

## Trade Unionism and Welfare of Members of Academic Staff Union of Universities (ASUU), University of Uyo Branch, 2010-2020

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### Abstract

*The study emerged from the abysmal welfare conditions in the Nigerian public university system particularly as it concerns members of ASUU in the University of Uyo. The study sought to ascertain the extent to which trade unionism by ASUU has enhanced the promotion of members of the Union and to examine the role ASUU has played in ensuring the payment of fringe benefits to members. The research adopted Conflict Theory as a theoretical guide. A survey method was adopted for the study. A structured questionnaire and interviews were the instruments used to obtain data from the respondents. A sample size of 301 was selected from the population using a simple random sampling technique. Data for the study were obtained from both primary and secondary sources. A one-way ANOVA statistical method was adopted to test the two research hypotheses. The findings of the study revealed that there is no significant relationship between trade unionism and the promotion of the members of ASUU and that the payment of fringe benefits to members of ASUU at the University of Uyo has no relationship with unionism in ASUU. The research recommended that ASUU should adopt a workable mechanism for collaboration with the university management on timely promotion, design a precise template to guide payment of fringe benefits and encourage members to join the Uniuyo Academic Staff Multipurpose Co-operative Society.*

**Keywords:** Trade unionism, workers' welfare, collective bargaining, trade disputes, conditions of service.

### Introduction

The existence of a strong, united and recognised trade union is essential for the protection and advancement of workers' welfare in any country. Globally, workers associate to enable them to determine and pursue their common interests. Odey & Young (2008) cited in Stephen & Emeka (2014) defined trade or labour unions as permanent and continuing democratic organisations voluntarily created by workers to protect themselves at their workplace and to improve their conditions of employment through collective bargaining, education, political lobbying and campaigning, and to guarantee an effective means of expressing workers' views on government policies and programmes. The development of trade unions is a result of the reaction to employers' whimsical use of their decision-making power in ways that are inimical to workers' welfare. The deteriorating welfare of workers without a corresponding response from employers necessitated trade unionism which has been more assertive in demanding improved conditions of welfare.

The industrial relations system in Nigeria sits on a tripod; the government, employers and trade unions. Apart from serving as a regulator or umpire of the industrial relations system, the government also serves as an employer of labour and a very dominant one in developing countries like Nigeria. Trade unionism is now a universal phenomenon operating in the workplace place whether in the public or private sector. Trade unions existed primarily as an instrument to put up a collective struggle against the exploitation of workers in the employment arena. Trade unions have become veritable tools for guaranteeing industrial harmony between the employer and the employee. Trade unions all over the world indeed emerged to improve the living and working conditions of workers (Okechukwu, 2016). Indeed, the history of the trade union movement in Nigeria is closely associated with the struggles for democratic values such as human rights, workers' welfare, wages, and equal franchise, amongst others (Tar, 2009).

As one of the important social partners in the industrial relations system, trade unions have helped to collectively project and protect the views, yearnings, interests and aspirations of workers in a bid to improve their terms and conditions of employment within the industrial relations system. Negotiations and collective bargaining which are modern and effective machineries for ensuring industrial peace and harmony within an organisation are also part of the mechanism instituted to regulate the relationship between labour, employers and the state with labour movement (trade unions) playing a central and critical role in the process, especially on behalf of employees. Apart from the traditional role of securing better “deals” for its members, labour unions have also had to expand their industrial relations role to include looking out for the welfare of workers and citizens within the larger society (Alalade, 2004).

The generic goal of protection and promotion of worker’s welfare consists of such specific objectives as improved economic status, shorter working days, improvement of working and living conditions, income security, for example, pension, provident fund, compensation for work-related injuries or death (occurring in the course of employment), obtaining job security such as protection against lay-off, retrenchment and victimization and so on, better health, safety and welfare standards, respect for the personality of the workers and humane treatment for them and a greater voice in industrial administration and management by the establishment of industrial democracy and improving political status (Sinha et al., 2009).

