

## Remuneration of Casual Workers in Selected foreign-owned Manufacturing Industries in Southwest, Nigeria

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### Abstract

As many African countries take steps into becoming self-sufficient economically viable entities, the Nigerian governments have taken steps to ensure attractive, investor-friendly policies which to a large extent has yielded Foreign Direct Investment thus, revenue for the country. As unemployment looms large in Nigeria, it is not surprising that employers of labour have brought a new twist to employment in the name of casualization of labour. Evidences have showed that casual workers perform many of the same technical and professional duties as regulars, but are not receiving the welfare benefits expected of them. The paper examined the category and remuneration of casual workers in manufacturing industries vis-à-vis the Nigerian Labour Laws. The Police theory of welfare was adopted to explain issues raised in the study. The research was descriptive in nature. It adopted survey and qualitative research designs. Purposive and snowball sampling techniques were used to select respondents. Questionnaire and In-depth interviews were used to gather relevant data. While SPSS 20.0 was used to analyze the former, Nvivo 8 software was used to analyze the latter. 225 questionnaires were completely filled by casual workers from three foreign-owned manufacturing industries, thus valid for data analysis. The study revealed that aside the mode of recruiting casual and permanent staffs is similar, casual workers remuneration was against the Nigerian Labour law. This outright disobedience prevailed mostly in Indian and Chinese owned industries, as British employers have better remuneration for casual workers. The study concludes that workers dignity has come under heavy attack by foreign industrialists even at the face of the local and international norms. The study recommends that all foreign employers must regularize the status of casual worker within an agreed time frame or as spelled out by the Nigerian Labour Act. Casual workers are to acquire more education as it might determine the remuneration that would accrue to them. Lastly, government and other policy makers should ensure that labour laws are carefully implemented and evaluated to protect, casual workers from the exploitation of foreign employers.

**Keywords:** Casual Workers, Foreign employers, Law, Manufacturing industries, Remuneration

### 1.0 Introduction

The human resources of any country are the most critical asset for the achievement of organizational growth and National development. This statement was buttressed by Habib (2012), who opined that “the real treasure of any country is its human resources”. The quantity of labour available for any country consists of all those able and willing to work, this including the self-employed, unemployed as well as the employed workers. This is linked to the reason most developed nations of the world pay serious attention to this factor when compared with other factors of production (Land, Capital and Entrepreneur). However, with many African countries taking steps into becoming self-sufficient economically viable entities, governments all over the continent have taken steps to ensure attractive, investor-friendly policies, which are sometimes, to the detriment of the indigenous workers. In 2012 alone, there has been a spike in news reports around the continent about the workplace violations, like workers exploitation, physical abuse amongst others committed by foreign employers in the manufacturing Industries in African countries. Although many of these stories tend to focus on the transgressions committed by Chinese firms due in large part to increased Chinese economic activity in Africa, which according to some estimates is expected to be worth at least \$50 billion by 2015. Allegations against other foreign investors from countries like Lebanon, India, and Germany mistreating their African employees have also been documented around the continent (Venture Africa, 2012). It is not surprising that in the face of widespread unemployment, employers of labour have brought a new twist to employment in the name of casualization of labour (Adamson, 2014).

Casualization as a form of labour practice is the process whereby employment shifts from a preponderance of full time and permanent positions to higher levels of casual positions, in an irregular or intermittent nature (Luswili, 2009; Fapohunda, 2012). According to Kalejaiye (2014), casualization is a global issue. Research done in New Brunswick, United States (CUPE, 1999, 2000; Lebreton, 1997, 2000), Canada (Tilly, 1991; Friss, 1994; Baumann and Underwood, 2002; Baumann and Blythe, 2003), South Africa (Mosoeta, 2001; Altman, 2003; Barchiesi, 2007), India (Jenkins, 2004) and Australia (Buchler, Haynes and Baxter, 2009), depicts that labour casualization is a worldwide issue that cuts across various genders and professions. According to Fapohunda, (2012), these issues have bred a dangerous work environment and have given much aid to the prevalence of little or no concern for workers welfare by the employers as a result of casualization, as many desperate job seekers in the labour force are willing to take any job no matter how dirty or degrading it. It

must be mentioned here that the reward for labour is wages/salaries as the tasks carried out by the aforementioned needs to be paid for, which differentiates them from charity workers who are expected to receive their reward in heaven. Some authors argued that the use of casual workers does not only promote indecent work, but also violates minimum acceptable labour standards in Nigeria (Uvieghara, 2000; Okougbo, 2004; Onyeonoru, 2007; Adewumi, 2008; Okafor, 2010).

