

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

One of the duties of government is to ensure the welfare of her citizens. This was reflected in the attempt made through the legislation of a National Minimum Wage. In this direction, minimum wage laws were first introduced as a way to control the rapid growth of sweatshops in manufacturing industries in Australia. The sweatshops in Australia employed several women and young workers and paid them substandard wages. Given this situation, a minimum wage was proposed as a means to make them pay "reasonably" (Asodike and Atuwokiki, 2012). It was in that light, that the first minimum wage law was enacted by the Government of New Zealand in 1894. Subsequently, another law was enacted by the Victoria State, Australia in 1896. That law established Wage Boards in which workers and employers were represented in equal numbers, with the power to fix minimum wages enforceable on the employer. As such, the law served as a model for the British Trade Board Act 1909 (Nwude, 2012). Additionally, in the United States, Massachusetts enacted the minimum wage law in 1912. That was the earliest of its kind in the United States and eight other States followed suit the next year (Tinke, Ousegun and Olanrewaju, 2012).

In Nigeria, the issue of minimum wage had been on for over fifty years. It is

significant to note that the first minimum wage was passed into law in 1981, revised in 1990 and in 2000 which led to Minimum Wage Amendment Act 2000 (Ajani, 2011). The Act was reviewed in the light of comparative wage paid to workers in other African nations. Wages of other nations were found to be higher than that of Nigerian counterpart. In order to improve the working condition of civil service, there was wage increase to grant civil servants relief from their inadequate take home (Eme, 2010).

1.2 Statement of the Problem

The issue of minimum wage has been a contentious one. (Aianaeme and Aior, 2010) Former President Abdulsalam Abubakar promised a wage increase in 1998. Surprisingly, in 1999, the decision was reversed following an excuse that the oil revenue dwindled. That was when Ibrahim (2018) argued that the battle for decent wage for Kwara State workers was overshadowed by skirmishes. The Nigeria Labour Congress demanded for a minimum wage of N50, 000 while ended on N30, 000 per month. In the eyes of economic situation N30, 000 could no longer cater for the needs of workers.

Another issue of contention according to (Ebonugwu and Ajaero, 2000) was the non-consultation of the Governors who refused to bow to pressure from labour on wage increase. This heightened the controversy. To buttress this view, (Sawyer, 2011) observed that particularly in 2007, there was controversy when the demand won by workers for

r 25% increase was arbitrarily cut down to 15%. More so, on the implementation date, the Joint Negotiating Council (JNC) wanted January 2007, the States wanted January 2008 and the Government wanted a repeal of the wage. Beyond this incidence, (Eroke, 2011) argued that in May 2009, the Tripartite Committee went into negotiation and agreed on a benchmark of N8, 000 minimum wages through the Alpha Beigore Committee. It was endorsed by the Council of States and signed into law in March 2011. Many felt that the minimum wage debacle had been laid to rest.

However, the delay in the implementation by the State Governors made it to assume another dimension. The Nigerian Governors Forum contended that their revenue could not cover the minimum wage. Furthermore, the workforce was less than 25% of the total population and the Government was irrational to allow a small percentage of the population to be the hands of development in the states. On that premise, (Akanbi, 2011) explained that most governors hinged their position on review of the existing revenue sharing formula, because it is not commensurate with the challenges posed by the minimum wage structure. Throwing more light on this, (Anuku, 2011) argued that it became more contentious when the Federal Government decided to implement the minimum wage of civil servants in lower wage bracket (level 01-06) and deferred the payment of other categories (levels 07-17) to January 2012.

Despite that, (Tinuke, Olusegun and Olanrewaju, 2012) posited that the challeng

es to minimum wage implementation in Imo State were on enforcement of the Act, corruption, poverty, inequality, and inflation. In addition, the Government was tempted to resort to quick fix strategies such as nonpayment across board, effective date was not kept, staggered salary arrears and allowances etc (Saihu, 2011). That assertion lent credence to what Iheriohanma (2009) depicted as the continued high poverty indices recorded among Kwara State civil servants which indicated their inability to attain development in target times. In a similar view, (Ugbaja, 2001) explained that the protracted economic downturn led to retarded economic growth and aggravated unemployment in Kwara State.