### **Statement of Problem**

Since the advent of the Industrial Revolution, the issue of workers’ welfare has always been immersed in controversy and antagonism between employees and employers. The obvious imbalance in the employment relationship which is in favour of capital and against labour explains the tense relationship between the duos.

Notwithstanding the notion of employer-employee equality is advanced in the employment arena, it is clear that the commanding influence and multifarious strengths of the employer on grounds of ownership of the means of production, the exclusive right to unilateral modification or variation of the terms and conditions of employment and the exclusive prerogative to hire and fire which unarguably resides in the employer, negates such claim to equality. It has been the trend for enormous emphasis to be placed on the obligations of the workers to the employer without corresponding acknowledgement of the rights of the workers.

For over three decades now, the Academic Staff Union of Universities has been enmeshed in contention with the Federal Government and state governments in the case of state-owned universities. Such welfare constraints include non-payment or delayed payment of fringe benefits and other allowances, delayed promotion of eligible academic staff, and deterioration of infrastructural facilities, amongst others. The Nigerian university system is replete with arbitrary actions and impunities by university administrators. Criminalization of strikes, circumscription of workers' right to freedom of association and erratic dismissal without recourse to due process abound. Other acts of arbitrariness targeted at members of ASUU include anti-labour conditions of employment, and denial

of access to law courts in the event of dissatisfaction with employer's arbitrary disposition, amongst others.

### **Objectives of the Study**

The main objective of this study is to assess the extent to which ASUU has enhanced the welfare of its members in the University of Uyo. However, the specific objectives are:

- i. to ascertain the extent to which trade unionism by ASUU has enhanced the promotion of its members in the University of Uyo.
- ii. to examine the role ASUU has played in ensuring the payment of fringe benefits to its members in the University of Uyo.

### **Research Questions**

The questions this work seeks to proffer answers to are:

- a. Has trade unionism by ASUU enhanced the promotion to eligible members in the University of Uyo?
- b. What role has ASUU played in ensuring the payment of fringe benefits to academic staff in the University of Uyo?

### **Research Hypotheses**

- iii. There is no significant relationship between trade unionism by ASUU and promotion of eligible ASUU members in the University of Uyo.
- iv. Trade unionism in ASUU has not significantly enhanced the payment of fringe benefits to ASSU members in the University of Uyo.

### **Conceptual Framework**

#### **Concept of Trade Union**

As a concept, trade unions have been variously defined by different scholars. According to Thompson (2011), a trade union is a constant group of wage recipients who have the resolution to improve their working conditions with the principal aim of constituting and regulating the relationship between employees and employers which may take into account negotiating on employees' remuneration and compensation, rules of work, procedures for complaints in the workplace, rules and regulations having to do with hiring, firing and elevation of employees together with safety at work.

Trade union is further defined as the conveyor belt of the workers' desires to put an end to wage slavery and radically transform the society. This definition is conceived as representing the means of actualizing the impending working class revolution, which in the Marxian thought is inevitable in every capitalist society. Trade unions are an integral part of a liberal democratic society. They are an important part of the fabric of Nigerian society, providing social, economic, political and psychological benefits for their members as well as the platform for participation in managerial functions in government and work industry (Okolie & Akbefe, 2021).

Trade unions are the organisations of the workforce which are combined to make known and as well achieve some aims which are inclusive of protecting the integrity of their trade, having safety at work, possessing enabling working conditions and at the same time accomplishing higher remuneration packages as this most often brought about the avenue in which bargain is made with employers. However, as a key social partner in the system of industrial relations, workers' unions have gone a long way in helping to protect and project the views, interests, yearnings, and aspirations of employees to make their conditions and terms of employment better. These are done with the adoption of negotiation and collective bargaining techniques, which are seen as both effective and up-to-date machinery for the guaranteeing of industrial peace and harmony in the workplace, and also as an instrument that is made available to normalize the link combining employees, and business owners.

