



**Perceptions and Reactions of Host  
Communities of the Niger Delta University  
Towards Industrial Actions in Nigeria**

**Social Sciences Research**  
Nnamdi Azikiwe  
University, Awka Nigeria

**Oyintonyo Michael-Olomu, PhD<sup>1\*</sup> & Woyengitari Imbazi<sup>2</sup>**

<sup>1</sup>Department of Sociology and Anthropology, Federal University Otuoke, Bayelsa State, Nigeria

<sup>2</sup>Department of Sociology, Niger Delta University, Bayelsa State, Nigeria  
imbaziwoyengitari@gmail.com

**\*Correspondence Author:** tonyomic@gmail.com, michaelolomuoo@fuotuoke.edu.ng

## Abstract

Industrial actions have been noted to affect its environments. Despite this, several studies have focused exclusively on industrial actions and their impacts on employees and productivity, while neglecting the reactions of the host communities which are very important stakeholders. This study, therefore, examined the perceptions and reactions of host communities towards industrial actions to universities industrial actions using the Niger Delta University (NDU) as a case study. This cross-sectional was conducted among 418 respondents in two host communities of the Niger Delta University (Amassoma and Ogobiri), using simple random sampling to administer a structured questionnaire. Quantitative data were analysed using univariate, bivariate and multivariate statistics at  $p \leq 0.05$ . Results show that the average age of the respondents was 38.5 years. Results indicated that the Academic Staff Union of Universities (ASUU) was the main union in NDU that embarked on industrial actions. Also, socio-demographic variables were found to have a predictive influence on the perceptions about industrial actions. For instance, females were 38.8% less likely to feel uncomfortable with industrial actions than their

male counterparts. Still, those who were in the age group between 30 and 39 years were found to be (OR = 0.340,  $p < 0.05$ ) less likely to feel uncomfortable with NDU industrial action than those who were less than 20 years. Additionally, protests, roadblocks, and demonstrations were some of the means of reactions against industrial action used by host communities. The study recommended that stakeholders in university should curb the early warning signs of industrial actions bearing in mind that the effects go beyond the institution.

**Keywords:** Academic Staff Union of Universities (ASUU), Host communities, Industrial actions, Niger Delta University, System theory

## Introduction

Industrial strike actions in Nigeria are gradually becoming synonymous with higher education of learning (Albar&Onye, 2016), and had impacted negatively on all stakeholders in the sector. For example, studies have shown that industrial actions by the employees of higher education posed a lot of difficulties on the development of the sector such that the academic year calendar is usually disrupted as it also prolongs students' graduation as well as causing disappointment to the parents of the students (Albar, &Onye, 2016; Akut, et al., 2018). While these serves as the observations of numerous researchers in the education sector, the host communities and other stakeholders have perceived incessant industrial actions, especially in Nigeria as destructive and damaging to both the students, lecturers and all other stakeholders in the sector (Zakari, 2018; Odey, et al., 2020).

Generally speaking, Fashina (2001) asserted that although some of the industrial actions are usually influenced mainly by inconsistent policy implementations, non-implementation and poor working environment of an organization, but in the view of the host communities' perceptions of industrial actions, it may not be influenced by inconsistent policy implementations and poor working conditions, rather by the peculiarity of the host communities and the various stakeholders involved in the

actions. In other words, every organizational host community perceives industrial actions in the light of how it has impacted their socio-economic development rather than how it is perceived by the employees.

As Idrissa (2020) opined, when employees industrial actions become too violent and dangerous to extent of resulting in human and material damage, the employer or the government may order that cessation of work should continue. In the same vein, when students embark on protest on the street of the host community to the extent that the government orders law enforcement agents to encircle the school environment and the host community, the peace of the residents of the host community may be affected, while resulting into socio-economic underdevelopment of the host community.

However, in such a scenario, the residents of the host community would perceive the strike actions of either the students or the employees of the institutions as negative. Idrissa (2020) explained how the host community of the university could perceive strikers to be negatively affected particularly when students' actions lead to the obstruction of the flows of traffic as a result of the erection of barricades, burning of tires and stone blocks on the roads. This alone could result in total closure of intra-city or community roads. For example, Vanguard (May 16, 2018) reported that some women in Amassoma community, the host community of the Niger Delta University, blocked all roads leading to the University to demand the return of their names on the University payroll. In a similar vein, the youth representatives of the university host community also protested that the incessant labour crisis in the University should be resolved by the management (Vanguard May 28, 20). In the view of these occurrences in the host communities, Idrissa (2020) argued that many residents of the university host communities would perceive the strikers including the labour (or employees) as negative regardless of the goals set by the striking workers, students or residents to achieve in the University.

There is no doubt that many of the host communities of organisations react differently to industrial actions embarked upon by their unions in the context of industrial relations. From the perspective of higher institution of learning, for example, while some host communities react passively to industrial strike actions embarked upon by the unions, others react actively. According to Vanguard's (May 28, 2018) report, it was gathered that due to the labour crisis at the Niger Delta University over compulsory retirement of staff who were over-aged or dismissed on the account of irregularities in their employment terms to the University, the youths of Amassoma (NDU host community) under the umbrella of Amassoma Youth Representative expressed their dissatisfaction through a peaceful protest which was later metamorphosed into violence. This suggests that for any labour crisis experience by an organization, there is a likelihood for the host community to react either passively or negatively.

In another reaction of the host community, the mass demonstration or peaceful protest that was initiated by the Civil Society Organisation (CSO) in 2012 in support of the Nigeria Labour Congress (NLC) over the removal of fuel subsidy by the Federal Government could also be regarded as a good example of the tough reaction of the masses being the host community (Premium Times, November 27, 2012).

More so, several host communities of the oil-rich region of the Niger Delta have reacted differently over series of industrial conflicts. While some of the host communities' reactions are predicated on indiscriminate spillage of oil and failure to carry out their Social Corporate Responsibilities (CSRs), others are premised on arbitrary dismissal of workers who are members of the host communities without adequate compensation. In this regard, while most of the industrial conflicts in the region are orchestrated by workplace-related problems, peaceful protests of the host communities over failed CSRs by the oil and gas companies remain the major causes of their reactions.

