

The Nigerian government: The economic, sociological and political dimension of agitation for national minimum wage

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Abstract

This paper analyzes the economic, sociological, and political dimensions of the Nigerian government's stance on labor agitation for a legal minimum wage. It views minimum wage as essential for organizational progress and emphasizes the need for employers to adopt sustainable wages, incentives, and welfare packages to enhance worker satisfaction. Workers' unrest often stems from economic hardship, inflation, and inadequate welfare. The study examines the historical context of Nigeria's minimum wage policies and the challenges hindering its implementation. Using the economic theory of legal minimum wage, it identifies key obstacles, including political indifference, inadequate funding, poor leadership, and widespread poverty. Findings highlight the negative impact of these challenges on workers' well-being and economic stability. The study recommends that the government prioritize living wages, salaries, and incentives to improve workers' welfare, enhance productivity, and strengthen national development. Addressing these issues will ensure fair labor practices and better service delivery in Nigeria.

Keywords: Government, National, Minimum wage, Remuneration

Introduction

The economic, sociological and political dimension of Nigerian National minimum wage has been a matter of concern since the creation of Nigeria. The issue originated during the Nigerian nationalist and was used as a tool for agitation against the colonial masters who were supposedly the major labour employers. This implies that, the economic, sociological and political dimension is based on what to be paid as a way of agitation. This clearly illustrates the political interplay as determining what would be the minimum wage to be paid to Nigerian workers as a way of implementing the government economic, sociological and political credibility and legitimacy of all workers both in public and private organization.

Wage dimension involves the contribution of employee in other distribution economic, sociological and political fairness either directly or indirectly, monetary and non-monetary rewards within a given organization, pay and legal regulation. Minimum wage legislation is term to be a regular criterion in wage payment which involves economic, sociological and political dimension of preventing the wealth exploitation, isolated and ill informal group of people. To some people, minimum wage is a comprehensive protection available through voluntary collective bargaining principle. As a universal practice. ILO (2008) affirms that the legislation sees it as binding which entails more than 90% of countries in the global world. ILO (2009), further affirmed that, the usefulness of a minimum wage depends on equality, justice and fairness. This in turn depend on effective and efficient mechanism, penalties violation, adequate compensation for workers right which have been violated and resource sustainability and authority enforcement which term crucial. The economic, sociological and political involvement on the operational activities of minimum wage create impact on economic policy which served as a mechanized component or welfare boosting and poverty reduction with a sociological, economic and political dynamics in Nigeria. The Policy makers and the political class used the fixing of minimum wage most time for politics rather than socio-economy reasons resulting to high inflation rate strike which erode purchasing power and bring reduction in welfare, resources distribution, palliative and student loan scheme, fertilizer distributions and grants etc.

As a result of minimum wage, the legislation have rising nominal wage as a way of justifying salaries to match the economic cost of living. Swoye (1994) affirm that, “The threat of reduction in government and private workforce have resulted in labour market situation, such as unemployment, poverty, unfriendly posture of some state governors, unavailability of statistical data, casualization and contract staff, unfair labour practices, non-unionized workers and poor enforcement capacity in civil service. Besides, minimum wage increased in Nigerian cannot match up with the economic, sociological and political increased in consumable goods which later leads to agitation from trade union for persistent and salaries increase.

In Nigeria today, the fixing of National minimum wage is a national issue that is on extensively debated among the tripartite committee, which ended in a fiasco as the federal government refused to accept the labour is proposal which dictate the lower price for labour that any employer may pay (Mankira, 2011). The economic, sociological and political dimension aimed to protect a worker against unduly low pay and ensure equitable justice share of resource to all. Eneanya (2009) observed that good minimum wage legislation policy served as an economic mechanism for motivation, organizational effectiveness, citizens development, economic gained, and life gravity that comes from wage earning. Fagana (2006) observed that, the major source or income in most families depend on the monthly salaries where workers are more concerned about the process of determining what they earn. It is on this note, the paper stand to examine the role of Nigeria Government; economic, sociological and political dimension of agitation for national minimum wage.

Objective of the study

The study sought to examine:

1. The Nigerian government and its economic dimension in agitation of the national minimum wage
2. The Nigerian government and it sociological and political dimension in agitation of the National minimum wage.