### **Concept of Workers' Welfare**

Workers' welfare is a critical component of human resources management tools which is used to motivate workers towards high level productivity in the organisation. The ILO (2010) observed that employee welfare should be understood as such services, facilities and amenities which may be established in or in the vicinity of undertakings to enable the persons employed in them to perform their work in healthy and peaceful surroundings and to avail of facilities which improve their health and bring high morale. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above wages. Bharathic & Padmada (2018) note that workers' welfare refers to taking care of the well-being of workers by employers, trade unions, and governmental and non-governmental agencies. Recognising the unique place of the workers in society and doing good for them, retaining and motivating employees, minimizing social evils and building up the local reputation of the organisation are the arguments in favour of employee welfare.

Welfare is a positive concept and to establish minimum acceptable conditions of existence. The positive nature calls for the setting up of the minimum desirables necessary for certain components of welfare such as health, food, clothing, housing, medical assistance, insurance, education, recreation and so on. Welfare helps to keep the morale and motivation of the employees for longer duration terms. The welfare measures need not be in monetary terms only but in any form. Employee welfare includes monitoring of working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease and accidents, and unemployment for their workers and their families. Labour or employee welfare entails those activities of employees which are directed toward providing the employees with certain facilities and services in addition to wages and salary Deepti (2017).

Generally, staff promotion is a goal-directed behaviour which brings about an increment in salary and other privileges. According to Luthans (2015), promotions are employed as motivating factors for staff. Ishaka & Waziri (2019) noted that the upward mobility of an employee in the hierarchy of the organization typically leads to the enhancement of responsibility and rank. In every establishment, fringe benefits are those additional compensations that institutions provide to their workforce. According to Mathias & Jackson (2013), fringe benefits constitute indirect forms of compensation granted to an individual employee or a cohort of employees as a component of organizational affiliation, including job promotion which implies employee advancement towards a greater responsibility and associated higher/extra financial income.

### **Activities of Academic Staff Union of Universities in Nigeria**

The orientation of the Academic Staff Union of Universities (ASUU) which became radical from the outset was more concerned with broad national issues and stood firmly against the oppressive, undemocratic policies of the government of the country. The Academic Staff Union of Universities (ASUU) has since the military regime of General Olusegun Obasanjo and the civilian administration of Alhaji Shehu Shagari through the successive military regimes, taken up the duty of advocating for the improvement of working conditions of academic staff and the promotion of the development of education in Nigeria (ASUU, 2013).

Since the 1980s, ASUU has been engaging the Federal Governments on the need to reposition the Nigerian university system to effectively deliver on its mandate. This became imperative in the face of a massive exodus of seasoned academics particularly to European and American universities, the deplorable state of facilities for research, teaching and learning, gross underfunding and the steady erosion of university autonomy and academic freedom by successive governments in Nigeria (Uzoh & Anagbogu, 2013).

Given ASUU's principle of achieving professional excellence, its contention on the issue of better pay and working conditions for academics in Nigerian universities cannot be unjustifiable. The union negotiates from time to time for staff development grants, research grants, research fellowship

funds and other academic grants and allowances directed towards manpower development in the system and the nation at large (ASUU, 2013).

In June 2009, ASUU ordered its members in federal and state universities nationwide to proceed on an indefinite strike over disagreements with the Federal Government on an agreement it reached with the union about two and a half years earlier. In October 2009, the union and other staff unions signed a memorandum of understanding with the government and called off the industrial action. On July 1, 2013, ASUU embarked on another strike which lasted five months and 15 days and was called off on December 16, 2013. Claims made by ASUU in regards to the strike are centred largely on funding and revitalization of Nigerian public universities, and this, of course, proved how the unions play roles in protecting the rights of its members. (Yusuf et al., 2015). To date, ASUU is perhaps the only union that has signed comprehensive agreements with governments on the vexed issues of funding, autonomy and conditions of services. Onyeonoru & Bankole (2001) observed that much of the conflicts involving the government and non-academic staff unions emanate from the collective agreements reached between the government and ASUU, which the unions often regard as exclusionary.