However, casual workers perform many of the same technical and professional duties as regulars, but are not receiving the welfare benefits expected of them (Faphohunda, 2012). The remuneration of casual staff is not fair comparable to that of the permanent workers. They are denied the right to organize and benefit from collective agreements and are mostly not protected from exploitation by the employers. It was against this backdrop this paper examines that remuneration of casual workers in selected foreign established manufacturing industries in southwest Nigeria, specifically the study set to identify the category of casual workers', which identifies how workers who are casual were recruited and to examine the remuneration given to casual workers in Nigeria. Thus, this paper examines various provisions in Nigeria's labour laws that expose the clear disobedience of these laws by foreign employers, without any check by the Government or its enforcement agencies, such as the Factory and Inspectorate Division of the Federal Ministry of Labour and Productivity.

## 2.0 Previous Studies

According to Bamidele (2010), there are three major forms of casual workers, they include, those directly employed by a firm on a casual occasions, season fixed term or temporary basis; those supplied by a labour broker (i.e., outsourcing firms) and; those that are characterized by dependent economy relations disguised and treated as commercial contracts. Independent contractors and home based workers fall into this category of atypical worker. Bodibe (2007) affirms that traditionally, casual labour referred to work conducted for defined periods and during peak business periods when individuals are called to supplement full time workers in times of high business activity, particularly in retail. O'Donnell (2004) emphasizes that legally, a casual employee is seen as a worker engaged for a period of less than six months and who is paid at the end of each day. However, existing literature has failed to examine the category which a casual worker falls before judgments were been passed as to the issues related to their remuneration. Were these casual workers employed directly by the industries on fixed term? Were they supplied by outsourcing firms? Do they fall under the independent contractor category? These are the questions the paper intends to proffer answers to. In furtherance of these arguments, the Section 7 (1) of labour Act categorically states that: not later than three months after the beginning of a worker's period of employment with an employer, the employer shall give to the worker a written statement specifying:

- i. The name of the employer or group of employers, and where appropriate, of the undertaking by which the worker is employed;
- ii. The name and address of the worker and the place and date of his engagement;
- iii. The nature of the employment;
- iv. If the contract is for a fixed term, the date when the contract expires;
- v. The appropriate period of notice to be given by the party wishing to terminate the contract;
- vi. The rates of wages and method of calculation thereof and the manner and periodicity of payment of wages;
- vii. Any term and conditions relating to:
  - a) Hours of work, or
  - b) Holidays and holiday pay, or
  - c) Incapacity for work due to sickness or injury, including any provision for sick pay; and
- viii. Any special conditions for the contract.

Bearing section 7(1) of the labour Act in mind, casual labour, if it means those categories of workers engaged by employers to work for them without formal engagement notices for periods exceeding three months, is illegal thus, unacceptable. One of the objectives of the study is to know whether these laws adhered to.

Meanwhile, existing literature with regards to the wages of casual workers reveal that casual labour is seen as a cheap labour (Bamidele, 2010; Faphohunda, 2012; Kalejaiye, 2014; Okafor, 2007; O'Donnell 2004; Okougbo, 2004; Luswili, 2009; Wooden and Diana Warren, 2003). More so, the recent minimum wage in Nigeria was estimated to be eighteen thousand naira (₦18,000). In furtherance of this argument, the Employees Compensation Act 2010 stated that comprehensive compensation to employees or their estate for death, injury, illness or any disability arising out of or in the course of employment. The aforementioned statement is applicable to all categories of employees, weather casual or permanent staffs (CIPM, 2014). Therefore, this study examines the wage/salary of casual workers side-by-side with the minimum wage law of Nigeria.