Conceptual insight

The meaning of minimum wage has evolved from its earlier narrow conceptualization with the economic growth expressed in sociological, political agitation of workers welfare since independence in 1960. This conceptualization agitational effort of workers is tailored towards a much dimension process which involve increase in price product, unemployment and unfriendly posture of some state governors, the income inequality and poverty compared to a smallest poorly wage that an employee may be paid as mandated by law. Low income, inflation and other relative factor necessitated periodic economic adjustment of a particular number. Unites State of America labour standard and act of 1938 defined minimum wage as anhourly compensation rate for workers labour as established by federal and refined employers engaged in commercial venture that affect inter-state business. It can also be defined as the rate of fixing either by a collective bargaining agreement by governmental law maker as a lowest way payable to workers or specific number of employees. ILO (1996), general survey of reports relating to convention No. 131 on minimum wage fixing sees minimum wage as the sum payable to a worker for work done or services or performances rendered within a specific period of time whether calculated on the basis of time output which may not be reduced either by the government, individuals or group of individual which is guided by law and which may be fixed in such a way as to cover the minimum need of workers and her family in the basic national, economic, sociological and political condition. This definition is directed towards basic needs such as food, housing, clothing, recreation and education of the workers which account to economic, sociological and political development of Nigeria.

Minimum wage represents the lowest account of worker remuneration which is back up by law or facts. It can also be term to be a wage which each country or nation has to enforce or uphold under threat of penalty or other dimensional appropriate. The effort to implement minimum wage is tailored towards attitude or policy framework which aims at improving the material situation of workers and hereby guaranteeing them the economic, social and political status of living as compatible with human dignity. Esekpa (2024) affirmed that, minimum wage exclude certain bonuses or benefits and is either paid in cash or kind, indirectly or directly by the employer to workers for work performances through agreement. In addition, it does not apply to certain type of worker or economic activities base on the level which may not constitute political and sociological and economic dimensional undercut as guaranteed by law. In Nigeria, minimum wage is viewed according to George (2012) as the smallest hourly wage that an employer may be paid as mandated by the federal law. This federal law policy is instituted in form of free market principle, local and national, which has little tweak economic, sociological and political dimensional adjustment depending on the determinant of government and trade unionism. Archibong, Forstina, Jude, and Chukwudi (2014) quoted that the importance of minimum wage was to connote that every worker irrespective of economic, sociological and political dimension are able to obtain a specific standard of living. In some cases, national law can come inform of federal law which connote fairness, equality and employee remunerations. Edet (2024), sees local minimum wage policy is absent from or insufficient for the market. This policy may be in place due to the conditions of a state being different from another.

Free market principles dictate no minimum wage policy from state to national government. As each person or individual's wage is based on current market changes in the prices of commodity or other economic activities. Onuah (2019) defined minimum wage as the lowest remuneration that an employer can legally pay their employees. This implies the basic amount of money that an employer is required to pay for work performance at a particular period which cannot be reduced by collective bargaining or individual contract.

Maicibi (2005) defined remuneration as a basic pay or reward given to people or individual within an establishment or organization. They include wages, allowances, salaries, pension schemes and health schemes. Braton and Gold (2003) observed that basic salaries are periodical fixed payment for non-manual employees which is expressed in annual term per month with no condition or additional productivity while wage connote manual payment to workers usually calculated based on hourly or price rate. Surbhi (2015) defined salary as a fixed amount of money payable to a worker at regular intervals for their performance and productivity. This policy wages implies that, a skilled and educated individual has the ability or capacity to hold a good position in the society whereas the waged person as said to be doing blue-collar-job which implies such a person has unskill and semi-skilled job and is drawing wages on a daily basis.

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The Nigerian labour congress and trade union congress has push for N250,000 minimum wage and communicated same to both the federal and the state government as well as the private organization. This demand contained a contentious debate cautioning expert against its feasibility based on current economic situation. According to section 3(1) of the National wage Act 2019 which provide that each employee shall be paid a national minimum wage of not less than N30,000 (thirdly thousand per month). This amount was applied for five years from the day of adoption on like the time of review (National economy newspaper, Sunday 30 June, 2024). According to President Tinubu's (2024)"workers deserved an

improved better welfare wage in order to enhanced a better working condition and a nation driving force”. He further affirmed that, “a happy worker is a productive worker’ (News portng July, 2024). Furthermore, the international labour congress organization (ILO) (1996) observed this, it is important to have stable minimum wage as a way of protecting the workers against unduly wage pay and ensured justice and equitable resource distribution shared of the progress fruit to all. Minimum wage can also be termed to be an economic, sociological and political policy tool to overcome poverty and reduce inequality. Ajaero (2024) stated that, Tinubu gave us ultimatum to accept N62,000 or get N250,000 minimum wage with fuel price hike. This journey was express to N70,000 minimum wage with option given by the President Chief Bola Tinubu. “for me to pay N250,000, I will increased fuel pump prices” He further added that, N70,000 is an increased of 133% of the rate and the journey was a jinx break of negotiating from five years to three years”.