Lawal & Ogunode (2021); Ogunode, Akinjobi & Musa (2022); and Adanwa & Ogunode (2022) stated that the union groups have also tried in terms of salary increments and other welfare benefits for both academic and non-academic staff. Uzoh (2017) observed that the recent trends in wages and salaries administration in Nigeria have been necessitated by the roles of the various trade unions in the country with ASUU playing a fundamental role, especially concerning academic staff in Nigerian universities (Agburu, 2012). Similarly, in 2009, ASUU also embarked on a months-old strike demanding a revised salary structure and better working conditions. In 2010, ASUU in the southeast states of Nigeria embarked on a month-long strike over the non-implementation of the 2009 FG-ASUU agreement. In June 2013, ASUU further embarked on a national strike which lasted for about nine months (Doublegist, 2013)

Akume & Abdullahi (2013) aver that the main justification for labour action is the failure of collective bargaining. When workers and employers engage in collective bargaining, there is no guarantee that it will be successful. Even when successful, there is no guarantee that it will be honoured. Consequently, unsuccessful bargaining and failure to adhere to agreed terms naturally lead to labour conflicts and dislocation of labour harmony (Olayemi, 2023).

### **Empirical Review**

Elumah & Shobayo (2016) are of the view that trade unionism by ASUU improves the bargaining strength of the workers vis-a-vis the employer. This is achievable through regular consultation with the employer on issues relating to the terms of employment. They achieve this goal by rising to the defence of the workers whenever management policy tends to degrade their condition and they provide collective identity to workers while at the same time representing a form of collective bargaining for workers.

Tantua (2015) studied trade union activism among academic staff and career advancement in South-South universities in Nigeria and certain interesting revelations were brought to the limelight. The management of the South-South Universities stressed that ASUU see themselves or the union as a parallel government, and as such the management teams of the universities do not want the union to rub shoulders with them so they resort to victimization possibly to silence any opposition.

Adeoji (2002) carried out a study on strategies for conflict resolution in Nigerian universities: A descriptive survey design was used for the study. The population of the study was 300 heads of units and senior administrative staff. The sample for the study consisted of 100 respondents selected through a simple random sampling technique. The instrument used for data collection was the 'strategies for conflict resolution questionnaire'. Simple percentage, average and chi-square distributions were employed in the analysis. The results of the study showed that the reasons for conflict between ASUU and the administrators, among others, are non-payment of salaries, irregular promotion, inadequate



office accommodation, inadequate funding, improper recruitment procedure, union check-off dues and municipal services deterioration. The results showed that the procedures for resolving industrial conflicts at the University of Ilorin are grievance procedure, negotiation, collective bargaining and industrial action.

Olayemi (2023) investigated the influence of academic staff empowerment on service delivery in Nigerian Universities. The study adopted the descriptive survey research design and the population comprised all the academic staff of both the University of Ibadan and Lagos State University; Nigeria, while a simple random sampling technique was adopted to select 150 academic staff from each of the sampled universities respectively, this made a total of 300 academic staff. The research instrument used for the study was a questionnaire with a reliability value of 0.82. Multiple regression and Independent T-tests were used to test hypotheses. The results showed that training, promotion, incentive, job recognition and job security jointly contributed to service delivery in Nigerian universities. However, promotion is a more potent predictor. The results further indicated that there was a significant difference between academic staff empowerment in federal and state universities. The results equally revealed a significant difference between service delivery in federal and state universities.

Henry (2009) examined trade unionism and its effects on fringe benefits using a convenience sample of one hundred and thirty members (130) selected from universities in the South-South geopolitical zones. The analysis of data was made by using a quantitative approach. The data was analyzed using the descriptive method, one hundred and thirty (130) copies of the questionnaire were distributed to ASUU members. Only 85 copies of the questionnaire were returned by the respondents which amounted to 65.4%. The tabular method was used to analyze the data. The findings indicated that the major cause of organizational conflict is limited resources and that there is no significant relationship between trade unions and fringe benefits in universities in the South-South zone.