Because of the host community reactions, it has been documented that more gas flaring and the effect of oil spills on aquatic lives including farming has paved the ways for militancy and other related violence in the region. This occurrence has caused serious altercations between government and many industrial unions including ASUU resulting in persistent industrial actions in Nigeria (Adebanjoko&Ojua, 2013; The International Council of Nurses, 2018; Okinbaloye, 2016; Dim, et al., 2018).

Reactions to socio-economic crisis leading to industrial actions in Nigeria, as an example, constitute grounds for national reforms. In respect to this, stakeholders in the education sector react differently based on their interests as well as members of the host community. In specific terms, students as part of the host community members may be more interested in their graduation. And when the strike or industrial actions of the university unions linger, the students may be frustrated to cause chaos within the university and its host community to express their dissatisfaction. In recent time, as an example, the Premium Times (November 20, 2020) reported that the Nigerian students have reacted through a protest asking the Federal Government of Nigeria to the nationwide strike embarked by ASUU. This means that even students as part of the host community members of the universities in their respective states could be forced to react in such a way industrial actions could be resolved by the unions.

Although the studies highlighted above have exposed our knowledge to fundamental issues on the impact of industrial actions on employees, students and the education sector at large, there seem to be no empirical studies documenting the perceptions and reactions of host communities who are important stakeholders in the university community. This is necessary to mitigate its negative effects on host communities. It is based on this knowledge gap that this study has been examined to investigate the perceptions and

reactions of host communities of universities towards industrial actions using the Niger Delta University, Wilberforce Island, Bayelsa State as a case study.

### **Theoretical Framework: System theory of industrial actions**

This study is anchored on the system theory and believed that without expected feedback from one element there would be a reflection on other parts of the units until the crisis is resolved. Concerning the meaning of the “systems”, it is the set of actions that affects various units within an organization which may form a larger pattern that is different from the sub-units of the whole. According to the proponents of the system theory, Ludwig von Bertalanffy and Nikolas Luhmann, though widely used by Marx and Darwin in their development of theories, systems theory showcases that society constitutes of various units and that anything that happens to one of the units would have effects on other units of the system (Breven, 2006).

In the view of the system theorists, it is believed that every unit of a working social system or organization operates in a typical open system that is interdependent to one another and characterized by feedback from each element (Breven, 2006). In an organizational arrangement, a system is seen to be consciously coordinated activities aimed at achieving pre-determined goals. One of the pre-determined goals is to achieve harmony with its host communities.

In his contribution to systems theory, Dunlop relates the tenets of the theory to Parsons' social systems theory and opine that its analysis should be associated with the economic system. This is by implication suggesting that there are several elements in an organization with insights and observations about industrial relations (Dunlop, 1958, p. 5). In other words, system theory should be seen in the context of industrial relations as the “classifications in the spectrum of labour peace and warfare.” In this viewpoint, it is

expected that Parsons' theory of social system "provide *analytical* meaning to the idea of an industrial relations system" (Dunlop, 1958, p. 3).

Conversely, Dunlop (1958) also sees the industrial relations system as the analysis of the sub-system within the industrial society with the same principles of logic of the modern economic system (p. 5). This is where Dunlop ideas of system theory deviate from the views of Parson in which the economic system is seen as the "functional" sub-system of the all-embracing social system when it is disintegrated based on the four functional imperatives of adaptation, goal attainment, integration and latency.

As Dunlop (1958) opined, the four main *actors* in industrial relations are the workers, management of the organization, the government agencies and the environment within which the organization is cited (Host community). In the element of rules, Dunlop's theory of autonomous industrial relations sees it as the rules that govern the relationship that exists among all actors in an industrial setting. It is, therefore, suggesting that one cannot explain the four elements in industrial relations without the inclusion of the society to which the industry operates.

Regarding this, the Niger Delta University host communities are related to the university in diverse ways. This means that whatever happens in the institution will affect the entire social system to which the host communities are one of the actors. Thus, whatever happens in the University, is bound to get a reaction from the host communities.

## **Materials and Methods**

### ***Study Design and Settings***

This cross-sectional study was conducted in host communities of the Niger Delta University located in Wilberforce Island, Bayelsa State. The host communities of the Niger Delta University is in Amassoma in Southern Ijaw LGA and Ogobiri in Sagbama

LGA of Bayelsa State. These communities were selected as the research locale because they serve as the immediate host communities of Niger Delta University, Wilberforce Island Bayelsa State. The Niger Delta University was established through a law in 2000. And its establishment was initiated by the first executive governor of Bayelsa State, Chief. D.S.P. Alameiyesigha. The university commenced its academic activities in the 2001/2002 session with its pioneer set of graduating students in the 2004/2005 academic session. The university is in Wilberforce Island, about 32 km from the state capital Yenagoa and is made up of different campuses: Glory-land (main campus), College of Health Sciences, and the temporary campus of the Faculty of Law in Yenagoa. Currently, there is a new campus built at its permanent site and developed with senate building, Standard Faculty buildings, DOCERAD and the School of Postgraduate Studies. Conversely, based on this establishment and location of the university in Amassoma /Ogobiri, these communities serve as the immediate host communities on which NDU industrial actions have a significant impact.

### *Population of the Study, Sample and Sampling*

The study population for this study is the residents of Amassoma/Ogobiri communities. The 2016 projected population of both communities according to Ojile (2012) is 119,301 (Amassoma = 114,469, Ogobiri = 4,832). Nevertheless, the inclusion criteria for the population of the study comprises adult residents who are 18 years and above and must have lived in these communities for at least one year before this survey.

The size for this study was determined using Taro Yamane's sample size determination formula which yielded a sample size of 398. However, 5% was added to compensate for errors in the sampling process or unreturned questionnaire. Bringing the total sample of the study to 418.



The sampling technique adopted for this study was both probability and non-probability sampling method (multi-stage sampling technique). Firstly, the study used purposive non-probability sampling to select Amassoma and Ogobiri, since both communities are the major host of the Niger Delta University. On the other hand, systematic probability sampling was also used to recruit respondents from host communities. Amassoma and Ogobiri communities were divided into streets. Respondents were selected in each of the communities systematically by using a sampling frame. From each of the communities, respondents were selected from each household accordingly until the proposed sample size for the study was completed. This was achieved through the numbering of houses in the streets where each of the houses that fall within the sampling frame were selected for the recruitment of respondents in the houses.