Ajaero (2024) further observed the political, sociological and economic dimension of National Issues on “inability to pay” among some state governors were dismissed. He further added that between the time where pump price was increase till now with an increase of almost 200% additional revenue, nothing have changed in terms of wage. He lay emphasis on proper implementation of new minimum wage (Arise New TV, 2024). Furthermore, Obaseki (2024) believes that, insurance was given on the condition of service, promotion base on the economic situation in Nigeria by taken cue for the fixing of minimum wage at N70,000 from April.

Tayo (2024) believes that minimum wage debacle for union may become “must like being between the deep blue sea and the devil”. If the federal government acceds to the demand of labor. The federal government may resort the double “sledge hammer of scaling down in capital project and downsizing its work force which will plunge further Nigerian poverty. He further added that in such a scenario, the government may be forced or minaret the rate of borrowing which may further plunge the government into a “quagmire”. The national Bureau of statistics (NBS) state that, due to economic situation in Nigeria, the inflation rate has increased to 21.91% in February 2023, the highest in nearly twenty years with a surge significant dimension power purchase in Nigeria workers and rendering it increasing challenge for them to avoid essentials like health care, food and housing. The Union representatives believes that, currently the Nigerian minimum wage is rated among the lowest in its region, trailing behind countries like Ghana, South Africa and Senegal. They posed that, a higher minimum wage could help alleviate Nigeria’s profound income poverty level and inequality. Joe Ajaero was with the opinion that recent remark emphasizing the stark reality, following the 2023 subsidies removal and drastically shifted or landscape. He further added that, the current minimum wage of N 30,000 is made equal, since it fail to cover the family basics needs, cost of transportation, education, health care and food etc. This calculation drawn a grim scenario estimate of a monthly sustainable cost of family with six at the average staggering of N 270,000, exclusive of expensive communication, religion, commitment, security and social needs.

In the other hand, Tinubu led administration has proposed a new minimum wage of N 62, 000 which implies 107% increase from the current wage level with a firmly level opposition to the Union’s request for N 250, 000 minimum wage arguing that such a sustainable increase may dire the economic growth and result in cumulative bulls which will politically and sociologically destabilize the economy and jeopardize the economic wellbeing of her citizenry.

The economic, sociological and political dimensional right and accountability has urged president Tinubu and administration to ensure the minimum wage net for Nigerian workers compatible and consistent with an international obligation to advance and promote the

Citizenship right of Nigerian workers for adequate living wage. This was delivered on the providential speech on June 12th “Democracy Day”

“We shall soon send an executive bill to the national Assembly to enshrine the new minimum wage as party of our law for the next five years or less”.

According to Serap (2024) Nigerian workers face many human wish challenges such as poverty, lack of social amenities, security, social protection and yet, they earn the less in comparison to other African Countries resulting to inadequate standard of living for themselves and their families. Obaseki (2024) affirmed that the government has linked the Nigeria’s persistent inflation rate due to the country’s inability to consistently produce the export goods and services. This trend has negative effect on the economic sociological and political dimension of Nigeria. He further added that, the problem of Nigeria was linked to not producing enough for importation with no import buffers. This implies that the dire situation have a high food inflation rate due to low level of production, economic worsen in the cost of living, eroding purchasing power and lack of foreign exchange as a way of import substitute, which connote unemployment amongst the citizenry within the household and other commercial ventures giving way to poor performance and increase in payment of goods and services. The consequences and impact of inflation is tailored towards losses of jobs, price instability, begging, malnutrition, mortality rate, unaffordable health care, inequality, decline in socio-economic developmental activities amongst friends, families and neighbours with the day to day struggling for the survival and daily cause by inflation acceleration such as, low income, low saving and worsening living condition without a corresponding increase in wages, salaries and incentive paid to workers.

Theoretical analysis framework

The paper adopted “The Economic Theory of Legal Minimum Wage”, promulgated by “Trade Board Act” in 1909 with bourgeoisies’ assumption of collective bargaining in fixing of minimum wage by law making as a penal offense to hire law at a lower rate, in state of fixed by law with an act accomplishment. This act carried out humanitarian feeling on sweated trades with sociological provision made for enforcement in those trades of a legal minimum wage. Politically, the Act has a dimensional approach based on the arrangement on which we are familiar with, resulting to the shutting down of firms, industries and government establishment.

Adam and Sydie (2001) believes that, increase in the profit or supply values of capitalist may shorten their week and increased workers wages. This implies that an employee can tend to exchange work for the survival of wages. Therefore, an employer has the ability to enforced the employees to spend more time on the job than was necessary for earning this survival salary and the product excess or supplies added values which is claimed by an employers .