Ubom (2013) researched staff motivation and staff productivity in tertiary institutions in Akwa Ibom State. A sample of 500 staff were randomly selected for study. The result of the analysis using the Pearson Product Moment correlation coefficient reveals that there was a significant relationship between regular payment of staff fringe benefits and staff productivity in tertiary institutions.

## **Theoretical Framework**

### **Ralf Dahrendorfs Conflict Theory**

Conflict theory was adopted for this study and the reason for this choice of theoretical framework is based on the fact that society is always in a state of continuous and perpetual bargaining, the resolution of one conflict tends to breed another (Ekpenyong, 2003).

Conflict is an unavoidable aspect of everyday life. Whether it be with others, oneself or an organization; conflict is an inevitable aspect of human existence. Conflicts occur when people have opposing personalities, hold differing ideas, or experience unrealized expectations. It may arise when people disagree about which tasks they must complete. People can also clash when they disagree about the best way to achieve their goals (Giddens, 2000).

According to Peil (1976), conflict theory has various roots, such as Marxian theory, the works of Georg Simmel, Ralf Dahrendorf, Lewis Coser and also the work of the disciples of the Frankfurt School including Herbert Marcuse and Jorgen Habermas. But Ralf Dahrendorf's work suits the study.

Ralf Dahrendorf, like other conflict theorists, contends that social practices continue because powerful groups can maintain the status quo. Change has crucial significance since it is needed to correct social injustices and inequalities. Leaders are only interested in longevity and not always responsive to the needs and demands of membership and seem more concerned with maintaining their positions and power as long as it is in their interest (Schaefer, 2001).

Dahrendorf stressed that in organizations, there should be a career structure (see Ikhenoba et al., 2023) in which personnel should be hired on merit, promoted when due and should be given security of tenure to protect them from outside pressure. Authority is not a constant as far as Dahrendorfs was concerned, because authority resides in positions and not persons. Authority within each association is

dichotomous; thus, two and only two conflict groups can be formed within an organization. Those in authority and those in positions of subordination have certain interests that are contradictory in substance and direction.

### Case-Specific Literature

The Academic Staff Union of Universities (ASUU), University of Uyo Branch has been a chartered Branch of ASUU since the era of the erstwhile University of Cross River State (Unicross). On conversion of the state-owned university to a federal University, the Academic Staff Union of Universities, University of Uyo Branch continued its membership in the Union. The pioneer chairperson of the branch was Dr. E. B. Akpan. Presently, the University of Uyo Branch of the Union is led by Dr. Happiness Uduk. The Branch has a membership strength of 1,217 members (Directorate of Human Resources, University of Uyo, 2021).

The Academic Staff Union of Universities (ASUU), University of Uyo Branch has engaged the University on several issues of concern to the Union and members. Some of these issues bordered on arbitrariness and high-handedness by the University management towards active members of the union especially, the frontline executive members. These issues revolve around unlawful dismissal, suspension, denial of entitlements, and unilateral imposition of Conditions of Service not approved by the Governing Council, amongst others.

Another thorny welfare constraint affecting academic staff in University of Uyo, which however applies to other public universities in Nigeria is the delayed or outright non-payment of legitimate fringe benefits and other allowances like relocation allowance, salary advance, motor vehicle loans, and day care services amongst others.

Apart from the poor remuneration of lecturers as a foremost welfare issue, other areas of non-compliance with the terms of employment of lecturers abound. Notable among such violations include delayed promotion of lecturers. The University of Uyo Staff Conditions of Service, (2016) expressly specifies requirements for promotion from one rank to another. For instance, a senior lecturer with a Ph.D who has served on that rank for three years is entitled to be promoted provided there is evidence of continuing scholarly achievements with a minimum of 15 publications including three (3) offshore in reputable journals