### *Data Collection*

Data for this study was primarily sourced through the use of a structured questionnaire. As determined by the overall and specific study objectives, each of the study-specific objectives represented in each of the sections of the questionnaire designed in sections and in a closed-ended format comprising Sections 'A – C' to address the specific objectives of the study. For example, Section 'A' was designed to elicit information about the demographic profiles of the respondents ranging from the actual age, marital status, religious affiliation, educational attainment, average income etc. Section 'B' captured information about the perceptions of host communities on industrial actions. Section 'C' of the instrument focuses on the reactions of NDU host communities to industrial actions.

### *Validity and Reliability of Instruments*

In determining the validity of the research instruments, the face and content validity were adopted, where experts in measurements and evaluation and other social research experts were asked to judge the items and contents of the assessment instrument if they

are appropriate to the targeted construct and assessment objectives. Where suggestions were made by the experts, the instrument of the study was adjusted to reflect the expert's opinions. In determining the reliability test, a pilot study was conducted with 42 respondents (i.e. 10% of the sample size) in two different locations within the research locale (one in Amassoma and another in Ogobiri). These areas were excluded from the locations where the actual study later took place. The result from the pilot study was determined using Cronbach's alpha coefficient ( $\alpha$ ) which yielded an overall value of  $\alpha = 0.785$  indicating a strong reliability level of internal consistency based on the average inter-item correlation.

### *Data Analysis*

The analysis of data was carried out at three levels: univariate, bivariate and multivariate levels. For the univariate analysis, the simple percentage distribution tables and charts were used for the analysis of socio-demographic variables of respondents as well as all other variables considered suitable for univariate analysis. At the bivariate level, a chi-square cross-tabulation was done to ascertain the relationship between the frequency, nature of people towards industrial action and extension of industrial action to the host communities. At the multivariate level, binary logistic regression was used to determine how socio-demographic variables predicted the perceptions of NDU host communities on industrial actions.

## **Results**

### **Socio-demographic characteristics of the respondents**

Table 1 presents the reports on socio-demographic characteristics of the respondents, which ranged from gender, age group, the highest level of education, religious affiliation, ethnic group, occupation and income level. It was revealed that more than half of the respondents were male compared to the females who constituted just two-fifths. In respect

to the age of the respondents, the average age was 38.5 years which suggests that they were a young population.

The report also shows the highest level of education of the respondents. More than half of the respondents had attained tertiary educational qualification, while others were those who had attained primary, secondary or no formal education. Regarding their religious affiliation, nearly all the respondents were adherent to Christianity.

**Table1: Distribution of respondents by socio-demographic characteristics**

| <b>Socio-demographic variables</b>       | <b>Frequency (n=418)</b> | <b>Percentage (%)</b> |
|--|--------------------------|-----------------------|
| <b><i>Gender</i></b>                     |                          |                       |
| Male                                     | 244                      | 58.40                 |
| Female                                   | 174                      | 41.60                 |
| <b><i>Age group (38.52±15.65)</i></b>    |                          |                       |
| Less than 20                             | 36                       | 8.60                  |
| 20 - 29                                  | 120                      | 28.70                 |
| 30 – 39                                  | 94                       | 22.50                 |
| 40 – 49                                  | 57                       | 13.60                 |
| 50 and above                             | 111                      | 26.60                 |
| <b><i>Highest Level of Education</i></b> |                          |                       |
| No schooling                             | 78                       | 18.70                 |
| Primary                                  | 48                       | 11.50                 |
| Secondary                                | 64                       | 15.30                 |
| Tertiary                                 | 228                      | 54.50                 |
| <b><i>Religious affiliation</i></b>      |                          |                       |
| Christianity                             | 349                      | 83.50                 |
| Islam                                    | 37                       | 8.90                  |
| Traditional Religion                     | 32                       | 7.70                  |
| <b><i>Ethnic group</i></b>               |                          |                       |
| Ijaw                                     | 31                       | 7.40                  |
| Hausa                                    | 264                      | 63.20                 |
| Yoruba                                   | 54                       | 12.90                 |
| Igbo                                     | 50                       | 12.00                 |
| Others                                   | 29                       | 4.50                  |
| <b><i>Type of family</i></b>             |                          |                       |
| Monogamous                               | 166                      | 39.70                 |
| Polygamous                               | 195                      | 46.70                 |
| Single parenthood                        | 57                       | 13.60                 |
| <b><i>Occupation</i></b>                 |                          |                       |
| Farming                                  | 73                       | 17.50                 |
| Civil service                            | 83                       | 19.90                 |

|   |     |       |
|---|-----|-------|
| Trader  | 90  | 21.50 |
| Student   | 159 | 38.00 |
| Others  | 13  | 3.10  |
| <b><i>Income level (N61088.09±N192452.40)</i></b> |     |       |
| Low income ( $\leq$ N30000)                       | 197 | 47.10 |
| Medium income (N30000 – N100000)                  | 141 | 33.70 |
| High income ( $\geq$ N100000)                     | 80  | 19.10 |