The theory was adjustable analytical exploitation of an employee with economic, sociological and political dimensional excuses in terms of in adequate revenue, productivity, economic challenges and high cost of governance. This excuses is tailored towards non-payment of minimum wage in Nigerian government to workers which don’t affect humongous wages to workers and political class. In other hands, the inability to pay minimum wages to workers is as a result of lack of political consequences of an employee and political class (politicians) resulting to economic, social and political crises such as increase in taxation, poverty, hardship, inflation and high cost of living which pay way to “wages-value less” and further encourage pauperized the employees in the society.

Empirical insights

Akpanung (2014), believes that, the empirical analysis of minimum wage increases unemployment in Nigerian Government during the democratic regime, using ordinary least

technique estimate with causality. Granger Cusum and Cusum test reveals following the main finding. It was further observed that minimum wage was highly positive in correlation with unemployment, GDP real and money supply and least negatively related inflation. Secondly, there were no support evidence of economic, political and sociological dimensions of causality between unemployment and minimum. However, the resultant effect shows a clear evidence of causality of directional processes which provides evident of gross domestic product at 1% significance level and unemployment of money supply at 5% as well as minimum wage at 1% resulting to hike during a particular period associated with unemployment increased at about 6.3%, 1% increase in federal minimum wage increased employment at about 6.4% in the correct year and 9.8% in the subsequent year. This application finding shows that minimum wage hike were determined toward economic, political and sociological employment created by the Nigerian government during her 25 years of democratic governance.

More so, Esekpa (2024) examined the economic, sociological and political effects of staff remuneration using University of Calabar as a case in point. Questionnaires were served for 25 respondents who were academically in nature (staff of university) 5 from each faculty within the university (faculty of management science, faculty of environmental science, faculty of social science, faculty of agricultural science and faculty of foundational studies). The data were analysis using the person's product moment correlation and regression. The finding shows positive economic, sociological and political relation between staff remuneration and performance (staff conditional nature and fringe staff benefit).

Folawewo (2007) examines the sociological and political dimensional effect of minimum wage policy, in Nigeria using a computable static equilibrium. He observed that the impact of minimum wage increases bared on employment of staff while it causes marginal use of employment in sociological and political dimension resulting to marginal fall in service dimension, employment and significant effect ethnic groups and Nigerian government.

Olaoye and Adeyemi (2013) examines records in employees performances in companies in Ibadan, Oyo State, Nigeria. Questionnaires were distributed and 100 data's were collected by purposive sampling technique and analyzing using multiple regression with the aid of statistical package in management science. The results shows the dimension reward effect that predicted an employee performance with an account of 70% economic variance of performance.

Finally, Hameed, et al., (2014), they show economic analytical effect of compensation amongst employees and employers within the banking system with the design of questionnaire to solicit the economic responses from the respondent on dimension like employees, indirect compensation, salaries and wages. Data were collected among 40 banks with approximately 200 questionnaires shared among the bankers. Regression and correlation analysis was done using SPSS 17.0 version to give the economic interplay of data. The result shows positive impact in employee performance and a prove from correlation analysis with weak or moderate positive relationship to each other independent variable while the regression analysis that all independent variable has significantly positive impact on employee performance.

The historical antecedent for agitation for new minimum wage in Nigeria economic sociological and political dimension by the labour unions

The historical agitation for minimum wage was central toward May day which was celebrated in May 1st every year. In Nigeria, this day is usually marked with march past at symposia and stadia. Most significantly is guiled with Nigeria labour congress and trade union congress who pegged a demand for a new minimum wage of six hundred and fifteen thousand (N615,000) this demand has generated a lot of responses within the country among the labour

and the fifteen political class. Since it was publicly made while the sociological class believed that, the Nigerian workers are in order to demand for up ward economic review of their wages; due to increase in consumable commodities, unemployment, poverty and inflation. The political class has been castigating both the Nigerian labour congress and trade union congress for making unreasonable, unrealistic and ill-timed demand. The government or political class position was tailored on a latter group which believed that over twenty seven states are allegedly owing salaries backlog and pension under the former minimum wage of thirty thousand naira (N30,000), while private sectional dimension enterprises are economically unable to “break even let alone profit” due to economic hardship, poverty, high cost of living and high cost of doing business in Nigeria, it is in expedient for employers to pay the new minimum wage. Other demand presented include electrification tariff increase by the federal government, creation of additional states and local governments and police to tackle insecurity situation in the country (2024, Punch Newspaper).