**Table 1: ASUU-Uniuyo Members' Promotion Template 2010-2020**

RANK	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	%	TOTAL
Professorial	30	3	6	11	4	44	58	38	35	29	36	89.8	294
Senior Lecturer	300	6	4	3	4	7	14	8	8	10	22	22.3	386
Lecturer I	208	3	4	6	4	13	10	17	5	5	20	29.5	295
Lecturer II	72	2	2	1	3	4	4	6	8	8	6	37.9	116
Assistant Lecturer	49	2	2	1	2	2	3	3	3	4	4	36.7	75
Graduate Assistant	32	1	1	2	1	1	2	2	2	2	3	37.3	51
<b>Total</b>	<b>691</b>	<b>17</b>	<b>19</b>	<b>24</b>	<b>18</b>	<b>71</b>	<b>91</b>	<b>74</b>	<b>61</b>	<b>58</b>	<b>91</b>		<b>1,217</b>

**Source:** Directorate of Human Resources, UniUyo, 2021, The Sun Newspaper, 2020

Table 1 shows inconsistency in the promotion of ASUU members. At the professorial cadre, an 89.8% growth rate was recorded, 22.3% of senior lecturers were promoted within 10 years which was significantly low, 29.5% of lecturers I were promoted within the period under review, 37.9% of lecturers II were promoted showing a slow growth rate, 36.7% assistant lecturers were promoted and 37.3% graduate assistants were promoted. Olorode, 2021 stated that the reason for the slow growth rate was that promotion was earned through sycophancy and the promotion procedure became systematically compromised by ASUU. The unpredictable university governance and uncertain financial environment constitute another reason for the scenario of delayed promotion. One of the foremost welfare constraints peculiar to the University of Uyo is the non-implementation of

promotion in deserving cases and the non-payment of fringe benefits and other allowances like the Earned Academic Allowance (EAA), salary advance, motor vehicle loan, relocation allowance etc.

### Methodology

The study adopts descriptive and survey methods as the design for the work. The choice of this research design was informed by the fact that a given sample is considered to be a representative of the entire population studied by collecting, collating and analyzing data relevant to the problem under study. Both the questionnaire and interviews were used for this study as three selected past chairpersons of ASUU-UNIUYO were interviewed.

The population of this study was 1,217, as the total number of academic staff who are all members of ASUU (Directorate of Human Resources (Records Unit, UniUyo). The research adopted the lottery method, the names of 301 staff out of 1,217 were chosen from each cadre. Each of the 1,217 staff was assigned a number between 1 and 1,217, after which 301 of those numbers were chosen at random. Both the simple random and stratified sampling techniques were adopted to select respondents from the different categories of academic staff who are members of ASUU at the University of Uyo. 301 copies of the questionnaire were administered to members of ASUU-Uniuyo and 284 were filled and returned.

The table below shows the population figure.

**Table 2: University of Uyo Academic Staff population**

Categories	Population	Percentage
Professors/Associate Professors	294	24%
Senior Lecturers	386	32%
Lecturer 1	295	24%
Lecturer 11	116	10%
Assistant Lecturers	75	6%
Graduate Assistant	51	4%
TOTAL	1217	100

**Source:** Directorate of Human Resources (Records Unit) University of Uyo, Uyo (2021)

### Sample Size

The sample size for this study is determined using the Taro Yameni formula, which is given as:

$$n = \frac{N}{1 + N(e)^2}$$

Where  
 n = desired sample size  
 N = Total population  
 I = constant  
 e = Accepted margin of error

In this study,

$$N = 1217$$

$$e = 5\% \text{ or } 0.05$$

to determine the sample size,

$$n = \frac{1217}{1 + 1217(0.05)^2}$$

$$n = \frac{1217}{1 + 3.0425}$$

$$n = \frac{1217}{4.0425}$$

$$n = 301.05132962$$

$$n = 301$$



### Technique/Method of Data Analysis

Simple statistical tools like frequency and percentage distributions were employed. Efforts were made to interpret the subjects' opinions and views. The simple percentage (%) method of data analysis was used for analyzing the research questions and one-way analysis of variance (ANOVA) was considered the most applicable test tool for the hypotheses, this involved the use of mean and standard deviation where the Statistical Package for Social Science (SPSS-Ver. 20.0, 2011).