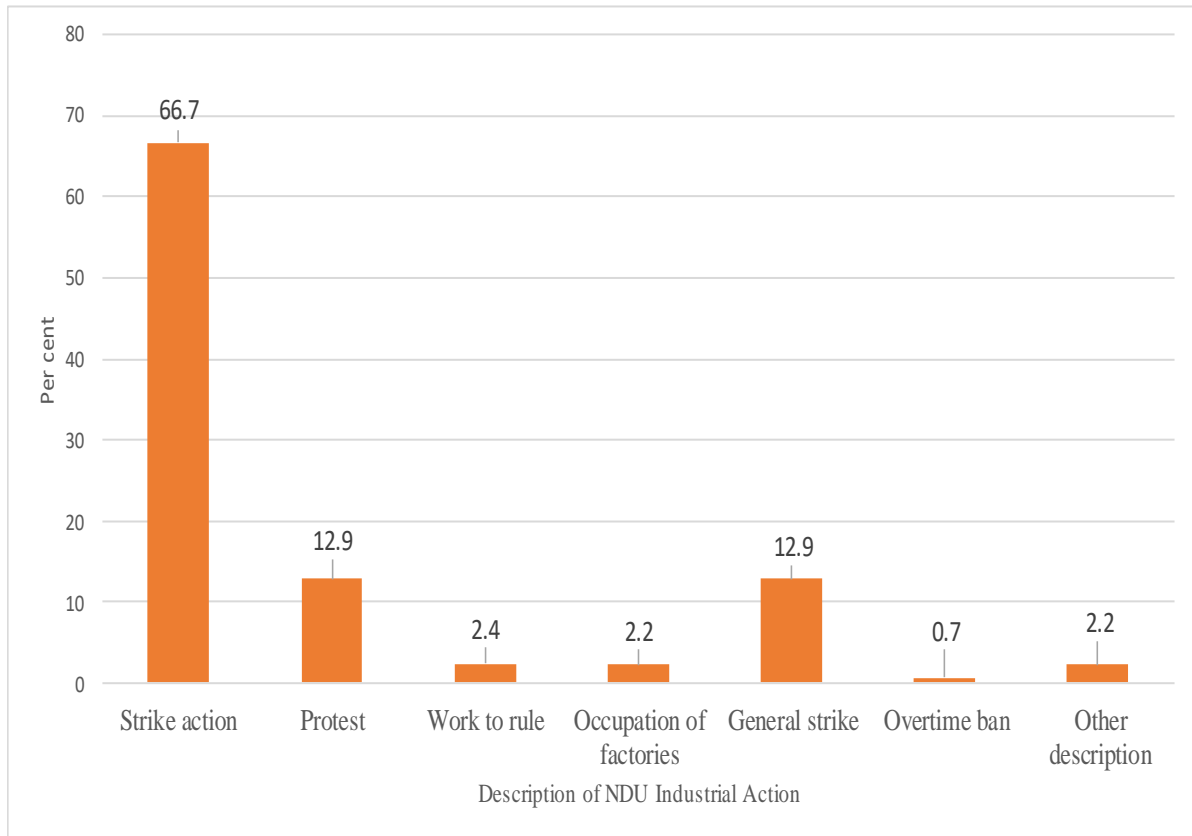
On the ethnic group of the respondents, more than half them were from Ijaw ethnic group (63.2%), while others were those who were from Yoruba (12.9%), Igbo (12.0%) and Hausa (7.4%). The type of family revealed that nearly half of the respondents were from a polygamous family, while about two-fifth of the respondents were from a monogamous family type.

On the occupation of the respondents, the highest proportion of the respondents were students, followed by one-fifth of them who engaged in trading, civil service (19.9%), farming (17.5%) and other categories of occupation which included commercial motorcycle riders and artisans among others. It was also revealed that those who earned low income have the highest proportion of respondents (47.1%), followed by those with medium income (33.7%) and 19.1% who earned a high income.

### **Types of Industrial Actions, Unions involved in Industrial Actions, Relationship between Frequency of Industrial Actions and Extension of Attitudes of Host Communities**

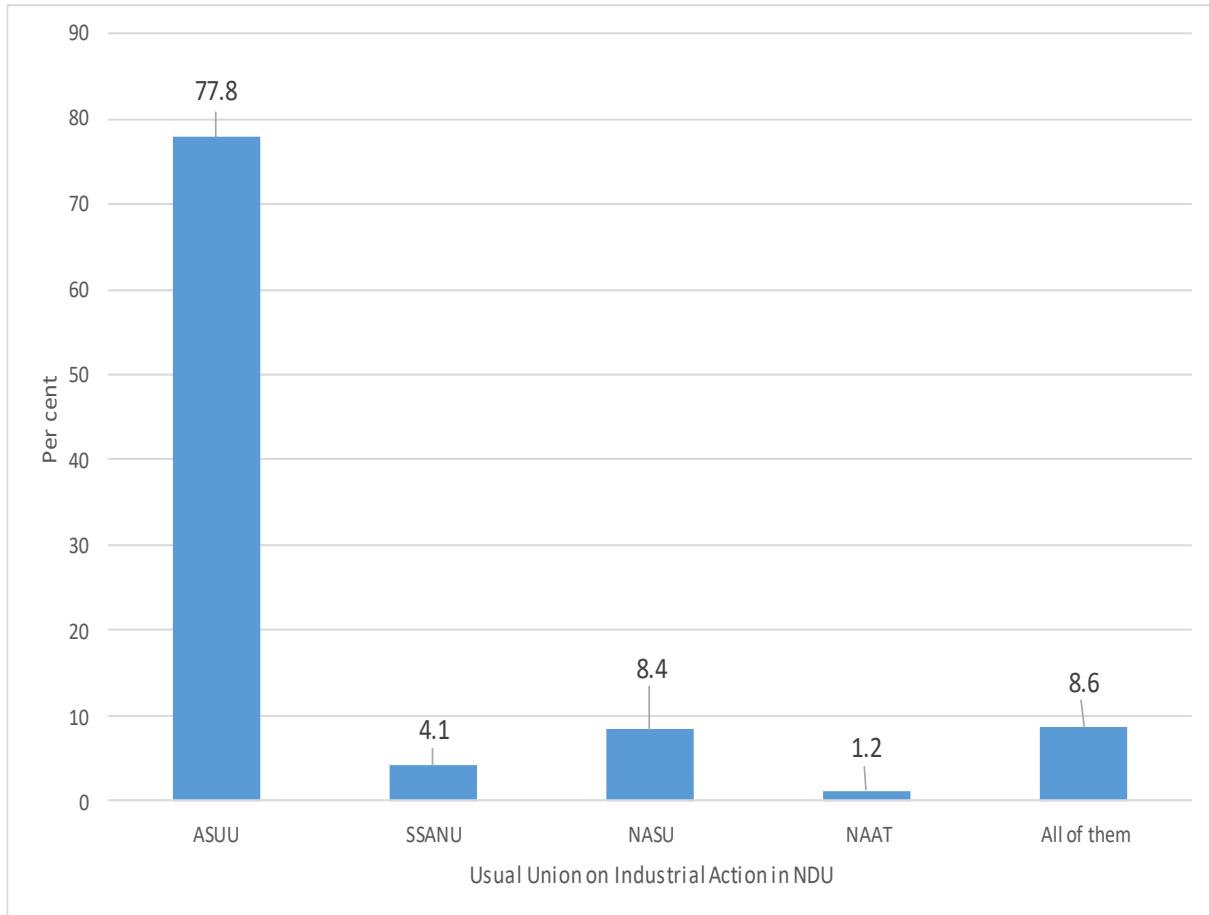
The respondents were first asked the description (type) of industrial action embarked upon by the NDU, Figure1 reports the percentage distribution of the respondents by the description of NDU industrial action. It was revealed that the majority of the respondents indicated strike action (66.7%), while others signified that it can be best described as protest (12.9%) and general strike (12.9%) among others. This suggests that the best way