Ohafiatv (2024), believes that, the government is a slave to profligacy waste and wonder lust. This implies that, the government have refused to prioritize the well being of workers and the massive, yet the government speed our collective patrimony with reckless abandon, speeding, so much among the politicians and officer holder than a lean government with unimplementable amount to “pyrihic victory”. He further added that, the organized labour does not only get 133% increased but also get palliative including Buses/Vehicles, review of wages, prioritize, nation security, encouragement to farmers avoid food insecurity and inflation. (Micheal, 2023). Reported that the government have purchase N30,000 conversion kit, at the rate of 1.2 million per vehicle to be distributed for free nation wide with the aim of reducing fuel price which is correctly ranging from N(750 – 1000)

Since minimum wage came up in march and there is need to be reviewed every five years, workers not aim at sleeping right of the civil servants, they decided to push for the demand for the new wage. Furthermore, both the trade union and labour congress insist that despite economic endowment of resources in terms of oil and distributable income among the tiers of government, there is need for adjustment within the federal, state and the local government to cut off the cost of governance and encourage fiscal discipline and ability to pay the new minimum wages. More interestingly, the labour union congress and trade union is not under any sociological and political illusion that government will encourage their proposed line, sinker and hook. They are not unmindful that the proposed six hundred is negotiable and that gave the antecedial agitation in Nigeria with a long time to conclude which is better to start early. The chairman of governor forum His Excellency Abdul-Rahman AbdulRazag of Kwara State believes that N30,000 National minimum wage sign to law 2011 was no longer sustainable because of the economic fall in the price of crude oil. He further added that, the national minimum wage was imposed on them by the federal government.

It is important to understand that the issue of minimum wage was imposed in Nigeria first as a result of Nigeria joining the league of International Labour Organisation member countries for their workers in May 28, 1981. However, the National minimum wage net was in 1981 empower workers to comply with wage of one hundred and five naira (N105) as per month basic salaries. Furthermore, in January 1991, the National minimum wage was renewed, which gave opportunity for workers to earn and enjoy the sum two hundred and fifty naira (N250) per month which was an addition to One hundred naira (N100) representing and economic balance output of 30 percent which represents 30% (Onuegbu, 2010).

But 1935 -1993, Babangida led administration made a comprehensive reform of salary and with the introduction of salary scale to various professional bodies based on job stratification. This stratification jobs include Judiciary, health, university, prison and the police

with a grant differing salary structure lighter than the civil service. Yet Udoji principle subjected “a uniform pay” for public servant within a particular service in the federation was maintained in all. Soon after, the Babangida led administration introduced a civil service reform in 1983 with the establishment of Gray Longe Commission and Late Adamu Fika panel who late help in sustaining the reforms in the wages and salaries commission of Nigeria. Some of the adjustment made include increasing the number of steps within each level and ameliorating stagnation and introduction of allowance with substantial amount.

In 1992 – 1998 under the leadership of Abacha, Allison Ayida panel was introduced with the aim of recommending strongly sustainable review of salary and wages to all workers within the federation with sociological, economic and political recommendation under General Abdusalam Abubakar based on the minimum wage of three thousand naira (N3000) per month for both state and local government and three thousand five hundred for federal staff (Ogunna 1999, Asodike and Jaja, 2012). Moreso, the party system created in 1999 under Abubakar led administration encourages a dual pay structure. One for state and local government and the other for federal workers. The twosalary satisfaction mankind implements the Udoji public service commission, with 17 grade levels, each with a number of steps and grade for permanent secretaries. The elongation step system was retained during Babangida led administration with non uniform level of 17. This is done to prevent stagnation in annual salary increment (Asodilce and Jaja, 2012).

On May 1, 2000, Obasanjo’s led administration (1999-2007) continue with this dual salary stratification which embodies the National assembly, to enact the National minimum wage net to pay a wage not less than N7,500 naira per month to all federal workers and oil producing states and N5,500 naira to all state workers but this was rejected by both National Labour Congress and trade Union Congress. In the same year, the law was amended through a review to pave way for N6500 per month while the federal N7,500 (National Minimum Wage, Amendment Act, 2000; Arizona-ogwu, 2007).

Under Jonathan led administration (2010-2011), the minimum wage was put on the front banner of National Political Assembly enacted a new minimum wage net which was sign into law by president Goodluck Jonathan in may 2011 at N18,000 naira per month for worker of all categories and it was ratified by the Senate with an expedition passage according to Section 2(1) of the National minimum wage Act of roll, within the policy framework of the minimum wage, the federal government under the leadership of General Muhammadu Buhari, renewed the minimum wages stratification following the policy of five years. Ayoba observed that, the trade union and organized labour made a formal demand to the federal government demand for the sum of N56,000 due to high cost of consumable goods, inflation rate t 18.48 percent and the widening gap of purchasing power of the ordinary Nigerian. This was finally accorded to N30,000 and it was later sign into law follow the policy enacting the National Assembly with effect from April 18, 2019 (Onuah, 2019). Based on this historical antecedent for Agitation, this can be deduced that, minimum wage demand may be exacerbating on inflation level, commodities, hardships and poverty.

