democratization process; there are obvious measure that when put in place can still help to further the achievement of Nigerian in reforming the labour. Thus for labour reform to be more effective, the labour union of any kind must meet the internal challenges facing them which include strengthening the leadership skills, abilities and competence of all levels of their leadership deepening internal democracy in all areas of union work.

Also, The labour reforms in Nigeria may invariably saw new generations of workers joining the labour market in 'exceptional' conditions, which today have become completely 'normalised'; or introduced "external flexibility" into the labour market – temporary contracts and reduced costs for firing employees; or even the "internal flexibilisation" of human resources, with progressive individualization of the process for negotiating salaries and working conditions, as well as the commissions-based part of the salary in the form of bonuses.

More so, labours need to galvanize the political expression of workers and be adequately represented in every policy and political decision making process in the governance of the country. In other way round, accelerated action should be given to the unionization of all non-unionized workers in several sectors of the economy. However, it is when government focuses on how to create a favourable environment for labour force: these revolved around an Increased access to stable electric power [which bears direct access to increased access to water for agriculture, health and hygiene, and industrial needs] at work place; communication links [particularly rail, and information technology]; and personal security and legal reforms [an effective police force and judicial

regime]. Then the issue of labour reforms on democratization process in Nigeria will be more effective.

XII. Conclusion

Conclusively, this paper has invariably discussed the issue of democratization and labour reform in Nigeria. It also considers some methods to understand democratization based on societal conditions, such as modernization or distributional equality. Other models emphasize the role of collective actions, including elite pacts or mass mobilization. Conditions and actions are often portrayed as contradictory explanations of democratization when in fact a full understanding of democratization needs to highlight the interplay between conditions and actions of labour in industrial setting.

It is self-evident that democratization is not an automatism that guides itself without agents. Instead, it is the outcome of intentional collective actions, involving strategies of power elites, campaigns of social movement activists, and mass participation. Thus, any explanation of democratization intending to illuminate the role of social conditions must make plausible how these conditions shape actor constellations. On the other hand, it is just as self-evident that actions leading to democratic outcomes are the result of choices that are socially conditioned.

Furthermore, the economic, technological, and media dominance of Western democracies are important explanatory factors in the recent spread of democracy. Thus installation of electoral democracy can be triggered by external forces and incentives. But whether electoral democracy becomes effective in respecting and protecting people's civic freedoms depends on domestic factors. Democracies have become effective only where the masses put the elites under pressure to respect their freedoms.

The continuous marginalization of the labour force in the formulation of and implementation of policies is a major factor that has made labour reforms an important issue in Nigeria. This situation has affected with grave implication for state labour relation. Nigeria governments and labour have been at loggerheads in the pursuit of diametrically opposing goals.

Evidently, the state reliance on top-bottom approach has proved defective. For example, Nigeria has signed and ratified treaties but lacked the needed capacities and willingness to comply fully with their provisions. The contemporary industrial labour situation in Nigeria can be said to be attributed to internal constraints on the government; such constraints include poor leadership and corruption.

In the same vein, the emerging labour party in Nigeria can make systematic conflict management training programmes a top priority in its manifestoes. Fundamentally, all the aspects that contradict the international standards in the Nigeria labour Law should be reversed and replaced with comprehensive social security policies that can facilitate rapid improvement to the reformation of labour in Nigerian economy.

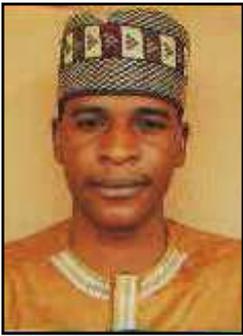
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