Again, in Kwara State particularly, people were subjected to immense hardship; ordinary citizens were experiencing abject poverty, want and deprivation. There was hunger and anger in the land. Civil servants, who were working, were equally emasculated. There was poor health care, low standard of education, high cost of transportation and low productivity. Some of these challenges caused by the state of the implementation of minimum wage in Kwara State were evaluated to ascertain the effects of the implementation of minimum wage on civil servants in the Kwara State civil service. On that premise, an attempt was made to provide answers to the following questions:

- i. How has the implementation of minimum wage helped to improve the well-being of workers' in Kwara State civil service?
- ii. What are the problems that militate against the implementation of minimum wage

on workers' well-being in Kwara State civil service?

1.3 Objectives of the Study

The general objective of the study was to evaluate the effects of the implementation of minimum wage on civil servants in the Kwara State civil service of Nigeria. The specific objectives were to:

- i. Investigate the extent to which implementation of minimum wage has helped in improving the well-being of workers' in Kwara State civil service.
- ii. Find out the problems militating against the implementation of minimum wage on workers' well-being in Kwara State civil service.

1.4 Significance of the Study

The research has both theoretical and empirical significance. Theoretically, the result of the research would provide an alternative theoretical explanation to the crisis of minimum wage in Kwara State. The study would seek to contribute to the existing body of knowledge on the subject matter evaluation of the implementation of minimum wage in Kwara State civil service. The research would help in examining and pushing further the academic frontiers a

s it related to the implementation of minimum wage. Ultimately, it would close the already existing gap in the extant literature. Empirically, the research would provide a clearer understanding of the problems of minimum wage implementation in Kwara State geared towards teaching Nigerian present and future leaders how to cope with the task of nation building.

1.5 Scope and Limitations of the Study

i. Scope

Kwara State Civil Service 1999 to 2020 was selected for this research because civil service is the largest employer of salaried workers who felt the pinch of minimum wage implementation.

ii. Limitations

The research was constrained by the reluctance of workers to give information (such as population size) except on the instruction of their superior (Director). This subjected the researcher to repeated visits to the ministries. Some of them were putting up a disposition of importance and being busy; thereby, making it difficult for the researcher to collect the needed data.

CHAPTER TWO

2.0 LITERATURE REVIEW

2.1 Conceptual Discuses

2.1.1 Wage and Implementation

Wage is at the centre of employment relationship. (Ekwuaba, 2012) avers that the motiv

e of working is to receive pay for services rendered at the end of a given period based on agreement. On that premise, different scholars defined wage from various perspectives. Dr ubbei, (2001) defined wage as income derived from labour, figured on the basis of the number of hours worked. Wage is the rate of what is determined by supply and demand. It is calculated for work completed by the hour, day, week, and month or by individual job or service performed. Lesley (1993) was also of the view, that wage was a payment made, usually by an employer, in return for work or service rendered. It is in the form of salary or fee paid to a person of official or professional status. In other words, it is a fixed regular payment, usually daily or weekly, by an employer to an unskilled or manual worker. Wages are paid for the expenditure of physical or mental effort in the production of goods and services. Branhart (1995) substantiated that by explaining that wage was an amount paid for work; to get a day's wage for a day's work, just like salaries, compensation, stipends, and remuneration. It was something given in return, recompense and rewards.

In the same light, Jhingan (2004) stated that wages were payments made for services rendered by labour. These services could be mental or physical and attract fees, commissions and salaries. Salary referred to a fixed amount made as payment for work done. Nevertheless, there was a dichotomy between wages and salaries in terms of when they were paid. While salaries were regarded as payments for monthly services of labour, wages were regarded as weekly payments for services rendered. In addition, Pennington (199

9) posited that wage was the hourly, weekly, monthly, or yearly pay that a worker received in exchange for his or her labour. The best approach to agreeing to a living wage was through sound social dialogue between local social partners. In cases where industrial relations were not yet functional, other measurements could help guide companies towards the payment of a living wage.