NDU industrial action can be described in NDU is strike action as pointed out by the respondents.



**Figure 1: Percentage distribution of respondents by the description of NDU Industrial Action**

The union(s) that usually involved in industrial action in NDU was ascertained from the respondents. Figure 2 shows that the Academic Staff Union of the Universities, ASUU (77.8%) has the highest percentage of respondents, while those who indicated that both ASUU, Senior Staff Association of Nigerian Universities (SSANU), Non-Academic Staff of the Universities (NASU) and National Association of Academic Technology (NAAT) were identified as the unions that usually embarked on industrial actions among others. This means that ASUU is the major union that embarked on strike action in NDU when compared to other categories of the unions in the university.



**Figure 2: Percentage distribution of the respondents by the usual union on industrial action in NDU**

Further analysis of how NDU industrial actions impacted the socio-economic activities of the host communities via type, number of, length of, the union involved and attitudes of people towards industrial action was examined. As such, table2 shows the relationship between frequency, nature, attitudes of people towards industrial action and the extension of industrial action to the host communities using the chi-square independent test.

As the table indicated, there is a statistically significant relationship between the number of time industrial action occurred in a year and the extension of industrial action attitudes to the host communities ( $\chi^2=18.452$ ,  $df = 8$ ,  $p<0.05$ ). This means that the number of times

industrial action occurred at NDU had a relationship with the extension of their attitudes to the host communities.

**Table 2: Relationship between frequency, nature of people towards industrial action and extension of industrial action to the host communities**

| Description of industrial action                           | Extension of industrial action attitudes to the host communities |           |                |            |
|--|--|-----------|----------------|------------|
|  | Yes (%)  | No (%)    | Don't know (%) | Total (%)  |
| <b>Number of time industrial action occurred in a year</b> |  |           |                |            |
| Once in a year   | 91 (45.4)  | 45 (40.5) | 53 (59.6)      | 191 (47.2) |
| Twice in a year  | 65 (31.7)  | 28 (25.2) | 14 (15.7)      | 107 (26.4) |
| Thrice in a year   | 26 (12.7)  | 20 (18.0) | 8 (9.0)        | 54 (13.3)  |
| Four times in a year                                       | 2 (1.0)  | 5 (4.5)   | 2 (2.2)        | 9 (2.2)    |
| Uncountable  | 19 (9.3)   | 13 (11.7) | 12 (13.5)      | 44 (10.9)  |
| <b>Pearson Chi Square = 18.451; DF = 8; P=0.018</b>        |  |           |                |            |
| <b>Length of industrial action</b>                         |  |           |                |            |
| Less than a month  | 37 (18.0)  | 30 (27.0) | 21 (23.3)      | 88 (21.7)  |
| 1 – 3 months   | 123 (60.0)   | 31 (27.9) | 37 (41.1)      | 191 (47.0) |
| 3 months   | 38 (18.5)  | 33 (29.7) | 20 (22.2)      | 91 (22.4)  |
| All of the above   | 7 (3.4)  | 17 (15.3) | 12 (13.3)      | 36 (8.9)   |
| <b>Pearson Chi Square = 37.565; DF = 6; P=0.000</b>        |  |           |                |            |
| <b>Union involved</b>                                      |  |           |                |            |
| ASUU   | 174 (84.5)   | 84 (75.7) | 61 (67.0)      | 319 (78.2) |
| SSANU  | 6 (2.9)  | 6 (5.4)   | 4 (4.4)        | 16 (3.9)   |
| NASU   | 15 (7.3)   | 10 (9.0)  | 10 (11.0)      | 35 (8.6)   |
| NAAT   | -  | 3 (2.7)   | 2 (2.2)        | 5 (1.2)    |
| All of them  | 11 (5.3)   | 8 (7.2)   | 14 (15.4)      | 33 (8.1)   |
| <b>Pearson Chi Square = 18.054; DF = 8; P=0.021</b>        |  |           |                |            |
| <b>Attitudes of people towards industrial action</b>       |  |           |                |            |
| Peaceful   | 120 (58.5)   | 44 (39.6) | 54 (60.0)      | 218 (53.7) |
| Violent  | 49 (23.9)  | 31 (27.9) | 8 (8.9)        | 88 (21.7)  |
| Demonstration  | 33 (16.1)  | 32 (28.8) | 12 (13.3)      | 77 (19.0)  |
| Other description  | 3 (1.5)  | 4 (3.6)   | 16 (17.8)      | 23 (5.7)   |
| <b>Pearson Chi Square = 53.523; DF = 6; P=0.000</b>        |  |           |                |            |

Significant at  $p < 0.05^*$

The analysis also revealed that there is a statistically significant relationship between the length of industrial action and the extension of industrial action attitudes to the host

communities ( $\chi^2=37.565$ , DF = 6,  $p<0.05$ ). This implies that the length of industrial action can affect the host communities to a large extent.

Again, it was revealed that there is a statistically significant relationship between the union involved and the extension of industrial action attitudes to the host communities ( $\chi^2=18.054$ , DF = 8,  $p<0.05$ ), as well as the statistical relationship between attitudes of people towards industrial action and the extension of industrial action attitudes to the host communities ( $\chi^2=53.523$ , DF = 6,  $p<0.05$ ). This suggests that the union involved and the attitudes of people towards industrial action are related to its extension to the host communities.