### Presentation of Data

**Research Question 1:** Has trade unionism by ASUU enhanced promotion of eligible academic staff in the University of Uyo?

**Table 3: Extent to which ASUU has enhanced Promotion of Members**

Scale	Frequency (f)	Percentage (%)
Strongly Agree	8	2.8
Agree	20	7.0
Disagree	50	17.6
Strongly Disagree	204	71.8
No Response	2	0.7
<b>Total</b>	<b>284</b>	<b>100.0</b>

Source: Field Survey, 2023

Results in Table 3 show that 2.8% which represents 8 respondents strongly agreed that trade unionism in ASUU enhances the promotion of eligible staff, 7.0% representing 20 respondents agree, 17.6% representing 50 respondents disagree, while a significant number 71.8% representing 204 respondents strongly disagree and an insignificant figure 0.7% representing 2 respondents had no response.

**Research Question 2:** What role has ASUU played in ensuring the payment of fringe benefits to its members in the University of Uyo?

**Table 4: Trade Unionism in ASUU has ensured the Payment of Fringe Benefits to members**

Scale	Frequency (f)	Percentage (%)
Strongly Agree	20	7.0
Agree	18	6.3
Disagree	38	13.4
Strongly Disagree	208	73.2
No Response	0	0
<b>Total</b>	<b>284</b>	<b>100.0</b>

Source: Field Survey, 2023

Results in Table 4 show that 7.0% representing 20 respondents strongly agree that trade unionism in ASUU has ensured payment of fringe benefits to members of the union; 6.3% of respondents numbering 18 agree, the proportion of those that disagree is 13.4% representing 38 respondents while a greater number (208) representing 73.2% strongly disagree.

### Data Analysis and Test of Hypotheses

This section deals with the testing of hypotheses associated with the research objectives. Hypotheses can either be Null hypotheses (Ho) or Alternative hypotheses (H1). The hypotheses shall be based on 5% level of significance, where the table value of 4 from the degree of freedom =  $(n-1) = (5-1) = 4$ .  $d/f = 4$ ,  $t\text{-value} @ 0.05 = 2.132$  and F-value will be calculated using one-way analysis of variance

(ANOVA) which was considered the most applicable test tool for the Hypotheses, this will involve the use of mean and standard deviation as will be computed using the Statistical Package for Social Science (SPSS-Ver. 20.0, 2011).

**Table 5: One-Way Analysis of Variance of The Influence of Trade Unionism on Accelerated Promotion of ASUU Members in University of Uyo**

Group	Collective Bargaining	N	□	SD
1	No Responses	2	0.2	0.45
2	Strongly Disagree	204	20.4	4.52
3	Disagree	50	5.0	2.23
4	Agree	20	2.0	1.41
5	Strongly Agree	8	0.8	0.89
Source of variation	<b>SS</b>	<b>Df</b>	<b>Ms</b>	<b>F</b>
Between groups	80	4	20	2.39
Within groups	2352	280	8.4	
<b>Total</b>	<b>2432</b>	<b>284</b>		

\* $p < .05$ ,  $df = 4$  and  $280$ , critical  $F = 6.39$

As shown in Table 5, the calculated F-value is 2.39. This represents the observed conditions of service of members on workers' welfare. The calculated F-ratio was found to be less than the critical F-value of 6.39 at a 0.05 level of significance with 4 and 280 degrees of freedom. Thus, the null hypothesis was retained while the alternate hypothesis was rejected. The interpretation of this is that there is no significant relationship between trade unionism in ASUU and promotion to eligible members of ASUU at the University of Uyo. This implies that union collective bargaining does not influence the promotion of union members.