Interestingly, Asodike and Atuwokiki (2012) further argued that when minimum wage is increased and implemented, it leads to several benefits like increase in the consumption pattern and increase in tax. That will metamorphose into an expansion of the consumer, industry and the capital goods industries, employers and producers will labour. It also leads to elimination of exploitation of workers by their employers. If the Trade Union is not strong, there will be an increase in the level of unemployment via the recruitment of new workers and laying-off of existing workers. That scenario was brought to limelight in some states in Nigeria like Abia, Imo and Kwara states respectively. Minimum wage increase also has negative angles to it. Employers who cannot pay the minimum wage nor reduce the number of employees or close down in the short run will have an output of shifting the cost to the consumers via an increase in prices which eventually gives birth to inflation. It became germane for all nations to put a check on the growth of inflation so as to enable the workers meet their basic needs and that of their families.

21.2 Civil Service

Civil service origin, structure and performance are traceable to colonial administrative reform. Civil service is the department of the government that carries out the work of the Government. Ademolekun (2002) avers that the concept of civil service is used in two ways. First, it refers to the body of permanent officials appointed to assist the political executives in formulating and implementing governmental policies. These officials are called civil servants. The term could also mean the ministries and departments within which public administration takes place, excluding the local government. Chukwuemeka, Eme and Enudu (2011) explain that civil service is described as servants of the State workers or the central government employed as civilians. It encompasses civilian employees of State and Federal government only. Ezeani (2006) also defines civil service as the administrative machine within which the work of government is carried out. Again, Bonunde (2009) observes that civil service is the tool of carrying out the functions of the government, and consists of civil servants who carry out policies as soon as they are determined by the ministers. Civil servants, therefore, play the function of initiating and taking active part in all the processes leading to the formulation of policy and thereafter ensure that the policy agreed by government is faithfully and honestly executed.

2.1.3 Minimum Wage

Minimum is the smallest portion into which a matter is divisible. It is the smallest

st amount or quantity possible, usual, and attainable. Asodike and Atuwokiki (2012) defined minimum wage as that wage that provided for the basic substance of life and also for the preservation of the efficiency of the worker. It was regarded as amount of money that must be paid to a worker in order to enable him/her to provide for their family's basic needs and sustain the standard cost of living. It was the lowest amount of money needed by workers to survive and afford their basic needs in terms of accommodation, utilities, food, clothing, medical care, education, entertainment, etc. More so, Tinuke, Ousegun and Olanrewaju (2012) contend that minimum wage is the smallest hourly amount of money that an employee may be paid as mandated by federal law. This could be adjusted periodically based on inflation. It can also refer to the rate of pay fixed either by a collective bargaining agreement or by governmental enactment as the lowest wage payable to specified categories of employees. The author further stated that minimum wage contains three salient ideas. The first is that it must satisfy the vital necessities of food, clothing, and housing among others. Secondly, it represents the lowest level of remuneration permitted by law. Lastly, each nation has the force of law to uphold it.

2.1.4 Standard of Living

The issue of minimum wage has always been premised on low standard of living. In the light of this, standard of living is the level of welfare available to individu

ais or to a group of people. It concerns goods and services people are able to consume and the resources they have access to. It depends on the quality and quantity of available goods and services and the way they are distributed within the population. In general, it is determined by indicators such as real income per person and poverty rate (Cvzije and Covic, 2010). It is also the level of wealth, comfort, material goods and necessities available to a certain socioeconomic class in a certain geographical area, as nurtured by quality income, quality employment hours of work, class disparity, gross domestic product, inflation, price stability, quality and affordable housing, healthcare, education, economic and political stability, adequate infrastructures, safety of lives and property among others (Nwude, 2013).

