

Challenges and Prospects of Effective Industrial Conflict Resolution in Nigeria

Albert T. Akume* and Yahaya M. Abdullahi

Department of Public Administration, CASSS, Kaduna Polytechnic, Kaduna, Nigeria
**Telephone: +2348032928851; *E-mail: yimaalbert@yahoo.com*

KEYWORDS Employee. Union. Government. Interest. Trade dispute. Minimum Wage. Integrity

ABSTRACT Interaction between workers and their employers is not devoid of conflict. However, collective bargaining is the tool used to resolve amicably contending labour issues between employees and their employer. Contrarily, rather than have smooth labour-management relations via collective bargaining, conflicts have continued to characterize labour-management relations in Nigeria. Sadly, the present democratic regimes have witnessed series of industrial unrest now than ever before. It is against this backdrop that this paper utilizing the documentary and analytical approach examines the challenges and prospects of effective industrial conflict resolution in Nigeria. It was observed that significant among the reasons that have vexed the situation is the unprecedented jumbo salaries and allowances being paid to political offices holders. The other factor is related to government persistent character of renegeing from implementing signed agreement with its labour union. This paper therefore recommends that parties should endeavour to respect signed agreement as a way of reducing the persistent labour unrest.