## 2.1 Theoretical Exposition

### Police Theory of Welfare

According to Railkar (1990), this theory was of the view that man is self-centered, thus, always tries to achieve his own ends, even at the cost of others. If wealth or authority or both help him to be in an advantageous position, he uses it for his own advantage, exploiting those who are under him. According to this theory, owners and managers of industrial concerns get many opportunities for this kind of exploitation. The welfare state has to prevent this kind of exploitation and compel the industrialists to offer a minimum standard of welfare to their workers. Such interference is in the interest of the progress and welfare of the state. Laws are enacted to coerce management(s) to provide minimum wages, congenial working conditions, reasonable hours of work and social security. The police theory, therefore, leads to the passing of several laws relating to the provision of minimum welfare for workers amongst which is the pay/remuneration issue in Nigeria. Therefore, the extent these laws are been adhered to is dependent on its effective implementation and proper monitoring by the government. This is to say that, for workers to benefit from the intervention of the government there is a need for thorough implementation and evaluation of laws promulgated to enhance workers welfare in the country.

## 3.0 Methodology

The study was descriptive in nature. It adopted survey and qualitative research designs of data collection. Questionnaire and in-depth interview were used in the study. The Questionnaires was administered to the larger part of the respondent, while the in-depth interview was conducted on a selected few of the sample size to further buttress the information elicited from the questionnaires. The population of the study was 1892 workers which consist of the casual workers in Industry X, Industry Y and Industry Z respectively. However, the sample size for the study was obtained using Taro Yemen (1980) Formula.

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

Where n = sample size

N = study population

e = Margin of error (i.e. 1- confidence level)

Since n=? N = 6700 e = (1- 0.95) = 0.05.

Therefore, n =  $\frac{1892}{[1 + 1892 (0.05)^2]} = 330$  (Approximately)

The sample size of 330 casual workers was used in the study. The table below shows the numbers of respondents were covered in each industry

S/N	Industry	Workforce Strength (Casual workers)	% of the Total Population	Sample Size
1	Industry X	512	27%	89
2	Industry Y	950	50%	165
3	Industry Z	430	23%	76
Total		1892	100%	330

Source: Field Survey, 2015

Furthermore, the characteristics in terms of sex, age and size of the study population was put into consideration before the sample size was chosen. This was done to ensure the adequacy, un-biasness and representativeness of the sample size. However, in-depth interview was conducted for 6 workers in order to buttress and add to the information that was obtained from the questionnaires. Meanwhile the study adopted non-probabilistic sampling techniques, specifically purposive and snowball sampling techniques. Purposive sampling was adopted for the study as a direct way of obtaining the sample since researchers knows some casual workers facing remuneration issues in the selected study areas as at the time of the study. However, the researchers knew few of these casual workers' faced with these challenges in their respective industries which were insufficient for the study vis-à-vis the study sample. To address this insufficiency, snowball sampling was adopted in such a way that the identified sample will help identify all other workers faced with similar challenges at their respective industries. The method of data analysis for this study involved descriptive and content analysis. The descriptive statistics made use of frequency distribution and simple percentage to represent data obtained from the field work. This was done with the aid of statistical package for social sciences (SPSS) 20.0 version. However, the in-depth and interview response was used to buttress the respondent's opinions on causal workers remuneration through content analysis with the use of Nvivo 8 software package.