**Table 6: One-way Analysis of Variance of the Influence of Trade Union Actions of Fringe Benefits to ASUU Members**

Group	Trade Union Actions	N	□	SD
1	No Responses	0	0	0
2	Strongly Disagree	208	20.8	4.56
3	Disagree	38	3.8	1.95
4	Agree	18	1.8	1.34
5	Strongly Agree	20	2.0	1.41
Source of variation	<b>SS</b>	<b>Df</b>	<b>Ms</b>	<b>F</b>
Between groups	116	4	29	2.47
Within groups	3276	280	11.7	
<b>Total</b>	<b>3392</b>	<b>284</b>		

\* $p < .05$ ,  $df = 4$  and  $280$ , critical  $F = 6.39$

As shown in Table 6, the calculated F-value is 2.47. This represents the observed influence of trade union actions of members represented by the calculated F-ratio of 2.47. The calculated F-ratio was found to be less than the critical F-value of 6.39 at a 0.05 level of significance with 4 and 280 degrees

of freedom. Based on this, the null hypothesis is accepted while the alternate is rejected. This means that trade unionism in ASUU has not ensured the payment of fringe benefits to its members.

### **Discussion of Findings**

From the analysis of the data obtained to test the first hypothesis of the study, it was gathered that trade unionism in ASUU does not exert any significant influence on promotion to eligible members of the union.

The finding from the first hypothesis agrees with the work of Tantua (2015) that the management of the South-South Universities stressed that ASUU see themselves or the union as a parallel government or administration, and as such the management of the universities do not want anybody or union to rub shoulders with them and so they resort to victimization possibly to silence any opposition. The disposition of a lecturer over the years in his stay in the university plays a role. According to the management, if any lecturer has been confrontational or has been critical of the policies of the university, then when it comes to promotion and other benefits and perquisites of the job, the lecturer should expect it to be payback time. The management of south-south universities also gave the alibi of not having enough funds in the budget, for denying academic staff their promotion. For instance, the recent practice which focused on performance-related reward systems as determinants of the level of promotion, salary and bonus system paid by the employers of labour appeared to render unions powerless and irrelevant. From this perspective, the new industrial relations practices can be seen as a direct threat to members' loyalty to the union and participation, and to members' willingness to comply with union directives particularly, in the area of initiating industrial action for improved workers' welfare. Also, individualistic human resource strategies may thus undermine the basis of effective trade unionism.

In the same vein, the findings of hypothesis two also agree with the view raised by Henry (2009) on ASUU management and its effects on fringe benefits. The findings indicated that the major cause of organizational conflict is limited resources and that there is no significant relationship between ASUU management and fringe benefits in south-south universities in Nigeria. This is further supported by Akume & Abdullahi (2013) who aver that the main justification for the denial of fringe benefits is the failure of collective bargaining. Consequently, unsuccessful bargaining and failure to adhere to agreed terms naturally lead to labour conflicts and dislocation of labour harmony and peace. For example, in 2007 there was a labour imbroglio between ASUU and South-East governments which stemmed from the inability of the state governments in the South-East to honour and implement the FG-ASUU 2009 agreement (Olayemi, 2023).

### **Conclusion**

Based on the findings of the study, several conclusions can be drawn regarding trade unionism and the welfare of members of the Academic Staff Union of Universities, University of Uyo Branch between 2010 and 2020. The majority of respondents expressed strong disagreement on the effectiveness of trade unionism on promotion to eligible members of ASUU members. The harsh stance of the authorities against ASUU could be noticed in the court-ordered resumption of work after eight months of strike in 2022 without fulfilment of the demands of the striking ASUU members.

Second, respondents strongly disagree that trade unionism in ASUU has ensured the payment of fringe benefits to members of the Union in the University and payment of fringe benefits and other allowances is guaranteed to Union members. The influence of the Union in ensuring the payment of fringe benefits and other allowances has not been significantly felt in the institution.

### **Recommendations**

Based on the foregoing findings and conclusion, the following recommendations are hereby proffered:

1. The Academic Staff Union of Universities, University of Uyo Branch should institute a workable mechanism to collaborate with the University of Uyo management on the timely promotion of eligible academic staff.
2. ASUU-UNIUYO should liaise with the University management and design a precise template that will guide the payment of fringe benefits to deserving academic staff.
3. ASUU should make a subscription for each member of the UNIUYO Academic Staff Multi-Purpose Co-operative Society to enhance the welfare of members.

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