### **Perception of NDU host communities on industrial actions**

This study also investigated the perception of the host communities towards NDU industrial action. Table3 presents the distribution of respondents by socio-demographic variables and feeling of the host communities towards NDU industrial actions at the same time, presenting the predictive influence of socio-demographic variables of the respondents on the feelings of the host communities via comfortable or not comfortable with the industrial actions.

While investigating the feelings of the respondents by gender, the predictive influence reveals that female is 38.8% less likely to feel uncomfortable with the industrial action than the male respondents. This means that male respondents are more likely to feel uncomfortable with NDU industrial action than their female counterparts.

In the age group of the respondents, those who were in the age group between 30 and 39 years are found to be (OR = 0.340,  $p<0.05$ ) less likely to feel uncomfortable with NDU industrial action than those who were less than 20 years. It was also found that those who are in the age group 40 – 49 years and 50 years and above are 66.6% and 66.4% less likely



to feel uncomfortable than those who are less than 20 years old. This means that the age of the respondents is a strong predictor of the feelings about NDU industrial actions.

The highest level of education of the respondents and their feelings towards industrial actions was also explored. It was revealed that there is a statistically significant association between those who had attained primary school, secondary school and the feeling about NDU industrial actions. Those who had attained primary school (OR = 0.310,  $p < 0.05$ ) and those who had attained secondary school (OR = 0.365,  $p < 0.05$ ) are less likely to feel uncomfortable with NDU industrial actions than those who did not attain any level of formal education. This implies that those who had not attained any level of formal education feel more uncomfortable when NDU embarked on any industrial actions than those who have attained some levels of formal education such as primary and secondary education. The reason may be because they are the ones dominating the business sector of the host communities than other categories of people who may leave the environment when there is industrial action.

**Table 3: Socio-demographic variables predicting the responses of NDU host communities on industrial actions**

| Socio-demographic/Predictor variables | Perception of NDU Host Communities on Industrial Actions |                     |                         |
|---------------------------------------|--|---------------------|-------------------------|
|                                       | Descriptive statistics                                   |                     | Model                   |
|                                       | Comfortable (%)  | Not comfortable (%) | OR [95% CI for EXP (B)] |
| <b>Gender</b>                         |  |                     |                         |
| Male (RC)                             | 90 (64.3)  | 153 (55.2)          | 1.000                   |
| Female                                | 50 (35.7)  | 124 (44.8)          | 0.612* [0.379 - 0.989]  |
| <b>Age in group</b>                   |  |                     |                         |
| Less than 20 (RC)                     | 11 (7.9)   | 25 (9.0)            | 1.000                   |
| 20 – 29                               | 34 (24.3)  | 86 (31.0)           | 0.658 [0.263 - 1.644]   |
| 30 – 39                               | 31 (22.1)  | 63 (22.7)           | 0.340**[0.119 - 0.970]  |
| 40 – 49                               | 19 (13.6)  | 38 (13.7)           | 0.334* [0.109 - 1.021]  |

|                                   |            |            |                        |
|-----------------------------------|------------|------------|------------------------|
| 50 and above                      | 45 (32.1)  | 65 (23.5)  | 0.336* [0.112 - 1.007] |
| <b>Highest level of education</b> |            |            |                        |
| No schooling (RC)                 | 41 (29.3)  | 37 (13.4)  | <b>1.000</b>           |
| Primary                           | 12 (8.6)   | 36 (13.0)  | 0.301**[0.122 - 0.746] |
| Secondary                         | 15 (10.7)  | 49 (17.7)  | 0.365*[0.161 - 0.829]  |
| Tertiary                          | 72 (51.4)  | 155 (56.0) | 0.932 [0.462 - 1.880]  |
| <b>Religious affiliation</b>      |            |            |                        |
| Christianity (RC)                 | 113 (80.7) | 235 (84.8) | <b>1.000</b>           |
| Islam                             | 16 (11.4)  | 21 (7.6)   | 1.401 [0.472 - 4.162]  |
| Traditional religion              | 11 (7.9)   | 21 (7.6)   | 0.719 [0.298 - 1.734]  |
| <b>Ethnic group</b>               |            |            |                        |
| Hausa (RC)                        | 16 (11.4)  | 15 (5.4)   | 1.000                  |
| Ijaw                              | 81 (57.9)  | 182 (65.7) | 0.523 [0.166 - 1.645]  |
| Yoruba                            | 19 (13.6)  | 35 (12.6)  | 0.576 [0.169 - 1.960]  |
| Igbo                              | 22 (15.7)  | 28 (10.1)  | 0.819 [0.227 - 2.956]  |
| Others                            | 2 (1.4)    | 17 (6.1)   | 0.180 [0.027 - 1.195]  |
| <b>Type of family</b>             |            |            |                        |
| Monogamous (RC)                   | 58 (41.4)  | 107 (38.6) | 1.000                  |
| Polygamous                        | 68 (48.6)  | 127 (45.8) | 0.923 [0.530 - 1.610]  |
| Single parenthood                 | 14 (10.0)  | 43 (15.5)  | 0.742 [0.335 - 1.644]  |
| <b>Occupation</b>                 |            |            |                        |
| Farming (RC)                      | 33 (23.6)  | 40 (14.4)  | 1.000                  |
| Civil service                     | 33 (23.6)  | 50 (18.1)  | 0.519 [0.228 - 1.193]  |
| Trader                            | 45 (32.1)  | 45 (16.2)  | 0.675 [0.308 - 1.481]  |
| Student                           | 27 (19.3)  | 131 (47.3) | 0.102**[0.041 - 0.253] |
| Others                            | 2 (1.4)    | 11 (4.0)   | 0.120* [0.020 - 0.716] |
| <b>Income level</b>               |            |            |                        |
| Low income (RC)                   | 54 (38.6)  | 142 (51.3) | 1.000                  |
| Medium income                     | 46 (32.9)  | 95 (34.3)  | 1.058 [0.585 - 1.914]  |
| High income                       | 40 (28.6)  | 40 (14.4)  | 1.319 [0.606 - 2.868]  |

Significant at  $p < 0.01$ \*\*  $p < 0.05$ \* OR = Odds Ratio

Although there is no statistically significant relationship between religious affiliation, ethnic groups, type of family and the feelings of people towards NDU industrial actions, yet there are variations in the categories of their feelings whether comfortable or not comfortable with NDU industrial actions.