More so, standard of living can be guaranteed when it meets a person's physical, psychological and social needs. It should be possible for the debtor „to eat nutritious food, to have clothes for different weather and situations, to keep the home clean and tidy, to have furniture and equipment at home for rest and recreation, to be able to devote some time to leisure activities, and to read books, newspapers and watch television" In the same vein, a reasonable living expenses" are the expenses a person will necessarily incur in achieving a reasonable standard of living" which fulfils these criteria. A reasonable living expenses is made up of the following; food, clothing, personal care, health, household goods, household services, communications, education, transport, household en

ergy, insurance, savings and contingencies, social inclusion and participation, housing and childcare (Seirbhis, 2013)

2.1.5 Standard for Minimum Wage Determination

In determining minimum wage, Pember and Dupre (1997) argue that the first thing to look at is the basic needs of workers and their families. This can be measured using data on average expenditure by household of goods and services, size and composition with emphasis on low-income household, current wages paid to unskilled workers, income distribution of wage earners. Changes in price index are normally measured by the Consumer Price Index. In Nigeria, workers pay is one of the lowest in the world and it does not improve in spite of the changing market conditions. After a minimum wage has been fixed, it needs to be adjusted. This is often done with reference to average wages, with a view to maintaining a particular ratio between the minimum wage and general wage levels. General wage is measured by sex, branch of economic activity, occupational group and education. Throwing more light on this, Tinuke, Ojusegun and Olanrewaju (2012) explain that the general level of wage in the nation puts into consideration the ability to pay. However, wage and income has to be established before judgement on appropriate

the level of minimum wage. Also, Bureau of Labour Statistics (2011) observes that there is the cost of living factor. Cost of living index could be used to measure the changes in the cost of living, average prices of selected household goods and services, average expenditure by specific household, changes in price levels. The cost of living takes into consideration the environmental factors as it affects the well-being of consumers.

Stressing on that, Eyraud and Saget (2005) averred that these appeared to be the most clear cut method but had some problems. Apart from the availability of statistics on the cost of living, several questions emerged regarding how the method was implemented. Should one consider that a worker was the only wage earner for a household/ and if wages were to cover the needs of the workers and their families, one needed to establish how many children would be taken into the equation. In most cases, the prices of goods and standard of living vary from one place to another. Tinuke, Ojusegun and Olanrewaju (2012) argued that cost of living was hardly factored in minimum wage in Nigeria in that the huge cost of living requirement in cities like Lagos was not the same as in Kwara, Kogi and Kwara States. Wage was usually fixed at the same level in all states.

2.3 Theoretical Framework

System theory was adopted as the theoretical umbrella for this discourse. It understands phenomena from a point of view of a system or an arrangement that h

as parts that work together to produce an entity. It is a universal theory because it is found in every area of learning. It is a framework by which one can investigate or describe any group of objects that work together to produce some results. The major proponents of systems theory are David Easton (1965), Capra (1982), Roy. Grinker, Almond Gabriel, William Gray, Nicolas Rizzo, Karl Menninger, Silvano Arieti, M. Ford, (1992) is a motivational theorist who illustrated the applicability of systems theory principles to human behaviour, Ford, D & Lerner (1992), Kurtz Lewin and Kahn Bertalanffy, (1968) a biologist as the basis for the field of study known as general system theory, a multidisciplinary field.

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CHAPTER THREE

3.0 RESEARCH PROCEDURE

3.1 Study Area

Kwara State was created on 27 May 1967, when the Federal Military Government of General Yakubu Gowon broke the four regions that then constituted the Federation of Nigeria into 12 states. At its creation, the state was made up of the former Ilorin and Kabba provinces of the then Northern Region and was initially named the West Central State but later changed to "Kwara", a local name for the River Niger.

Kwara State has since 1976 reduced considerably in size as a result of further state creation exercises in Nigeria. On 13 February 1976, the Idah/Dekina part of the state was carved out and merged with a part of the then Benue/Plateau State to form Benue State.