#### 4.0 Data Presentation and Interpretation

**Table 1.0: Socio-Demographic Characteristics of Respondents**

Questions	Options	Industry X		Industry Y		Industry Z	
		Freq.	%	Freq.	%	Freq.	%
Sex	Male	45	40.5	27	49.1	41	69.5
	Female	66	59.5	28	50.9	18	30.5
	Total	111	100.0	55	100.0	59	100.0
Religion	Christianity	47	42.3	25	45.5	30	50.8
	Islam	46	41.4	29	52.7	29	49.2
	Others	18	16.3	1	1.8	-	-
	Total	111	100.0	55	100.0	59	100.0
Marital status	Single	20	18.0	29	52.7	26	44.1
	Married	64	57.7	24	43.6	27	45.8
	Others	27	24.3	2	3.6	6	10.2
	Total	111	100.0	55	100.0	59	100.0
Ethnicity	Yoruba	70	63.1	18	32.7	38	64.4
	Igbo	33	29.7	16	29.1	19	32.2
	Others	8	7.2	21	38.2	2	3.4
	Total	111	100.0	55	100.0	59	100.0
Age	20 years and Below	27	24.3	1	1.8	2	3.4
	21 - 30 years	14	12.6	36	65.5	39	66.1
	31 - 40 years	38	34.2	18	32.7	15	25.4
	Above 40 years	32	28.8	-	-	3	5.1
	Total	111	100.0	55	100.0	59	100.0
Educational Qualification	No formal Education	54	48.6	13	23.6	2	3.4
	Primary school	51	45.9	4	7.3	5	8.5
	NECO/GCE/SSCE	6	5.4	34	61.8	20	33.9
	DIPLOMA/OND/NCE	-	-	-	-	27	45.8
	HND/BSC	-	-	-	-	2	3.4
	Others	-	-	4	7.3	3	5.1
	Total	111	100.0	55	100.0	59	100.0
Monthly income	Below ₦11,000	27	24.3	4	7.3	1	1.7
	₦11,000 – ₦17,000	40	36.0	18	32.7	8	13.6
	₦18,000-₦24,000	38	34.2	20	36.4	34	57.6
	₦25,000 and Above	6	5.4	13	23.6	16	27.1
	Total	111	100.0	55	100.0	59	100.0
Duration in service	less than a year	19	17.1	19	34.5	2	3.4
	1 - 5 years	35	31.5	18	32.7	46	78.0
	6 – 10 years	39	35.1	13	23.6	9	15.3
	Above 10 years	18	16.2	5	9.1	2	3.4
	Total	111	100.0	55	100.0	59	100.0

**Source: Field Survey, 2015**

Industry X comprised of 40.5% males 59.5% females. Similarly in Industry Y, the females were 50.9% while 49.1% were male. While in Industry Z, the males were 69.5% while 30.5% were females. While the highest surveyed in industry X and Y were females, the highest surveyed workers in Industry Z were Males. Religion section shows that in Industry X, 42.3% were Christians; Muslims were 41.3% while those who practice other religion(s) were 16.3%. In Industry Y, the Muslims were 52.7%, the Christians 45.5% and 1.8% practice other religion(s). But in Industry Z, the Christians were 50.5% while the Muslims were 49.2%. It is right to say that while the Christians constitute those who were mostly surveyed in Industry X and Z, the Muslims dominates that of Industry Y. Furthermore, table above showed that, in Industry X, 57.7% married, 18.0% were single, while 24.3% were of other category. In Industry Y, singles were 52.7%, married were 43.6%, and 3.6% were of other category. Industry Z comprised of 45.8% married, singles were 44.1%, while others were 10.2%. It is not wrong to assert that while the highest surveyed in Industry X and Z were married, those mostly surveyed in Industry Y were Single. More so, respondents' ethnicity shows that, in industry X, Yoruba's were 63.1%, Igbo's were 29.7% and other forms of ethnicity, including Edo, Igala and Isoko comprised of 7.3%. In Industry Y, other forms of ethnicity were 38.2%, while Yoruba' and Igbo's were 32.7% and 29.1% respectively. While in Industry Z, the Yoruba's were 64.4% while the Igbo's and others were 32.2% and 3.4% respectively. While the Yoruba's dominates Industry X and Z, those who dominate Industry Y were Edo, Isoko and Igala. Age section of industry X depicts that 34.2% were between ages 31 – 40 years, 28.8% were above 40 years, 24.3% were 20 years or less and those between 21 – 30 years were 12.6%. In Industry Y, 65.5% were between 21 – 30 years, 32.7% were between 31 – 40 years, while 1.8% were 20 years or less. Likewise in Industry Z, 66.1% were between 21 – 30