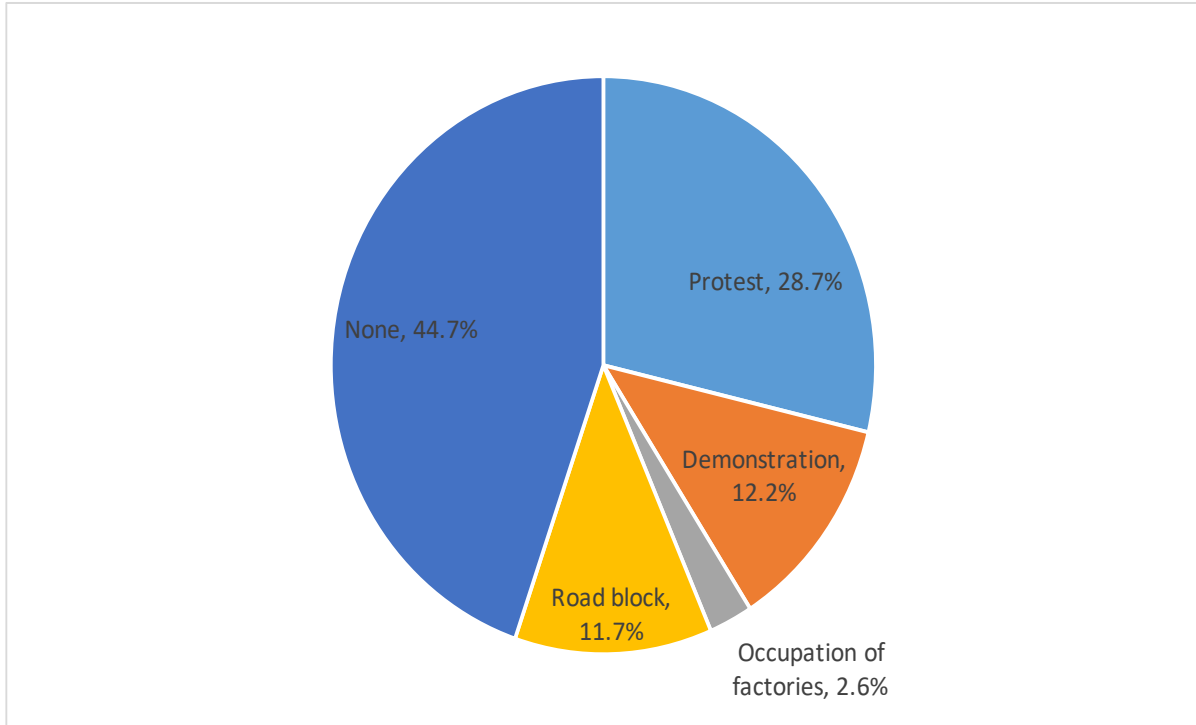
In the category of occupation, those who are students and others (artisans, motorcyclist, etc.) are statistically significantly related to feelings about NDU industrial actions. Those who are students (OR = 0.102,  $p < 0.05$ ) and belong to other categories of occupation (OR =

0.120,  $p < 0.05$ ) are less likely to feel uncomfortable than those who were farmers. This also means that most farmers sell their products to both the students and NDU staff who were supposed to be session and they were not to make a profit.

It was also revealed that there is no statistically significant relationship between income level and feeling about NDU industrial actions though, variations existed between the categories of income level. This suggests that the income level of the respondents does not determine their feelings about NDU industrial actions.

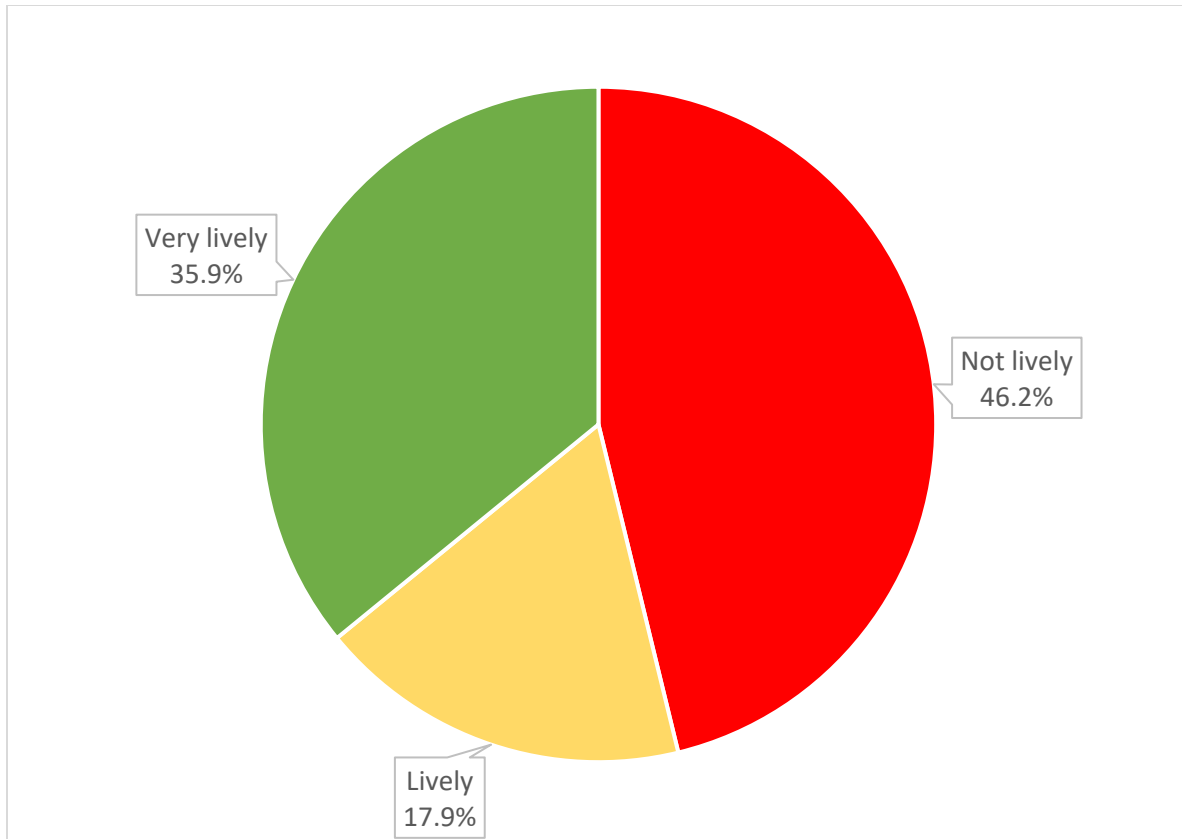
### **Reactions from NDU host communities to industrial actions**