On 27 August 1991, five local government areas, namely Oyi, Yagba, Okene, Okehi and Kogi were also excised to form part of the new Kogi State, while a sixth, Borgu Local Government Area, was merged with Niger State. The major populated local governments are Ilorin and Offa.

3.2 Research Procedure

3.2.1 Research Design

The study was a survey research. Nwaizu (1998) explained that survey research was directed at the collection of data and the discovery of meaning in the data collected. That made the facts and events to be better interpreted, explained and understood. In addition to that, a stratified random sampling procedure of respondents and structured questionnaire was employed to gather data. Civil servants of Kwara State civil service within the Ministries were sampled. Stratified random sampling technique was used because of the large size of the population (6370). More so, all the Ministries were clustered in the same place (secretariat).

3.2.2 Population of the Study

The staff strength of the ministries was as follows:

Table 3.1: Staff Strength of Kwara State Ministries

| Names of Ministries | Population per Ministry |
|--|-------------------------|
| Ministry of Local Government and Chieftaincy Affairs | 126 |
| Ministry of Planning and Economic Development | 162 |
| Ministry of Agriculture and Natural Resources | 701 |
| Ministry of Commerce and Industry | 340 |
| Ministry of Education | 301 |
| Ministry of Finance | 395 |
| Ministry of Health | 640 |
| Ministry of Information and Strategy | 300 |
| Ministry of Justice | 282 |

| | |
|--|-------------|
| Ministry of Land, Survey and Urban Planning | 388 |
| Ministry of Works and Transport | 1,146 |
| Ministry of Housing and Urban Development | 315 |
| Ministry of Women Affairs and Social Development | 179 |
| Ministry of Public Utilities and Rural Development | 356 |
| Ministry of Youth and Sports | 139 |
| Ministry of Art and Culture | 353 |
| Ministry of Culture and Tourism | 90 |
| Ministry of Transport | 157 |
| Total | 6370 |

Source: Kwara State Head of Service

3.2.3 Sample Size and Sampling Procedure

i. Sample Size

In view of the constraints of time in this kind of research, the sample size was 10% of the total population (6370). That was, $10/100 \times 6370/1 = 637$ (six hundred and thirty seven) respondents. That was because Obasi (1999) observed that if the population was a few hundred, a 40% or more sample would do; if many hundreds, a 20% sample would do; if a few thousands a 10% sample would do; and if several thousands, a 5% or less sample would do.

ii. Sampling Procedure

The sample was selected using stratified random sampling technique in which the population was selected proportionately among the ministries. That was because of its high statistical precision and the relationship between the groups. The sample for each ministry (stratum) was arrived at using 10% of the population of the ministry.

Table: 3.2 Sample Sizes of the Ministries

| Names of Ministries | Population per Ministry | 10% per Ministry |
|--|-------------------------|------------------------|
| Ministry of Local Government and Chieftaincy Affairs | 126 | 13 |
| Ministry of Planning and Economic Development | 162 | 16 |
| Ministry of Agriculture and Natural Resources | 701 | 70 |
| Ministry of Commerce and Industry | 340 | 34 |
| Ministry of Education | 301 | 30 |
| Ministry of Finance | 395 | 39 |
| Ministry of Health | 640 | 64 |
| Ministry of Information and Strategy | 300 | 30 |
| Ministry of Justice | 282 | 28 |
| Ministry of Land, Survey and Urban Planning | 388 | 39 |
| Ministry of Works and Transport | 1,46 | 15 |
| Ministry of Housing and Urban Development | 315 | 31 |
| Ministry of Women Affairs and Social Development | 179 | 18 |
| Ministry of Public Utilities and Rural Development | 356 | 36 |
| Ministry of Youth and Sports | 139 | 14 |
| Ministry of Art and Culture | 353 | 35 |
| Ministry of Culture and Tourism | 90 | 09 |
| Ministry of Transport | 157 | 19 |
| Total | 6370 | 637 Sample Size |

Source: Kwara State Head of Service

The number of respondents used in all the ministries was shown above. All the ministries were sampled because they were located in the same place (secretariat). Additionally, information gathered from all the ministries was more adequate and objective in the area of evaluation of minimum wage implementation.