years, 25.4% were between 31 – 40 while those were 20 years or less and above 40 years of age were 3.4% and 5.1% respectively. Thus, while those between the age brackets of 31- 40 years dominates industry X, those between ages 21 – 30 years dominates Industry Y and Z. Meanwhile in Industry X, 48.6% had no formal education, 45.9% had first school leaving certificates and 5.4% had NECO, GCE or SSCE. In Industry Y, 61.8% had NECO, GCE or SSCE 23.6% had no formal education and 7.3% had first school leaving certificates. In Industry Z, however, 45.8% had DIPLOMA, OND or NCE 33.9% had NECO, GCE or SSCE while first leaving school certificate holders and those with no formal education were 8.5% and 3.4% respectively. While those with no formal education constitute the largest portion of surveyed respondents in Industry X, those who dominate Industry Y and Z were NECO/GCE/SSCE and DIPLOMA/OND/NCE holders respectively. This corroborates the findings of Mark Wooden and Diana Warren (2003), who opined that Casual work were heavily concentrated in occupations at the low end of the skills spectrum, which is at least partly a reflection of the much lower levels of educational attainment among this group. In Industry X, 36.0% earn between ₦11,000 – ₦17,000, 34.2% earns between ₦18,000 – ₦24,000, 24.3% earns below ₦11,000 while 5.4% earns ₦25,000 and above. In industry Y, 36.4% earns between ₦18,000 – ₦24,000, 32.7% earns between ₦11,000-₦17,000, 23.6% earns ₦25,000 and above and 7.3% earn below ₦11,000. Lastly in Industry Z, 57.6% earns between ₦18,000 – ₦24,000, 27.1% earn ₦25,000 and above, 13.6% and 1.7% earns between ₦11,000 – ₦17,000 and below ₦11,000 respectively. It is not wrong to conclude that Industry Z workers earns more, followed by Industry Y and X respectively. The income that prevails in Industry X and Y corroborates the assertion of Okougbo (2004) and Okafor (2007) who opined that one of the losses of casual workers suffers is abysmal low wages. More so, existing literature as regards to wages of casual workers revealed that casual labour is seen as a cheap labour (Bamidele, 2010; Fapohunda, 2012; Kalejaiye, 2014; Okafor, 2007; O'Donnell 2004; Okougbo, 2004; Luswili, 2009; Wooden and Diana Warren, 2003). In Industry X, 35.1% have worked for 6 – 10 years while 31.5% have worked for 1 – 5 years, 17.1% have worked for less than a year and 16.2% claimed to have worked for more than 10 years. In Industry Y, 34.5% have worked for less than a year, 32.1% has worked for 1 – 5 years, 23.6% has worked for 6 – 10 years, and 9.1% have worked for more than 10 years. Finally in Industry Z, those who have worked for 1 – 5 years were 78.0%, 15.3% have been working for 6 – 10 years, while those who have worked for less than a year and above 10 years were 3.4% respectively. Therefore, industries Y and Z constitute the highest portion of workers who spent between 1 – 5 years working for their industries while Industry X constitute those who has worked for 6 – 10 years.

**Table 2.0: Category of Casual Worker**

Questions	Options	Industry X		Industry Y		Industry Z	
		Freq.	%	Freq.	%	Freq.	%
How were you recruited?	Through outsourcing firm	-	-	-	-	-	-
	Directly by your employer	111	100	55	100.0	59	100.0
	Independent contractor	-	-	-	-	-	-
	Total	111	100.0	55	100.0	59	100.0
If (ii) above, were you informed about the probationary policy?	Yes	36	32.4	54	98.2	40	67.8
	No	75	67.6	1	1.8	19	32.2
	Total	111	100.0	55	100.0	59	100.0
If “yes” to the above, were you placed on probation	Yes	36	100.0	54	100.0	40	100.0
	No	-	-	-	-	-	-
	Total	36	100.0	54	100.0	40	100.0
With regards to the above, what was the duration of the probation period as it was said by your employer?	3 – 6 months	-	-	-	-	-	-
	6 months – 1 year	2	5.5	1	1.9	10	25.0
	1 – 2 years	11	30.6	22	40.7	17	42.5
	2 – 3 years	23	63.9	31	57.4	13	32.5
	Total	36	100.0	54	100.0	40	100.0
Were you given a permanent status after the pre-stated probation period?	Yes	-	-	-	-	-	-
	No	36	100.0	54	100.0	40	100.0
	Total	36	100.0	54	100.0	40	100.0
Have you taken any action as regards the casual status of your employment?	Yes	36	100.0	54	100.0	40	100.0
	No	-	-	-	-	-	-
	Total	36	100.0	54	100.0	40	100.0
Was the action taken above successful?	Yes	-	-	-	-	-	-
	No	36	100.0	54	100.0	40	100.0
	Total	36	100.0	54	100.0	40	100.0