The challenges of Nigerian government economic, sociological and political dimension of agitation for national minimum wage

The dimensional challenges of minimum wage, salaries and ability to pay is a crucial problem in Nigeria economic, political and sociological factors. As no establishment can pay beyond it financial ability. This is because, some establishment are relatively poor despite the federal allocations that comes in. this create some of the major challenges mitigating against minimum wage implementation by the management. This include

The problem of labour market, Eme (2009) believes that, in competitive economy where there is an interplay of the forces of demand and supply at the most important economic development of compensation which arising from certain imperfection in the market, caused by government policy, institutional framework, sociological and political dimensional factors, the role of the market mechanism is minimal mostly in Nigerian government. Nevertheless, the market labour situational interplay of demand and supply still except some influence given birth to unemployment which do not favour high pays as employers has the opportunity to affect high caliber employees without offering the minimum wage legally which is seen as excessive. Moreso, scarcity of skills within the labour market witness economic, political and sociological high moment of wages and salaries, which provides market forces and later allowed sufficient employment and wages. In Nigerian government, there are too many people chasing few jobs, resulting to unprecedented poverty and unemployment. In view of the circumstances the demand capacity of the Nigerian workers toward minimum wage is impaired. Furthermore Fapohunda (2004) affirmed that, unemployment is over 10%. Most of the unemployment is concentrated in urban areas. According to the federal statistic office report (2011) and September 2010 urban unemployment was over 20% in most states of the federation which include skilled and unskilled workers include university graduate and other institutions of higher learning. This shows strong relative relationship between wages and employment in an industrial sector with an increase in an average wage of 23% which are found to influence industrial employment growth. The paper further affirm that increase in National minimum wage causes unemployment one side and enforce ability in another side.

Problem of enforcement, the federal government does not wish to employ qualified personnel for the purpose of encouraging and promoting labour law for minimum wage which make it ineffective and inadequate. Some of this committee members include governors, executive offices, business men/women, ministers and few labour officers. International Labour Organization (2004) observed that unfortunately in Nigeria, labour inspection services are few and penalties for non-compliance with minimum wage policies and regulation resulting to a paper tiger work rather than effective economic sociological and political policy. It is therefore important to believe that, there is need for ministerial supervision to ensure the minimum wage implementation.

Lack of awareness is another major challenge in Nigerian government, economic, sociological and political dimension for agitation to minimum wage. This can be done through enactment of labour law in addition to 2020 amendment. The adequate enlightenment campaign by the organized labour, stakeholders, government and social partners to sensitized the Nigerian, publicly and workers become a necessity, unfriendly posture to some state governor toward minimum wage. Edet (2024) believes that, most state governors has a negative attitude toward minimum wage. This might be due to financial incapacitation which have been recognized since 1992 as foundational sector in public sector employment in wage directive from the federal government with a sort of overriding role on labour policy. Some state are willing to pay the new minimum wage for instance, Lagos, Rivers, Edo etc and others are not willing to pay leading to industrial action. According to the organized labour, “The country is gripped for strike” over the level at which a new minimum wage should be set.

Problem of unfair labour practice, most establishments in Nigeria, have an unfair labour practice culture when trying to exploit every available opportunity to enslave, oppress and repress workers. Such establishments do everything to evade the minimum wage by converting their workers to contract or casual staff, such that none of these staff would have up to employees since the minimum wage applies to companies with at least 70 employees.

Lack of accurate reliable records, another major challenge is lack of programme of establishment in-terms of statistical record surveys covering the economic, sociological and political industrial production. And this is important criterion in fixing minimum wages. This gave birth to non-unionized workers, contract staff and casualization. The non-unionized workers are more in number and are victims of unfair labour practice law and International Labour Organization (ILO). Human right and dignity are violated for non-unionized workers, contract staff and caused staff.

The economic factors. This factor constitutes the challenges to employers capacity to pay a certain minimum wage. The agreed assessment of capacity may be tailored towards the level of payments in relative to other payments labour cost. This includes non-payments, non wage cost related to the labour employment and payment in other factors of production like human, capital, machine and monies. Oko (2011) affirmed that, those commercial ventures are likely to be affected by minimum wage agitation by the trade and labour congress. Some of the workers employed in these commercial ventures are less than the duration of normal worker as who more likely to be employed in a small scale business venture. In a public venture, workers have been protected from risk of being unduly pay in terms of law wages and minimum wages since it is guided by law or act, thereby assessing employer's ability for the payment of minimum wage which was later impacted on workers condition of service.