This section presented the reaction of NDU host communities to industrial actions. To explore the reaction of NDU host communities to industrial actions, respondents were first asked how they usually respond to some of the NDU industrial actions. Figure 3 reports that although the highest proportion of the respondents did not respond to NDU industrial action as indicated by 44.7% who signified 'none', 28.7% of them indicated that they protested, 11.7% said that they embarked on a roadblock, 12.2% indicated that they demonstrated, while 2.6% said they embarked on the occupation of factories. This means that the host communities also react to NDU industrial actions even though they were not the ones embarking on the industrial actions.



**Figure 3: Percentage distribution of the respondents by how host communities react to NDU industrial actions**

Another dimension of the reaction was explored. Figure 4 presents the distribution of respondents by how lively the host communities were when NDU is on industrial actions. It was reported that nearly half of the respondents signified that it was not lively, followed by 35.9% of the respondents who indicated that it was very lively and 17.9% indicating that it was lively. Given that the highest proportion of the respondents pointed to the fact that it was not lively, it suggests that during NDU industrial actions may have significant implications on the social and economic well-being of the host communities.



**Figure 4: Percentage distribution of the respondents by how lively they are when NDU is on industrial actions**

### Discussion of Findings

In line with the specific objectives, findings revealed that the majority of the respondents indicated that strike action was the common industrial action in NDU with the Academic Staff Union of the Universities (ASUU) having the highest percentage of strike action compared to other unions. This corroborates the studies of Akinwale (2011), Waas (2012), Alalade (2004), Monogbe and Monogbe (2019), and EdinyangandUbi(2013), whose findings also indicated ASUU strike is the most prevalent form of industrial action in Nigeria. Nevertheless, this finding is at odds with the studies of the International Council of Nurses(2018), Ekundayo (2012), Wojuade(2019), Ineme and Ineme (2016), whose studies had earlier revealed that medical workers and the Nigerian Labour Congress

(NLC) seem to be the most prevalent union always at loggerheads with the Federal of Nigeria.

With regards to the perception of the host communities, the study revealed that there were negative perceptions of the host communities' members on NDU strike actions. This negative feeling stems from the fact the strike action has never yielded any positive benefits to the host communities rather, it has been a source of economic impediments. Also, findings from this study indicated that the perception of NDU industrial action varied significantly by socio-demographic characteristics such as; gender, age and education. While some perceived it to be a means of fighting the course of workers in the institution others perceive it as a means of creating artificial problems for the host communities. In line with these feelings, Fashina (2001) had earlier noted that people's perception of industrial actions is relative based on certain socio-demographic profile while reiterating that some have attributed industrial actions to be influenced primarily by policy inconsistencies and poor remuneration or wrong placement in organizational priorities on the part of management. Some other studies such as those of Albar and Onye (2016), Akut, Rapp and Adamu (2018), Zakari (2018), and Odeye *et al.*, (2020) all buttressed the negative perception towards industrial actions in Nigeria as they stated that people generally perceive it to be destructive and damaging to both the students, parents, lecturers and all other stakeholders in the sector.

Previous studies on the reaction of host communities to issues around industries have been found around oil and gas companies (Adebajoko, 2017; Okinbaloye, 2016; Premium Times, November 20, 2020). This study has gone a step further to discover that the host communities of an academic institution also reacted in a negative way to industrial action such that residents of the host communities embarked on protest and roadblocks against the employees of academic institution in response to industrial actions. This means that

the proposition of system theory is applicable where structures of a working organization are believed to be open systems that are also influenced by interdependence of elements or parts that rely on openness and feedback from each element (Breven, 2006). Thus, the reaction to the institution's industrial actions by the host communities in form of feedback from the elements of the institutions themselves.

### **Conclusion and Recommendations**

Based on the findings from the study, it can be deduced that when there is any form of industrial actions especially those that emanate from the Academic Staff Union of the Universities, it does not only affect the university system, but also host communities. Thus, there are often negative perceptions about industrial actions by members of host communities. Also, these negative perceptions are sometimes accompanied by reactions from host community members who protest, block roads, and demonstrations as a means of calling on important stakeholders to resolve industrial actions that have often impacted the host communities.

Based on the results of the study, the following have recommended as a policy framework for the government and all stakeholders in the educational institutions:

- a. Negotiations and dialogues between the university management and its unions (such as ASUU, SSANU, NASU, etc.) on issues that might likely generate conflicts should be resolved by reaching some form of compromise on time before they metamorphose into industrial actions that will bring university activities to a halt.
- b. The authorities of the higher institution(s) should always ensure that host community leaders, youths' representatives, community women representatives and students' representatives are involved in stakeholders' meetings to discuss and resolve conflicting issues that may impact the host communities before they escalate to the disruptions of the entire social systems.

- c. All members of the host communities who are mainly engaged in either business, riding a commercial motorcycle or other sources of livelihood should be encouraged to acquire alternative vocational skills as livelihood source by the community leaders to cushion the likely negative effects of NDU industrial strike actions on their sources of income in the case of any occurrence of industrial strike action in the university.
- d. All members of the host communities should be sensitized by the community leaders not to perceive all industrial actions of the universities as negative. This is because most industrial actions that are embarked upon by the unions of the universities are most often than not, constitutional, official and national in the expression of grievances of certain work conditions by ASUU, SSANU, NASU, etc. which they term as solidarity strike. Hence, the NDU chapter may not have control over the industrial actions.

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