Source: Field Survey, 2015

### Interpretation

Table 2.0 revealed that all surveyed workers were directly recruited by their respective employers. Meanwhile, 32.4%, 98.2% and 67.8% of the workers in industry X, Y and Z respectively were informed about the probation policy of their industry on one hand, while 67.6%, 1.8% and 32.2% in industry X, Y and Z respectively were not aware or informed about. To corroborate the aforementioned, a participant in an IDI session said that:

What is probationary policy for? What is it about? I should confess to you that I am hearing that concept for the first time. No one has explained that to me as you just did. All am concerned about is to come to work and receive my pay at the end of the month.

**(IDI/Male/Industry Y/December 2014)**

This is to conclude that not all workers are informed or aware of the probation policies of their respective industry. In addition to these, all respondents that were informed about the probation policy were all paced on probation. Meanwhile, none of the respondents in their respective industry was placed on a 3 – 6 months' probation period. However, 5.5%, 1.9% and 25.0% of the respondent in industry X, Y and Z respectively were placed on a 6 months – one year probation period, 30.6%, 40.7% and 42.5% of respondents in industry X, Y and Z respectively were place on a 1 – 2 years' probation period while, 63.9%, 57.4% and 32.5% of respondent in industry X, Y and Z respectively were place on 2 – 3 years' probation period. To further corroborate this point, a participant in an IDI session said that:

Almost all workers who are casual today are told by the employer to work for at least 3 years, so that the industry can consider them for permanent status. Almost all of us were not bothered about the duration. However, I have been working in this industry for over 24 years, and I still maintain my casual status. **(IDI/Male/Industry X/ December, 2014)**

This is to conclude that most workers were placed on a 2 -3 years' probation period. This was against the provisions of the section 7(1) of the Nigerian Labour Act which states that not later than three months; an employer must provide his employee a written statement which in practice confirms these workers as full staffs. Furthermore, none of the respondent in their respective industries was confirmed as full staffs after the pre-stated probation period. All respondent in respective industry claimed to have taken necessary action in a bid of regularizing their employment status but to no avail. This corroborates the findings of Fapohunda (2012) and Adamson (2014), who opined that casual workers work for long periods of revolving short term contracts under a never ending probation

**Table 3.0: Casual workers remuneration**

Questions	Options	Industry X		Industry Y		Industry Z	
		Freq.	%	Freq.	%	Freq.	%
Do you work overtime?	Yes	111	100.0	55	100.0	-	-
	No	-	-	-	-	59	100.0
	Total	111	100.0	55	100.0	59	100.0
Are you paid for working overtime?	Yes	24	21.6	54	98.2	-	-
	No	87	78.4	1	1.8	59	100.0
	Total	111	100.0	55	100.0	59	100.0
Are the task(s)/duties performed by casual workers similar to those of permanent staffs?	Yes	111	100.0	55	100.0	59	100.0
	No	-	-	-	-	-	-
	Total	111	100.0	55	100.0	59	100.0
The wages of casuals is similar to that of permanent staffs	Yes	-	-	-	-	-	-
	No	111	100.0	55	100.0	59	100.0
	Total	111	100.0	55	100.0	59	100.0
Does your employer pay you as at when due?	Yes	99	89.2	52	94.5	51	86.4
	No	12	10.8	3	5.5	8	13.6
	Total	111	100.0	55	100.0	59	100.0
Have you taken any action as regards increment of pay in your industry?	Yes	18	16.2	4	5.4	9	15.3
	No	93	83.8	51	94.5	50	84.7
	Total	111	100.0	55	100.0	59	100.0
Was the action successful?	Yes	-	-	1		-	-
	No	18	100	3		9	15.3
	Total	18	100.0	4	100.0	59	100.0
Are you entitled to 13th month salary?	Yes	-	-	-	-	-	-
	No	111	100	55	100	59	100.0
	Total	111	100	55	100.0	59	100.0