Methods of research

In this study, data were majorly collected through primary and secondary source. The secondary source are obtained from journals, textbook, data bank, public literations, periodic newspapers, online materials, theses. While the primary source include interviews, administered questionnaires, group focus discussion which is centered in interviewing techniques targeted at eliciting information on group, their sources, dynamic problems, values, characteristics, needs, beliefs and preferences. The study rationale hinges on the fact that it has obvious advantages in data collection from people who do not ordinarily feel free in discussing certain sensitive subjects, unless they are part of the group or peer group. The focus discussion is based on representative of agencies and institutions under the study with a guide interview directing the course of discussion during the period. A research assistant was used to keep variable records of the economic, sociological and political dimensional event in electrical or writing from where possible. The researcher act as a moderator of the interview. The group focus discussion consist of politicians, workers, labour union representative, policy analysis and selected members of employee and management bodies in respect to the study. The opportunity of eliciting information on the true situation of things in relation to these issues identified the basic problems in terms of recommendation of the paper - this data generated in the process of research is being analysed using content analysis. The content analytical research is a research technique for description, objective, quantitative and systematic manifestation of content of communication. Content analysis as a method of analyzing qualitative information which is used in determining the sociological and political relative with emphasis lay on labour Union Congress and trade Union Congress in relation to minimum wage in Nigeria. Thus, there is no significant relationship between the Nigerian Government and economic sociological and political dimension in agitation for minimum wages. This hypothesis was tested using the Pearson moment correlation product with both inferential and descriptive statistical techniques such as tables and figures.

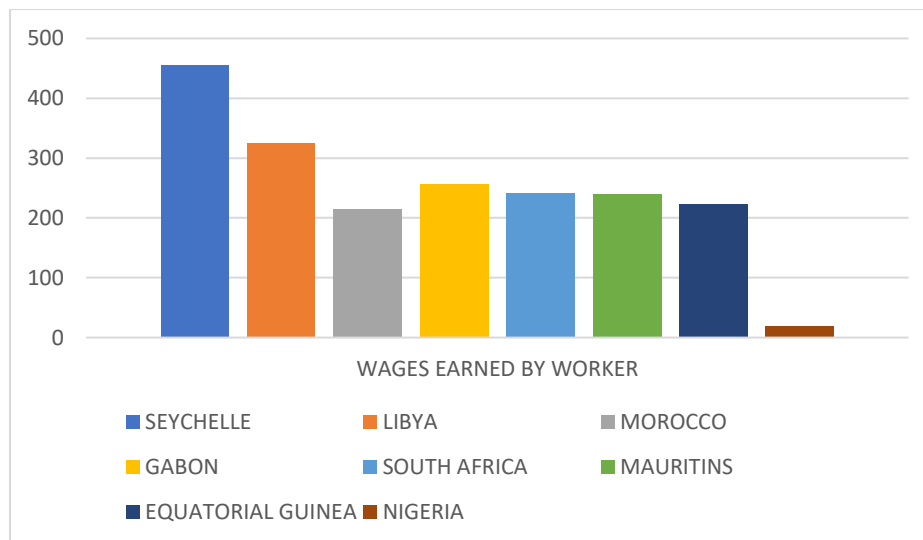
The below figure prevent the national minimum wage estimate adjusted against sociological and political dimensions for Nigeria and other seven selected countries in Africa. The need for national minimum wages adjustment to conform to differences in the cost of living. The cost of living is based on minimum wages which connote economic, sociological

and political survival needs of an employee; the actual minimum wages is added to the economic dimensional factor to get the sociological, economic and political minimum wage which is adjusted that the both labour union and trade union congress are demanding.

Countries	Wages earned by worker
Seychelle	456
Libya	325
Morocco	215
Gabon	256
South Africa	242
Mauritins	240
Equatorial Guinea	224
Nigeria	20

Source: Nigeria Business day Newspaper of March 23, 2024

Wasiu (2024) affirmed that, with the average N1,500 to a dollar exchange rate, Nigeria workers, the meagre end of 30th days has \$20 an amount to afford a half bag of rice in the present economy. Meanwhile workers in Sychelles, Libya, Morocco, Gabon, South Africa, Mauritius and Equitorial Guinea have an average paid of \$456, \$325, \$315, \$256, \$242 & \$240 and \$224 respectively as each month minimum wage earned of at N18,000 for seven years until it was increased to N30,000 in 2018 and amount has remained for the past six years. Since the country battle record inflation level as of February stand at 31.70% and cost of food which gulps a chunk of Nigerians income on a race at 37.92%. He further affirmed that Nigerians workers are the mercy of the foreign economic and the current pay receivable by workers was not realistic, citing the stifling economic crisis which has seen the economic, sociological and political headline inflation of Nigeria at twenty-seven year record, since the tripartite committed inauguration by the Federal Government (Wasiu, 2024).