**Source: Field Survey, 2015**

## Interpretation

All respondent in industry X and Y do work overtime. But in Industry X, about 78.4% of these casual who works overtime are not paid for the services, while only 21.6% are paid, but in industry Y, 98.2% of the casual workers claimed they are paid for working overtime while 1.8% of the respondents are not paid for overtime. However in industry Z, data gathered also indicated that none of the casual workers in Industry Z does work overtime and of course, none of them do receive overtime pay. Furthermore, the table above indicated that all casual workers in industry X, Y and Z claimed they perform similar duties with those whose status are permanent, but stressed that there is difference between the wages/salary received by them.

To corroborate the point made above, a participant in an IDI session said that:

We casual workers and other permanent staffs do similar tasks, yet permanent workers earn almost twice of our income. The only difference is that casuals are not taxed while permanent are. **(IDI/Male/Industry Z/December, 2014)**

Furthermore, another participant said that

I am paid as low as ₦9,000 for my services. My permanent counterpart receives ₦16,000 for the same set of task. That is not fair to me. But I could not leave the job because I considered that fact that I have no formal education, so it will be difficult for me to secure another job. **(IDI/Female/Industry X/December, 2014)**

Another participant said that:

Sometimes, casual workers whose duties are to be carried out in in respected units in the industry are instructed to clean/tidy up the working environment (both physical internal and external environment). When they are tired as a result of this cleaning task, they will be told to return to their factory work immediately and some get injured as a result of this. Besides, the service is not paid for. **(IDI/Female/Industry Y/December 2014)**

It is not wrong to conclude that casual workers do as much work if not more as the permanent but they do not receive pay commensurate with their efforts geared towards production processes vis a vis the permanent staffs. More so, 89.2% of respondents in Industry X, 94.5% in Industry Y and 86.4% in Industry Z attest that their respective employers pays their wage/salary as at when due. However, 10.8%, 5.5% and 13.6% of respondents in Industry X, Y and Z respectively complained that their reward package are not paid as at when due. Drawing from the data interpreted above, one could conclude that employers in their respective industries pays their casual workers as it when due. Furthermore, 16.2% of respondent in Industry X, 9.4% in industry Y and 15.3% in industry Z took necessary actions but however same portion of these respondents in respective industries claimed the action was not successful. Therefore, this is to say that casual workers are powerless in decisions related to wages/salary increment in foreign owned manufacturing industries in southwestern part of Nigeria. Meanwhile, no casual worker in respective study area is entitled to 13<sup>th</sup> month pay.

## 4.1 Discussion of Findings

Data gathered revealed that most causal workers, especially in Chinese and Indian owned industries are still paid below the statutory/minimum wage of ₦18,000. This action is an outright exploitation of Nigerian workers by these foreign employers considering the economic value of Naira. This corroborate the assertion that casual workers are seen as a cheap labour (Bamidele, 2010; Fapohunda, 2012; Kalejaiye, 2014; Okafor, 2007; O'Donnell 2004; Okougbo, 2004; Luswili, 2009; Wooden and Diana Warren, 2003). This also corroborates the assertion of Uvieghara, (2000), Okougbo, (2004), Onyeonoru (2007), Adewumi (2008) and Okafor (2010) who opined that the use of casual workers violates minimum acceptable labour standards in Nigeria. These also corroborate the assumption of the police theory of welfare which argued man is self-centered and always try to achieve his own ends, even at the cost of others. Findings revealed that all the workers who were casual today were recruited directly by their respective employer, particularly at the factory gate. This prevailed in all Chinese, Indian and British owned industries. This is to say that these industries recruits this form of casual workers directly by themselves against those recruited through outsourcing firms or that of independent contractor(s). Therefore, the category of casual workers in these industries are those who were directly recruited but not at peak periods but continuous. In practice, this method is similar to how permanent workers are recruited. This was not among the categorization of Bamidele (2010) who argued that those who were referred to as casual workers are either employed directly by their employer at peak periods, supplied by labour broker or that of an independent contractor. Findings reveal that these workers who were casual today in these industries where actually told that they were on probation, after which they will be, regularized as permanent staffs. However, these workers were not confirmed after the pre-stated time. This is similar to the findings of

Fapohunda (2012) and Adamson (2014), who opined that casual workers work for long periods of revolving short term contracts under a never ending probation. This was also against the provisions of the section 7(1) of the Labour Act, and the International Labour Organization Conventions. While these workers call themselves casual workers, the employers call them contract workers. So the employers hide under the umbrella that their agreements were short time while these workers have been working for long period of time. Findings revealed that these form of workers could not leave their respective employers as they are compelled by economic duress and lack of proper education.

Data gathered revealed that in Chinese, Indian and British owned industries, permanent workers receive more pay than the casuals when even they perform similar tasks and duties. This was similar to the findings of Fapohunda (2012), who opined that casual workers perform many of the same technical and professional duties as regulars, but are not receiving the welfare benefits expected of them. In Chinese and Indian owned manufacturing industries, findings reveal that not all casual workers who work overtime are actually paid for the services rendered. Findings also revealed that workers are not paid for some certain services rendered by casual workers, even remuneration for services casual workers were primarily employed for are not paid as at when due. Findings also revealed that actions which are taken by casual workers as regards increment of wage/salary proved abortive. Therefore, the wage/salary of all surveyed industries lacked internal equality. This corroborates the findings of Mark Wooden and Diana Warren (2003, who opined that casual work tends to attract relatively low pay. Indeed, casual employees were more likely to respond favourably to a question about the fairness of their pay as they are not entitled to 13<sup>th</sup> month salary.

## 5.0 Conclusion

The dignity of workers has come under heavy attack by foreign employers at the face of local and international laws. The category of casual workers identified in the study are not entitled to the statutory wage in most foreign owned manufacturing industries in Nigeria, as the management of these industries are not operating in consonant with the laws clearly spelled out by the Nigerian labour Act, the Employee compensation Act and several International Labour Organization (ILO) conventions ratified by Nigeria. These laws are however not taken seriously by foreign employers as they are not held responsible most times for labour offences and due to high unemployment rates in the country, employees often suffer in silence. This is specifically true in Chinese and Indian owned manufacturing industries. While British owned manufacturing industries have better remuneration for the various categories of workers including casual workers which might not be unconnected to the fact the Nigerian Labour Laws are essentially the reproduction of the English Laws. It could also conclude that the treatment of casual workers in the selected manufacturing industries is attributed to the level of educational qualification of these respective casual workers. Therefore, one could conclude that the higher the level of education of casual worker, the high the tendencies of enjoying enhanced welfare benefits and vice versa.

## 6.0 Recommendations

After careful empirical findings, the following recommendations were made:

1. All foreign employers must respect all provisions the Nigerian labour laws, thus, regularize the temporal status of all casual workers within an agreed time frame or as spelled out by the Labour Act;
2. The NUC and TUC must serve as a watch-dog to ensure that foreign employers operate in consonant with the provisions of the Nigerian Labour Laws;
3. Casual workers are to acquire more educational qualification(s) as it might determine the remuneration that would accrue to them; and
4. Government and other policy makers must make, implement, properly evaluate and monitor legislations to protect these nonstandard workers from exploitation by these foreign employers'. Meanwhile, any industry who fails to respect the provisions of Nigerian labour laws must be dealt with.

## 7.0 Suggestions for Further Studies

Bearing in mind the poor remuneration offered to casual workers, future studies should look at the attitude developed by these casual workers towards their work. Is it positive or negative? How has these attitudes affected their commitment to work? What are the implications of these attitudes on industrial productivity?

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