Source: Field Work

The figure further shows that in Nigeria since independence the data, the minimum wage stood at 0.55, the labour stood at 2.27. There are in thousand form, thus 1.25 means & 1.250. the figure shows the differences in minimum wage with high cost of living and low in minimum wage while South Africa has a low cost of living with high minimum wage among the selected countries.

Eme (2019) believes that, Nigeria is regarded as a “Nervy state” since it determined the economic, political and sociological function of living standard. This philosophy has been a

“Thorny” one between Nigeria’s labor unions and government at different times over the decades of Nigeria’s nations hold. More so, the Nigerian government is honoring her part of the deal s with employees within the private sector, the governors amongst whom, paying that minimum wage remains an illusion. The promise to pay such amount is not easy. This is due to correct economic mechanism and international fall in oil prices. The economist Card and Kruge (1995) affirmed that, if a worker earn higher, they can afford to employ other workers to do those personal job they would not otherwise have afforded able to garner fund for commercial venture which they would need labour. Eme (2009), affirmed that, Nigeria minimum was viewed in the light comparative wages paid amongst the seven selected countries in Africa.

Discussion of findings

The economic sociological and political dimension in Nigerian government is centred on agitation of minimum wage as shown in table I and figure I. the rang from economic factor which include high cost of market product, low standard of living, hardship and poverty based on fuel subsidy removal in Nigeria. The sociological and political dimensions such as health, education and industrial determinant can increase in government revenue pay wage for increase in health and increase in patronage market product. The data presented in table I shows how the different commission role and act of political, economic and dimension of minimum wage agitation in Nigeria and the basic attitude of tripartite commission on minimum wage as compared with other African countries with minimum wage estimation. The need for national minimum wage adjustment to conform to differences in the cost of living generally stand for economic factors. The cost of living, poverty, hardship connotes the minimum wage survival needs of workers. The actual minimum wage is an additional economic dimensional factor to get to sociological and political minimum wage which is adjusted that the labour union and trade union are agitating to increase minimum wage to all workers in Nigeria based on expiration of the five-year act of law.

Economic, sociological and political suggestions on minimum wage agitation in Nigerian government

The paper provide the economic, sociological and political suggestion in agitation of minimum wage challenges which must be addressed without legal backing as it aim at mere recommendation which is subject to the acceptance of other parties. This suggestions include;

1. Encouragement of proper publicity of minimum wage as well as the provision of minimum age law in dialector language understood by workers such as illiterate person so that ignorance can be removed and pave way for workers to understand their right.
2. There is need for credible and proper mechanism enforcement with adequate backing and to discourage non-compliance.
3. International best practice should be employed similar issue which include dialogue and consulting among stake holders for the purpose of obtaining seamless implementation and better minimum management for the purpose of peace, harmony and post recessional economy
4. There should be effective monitoring group charge with the responsibility of monitoring to ensure compliance, provision of stuffed and adequate facilities to carryout accredited duties.
5. Minimum wages laws should be simple and easy to understand by all workers, employers and union members for proper legislation include the rights and proper protection of workers against victimization.

6. There should be a closed partnership with national employers consultation association (NECA), government and private sector to encourage proper implementation of minimum wage
7. Sociological and political dimensional dialogue and consultative meeting should be promoted amongst the stake holders
8. In case of underpayment of minimum wage, organized labour should meet with interest parties to discuss the economic, sociological and political sustainability and implication of suggested changes to minimum wage enforcement regime

Conclusion

The aspect of industrial relationship is firm to wages administration, its one of the important areas of economic, sociological and political interaction between government and workers or employers and employees. The mechanically determinant of minimum wage has been subjected to challenges, historical event and suggestion with question regarding the minimum wage for Nigerian workers as a thorny issue form time immemorial and have been over flogged by labour union congress and trade union congress cause by aggressive and vigorous action in pursuit of political and sociological solutions of workers despair and anguish economic. The paper also lay hold that, many factor combine to make a poor worker's pay grossly, this include insufficient for daily need, weak purchasing power of naira, unfavourable market force, government imposition of tax, the gross payment of pollutions, illegality and corruption. The effective management of minimum wage requires collaboration efforts and commitment within the stakeholder, impact and usefulness of minimum wages are paid on the effectiveness of enforcement of social partner with active involvement in policy design and economic operation of minimum wage enforcement to enhance its impact. Therefore, its important for collective bargaining to be employment between the government and the labour unions to avoid sole accountability for the high rate of unemployment in Nigeria which gave birth to low employment mechanism.

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