3.2.4 Sources and Method of Data Collection

In gathering data for this study, primary and secondary sources of data were employed. Primary Source

A) The primary source encompassed the use of questionnaire so as to get information which organizations/employees could not easily part with for fear of victimization or any negative consequence. Based on the sample size, civil servants were selected from all the ministries in Kwara State as respondents to the answering of questionnaire. A structured questionnaire was divided into three sections. Section A dealt with the personal data of respondents. Section B; the extent the implementation of minimum wage had helped to improve the well-being of workers in Kwara State civil service and section C Corruption militated

Against the implementation of minimum wage in Kwara State civil service. The administering of the questionnaire was centered on the extent and impact of the implementation of minimum wage on civil servants in Kwara State civil service.

B) Secondary Source: The secondary source was largely adopted from works of

experts in the area of minimum wage especially those with relevance to Imo State situation. The research made use of journals, textbooks, newspapers and government documents that treated issues on minimum wage. Suffice to say that data from both sources were merged to gather enough information for the research.

3.2.6 Method of Data Presentation and Analysis

i. Method of Data Presentation

Data in this research was presented in tables. A five point Likert scale was used in the following manner: Strongly Agree (SA), Agree (A), Undecided (UD), Disagree (D) and Strongly Disagree (SD).

iii. Method of Data Analysis

In the analysis of data presentation, research questions were answered using the mean of the responses while t-test percentage used to analysis data

CHAPTER FOUR

4.0 Data Presentation

4.1 Data Presentation and Analyses

Data in this chapter was presented and analyzed, bearing in mind the research questions. The data showed that out of 637 questionnaire administered, 627 copies (%) were returned while 10 (%) were missing. Out of 627 questionnaires returned from the respondents, 336 (54%) were male while 291 (46%) were female. Age showed that out of 627 questionnaire returned, 60 (9%) were under 20 years of age, 199 (32%) were between 21-30 years, 213 (34%) were between 31-40 years, 105 (17%) were between 41-50 years, 50 (8%) were between 51-60 years and non above 60 years. Marital status: 390 (62%) were married and 237(38%) were single. Categories of staff showed that out of the 627 questionnaire returned, 162 (26%) were management staff, 215 (60%) were senior staff and 250 (40%) were junior staff.

Table 4.1: Percentage, Decision and Mean Scores of Respondents on Whether

Implementation of Minimum Wage has helped to improve the Well-Being of Workers on Affor

ability of the following

| S/N | Items | SA 5 | A 4 | UD 3 | D 2 | SD 1 | Mean | Decision |
|-----|------------------------|--------------|--------------|-------------|--------------|--------------|-------|----------|
| 1 | Food Items | 83 (3%) | 204 (32%) | 29 (5%) | 161 (26%) | 150 (24%) | 2.85 | Rejected |
| 2 | House Rent | 50 (8%) | 207 (33%) | 31 (5%) | 223 (36%) | 116 (18%) | 2.76 | Rejected |
| 3 | School Fees | 148 (23%) | 268 (43%) | 68 (11%) | 99 (16%) | 44 (7%) | 3.60 | Accepted |
| 4 | Hospital Bill | 87 (14%) | 189 (30%) | 43 (7%) | 212 (34%) | 96 (15%) | 2.93 | Rejected |
| 5 | Electricity Bill | 70 (11%) | 180 (29%) | 18 (3%) | 263 (42%) | 96 (15%) | 2.78 | Rejected |
| 6 | Transport | 98 (16%) | 120 (19%) | 35 (5%) | 229 (37%) | 145 (23%) | 2.67 | 2.67 |
| 7 | Kerosene | 90 (14%) | 119 (19%) | 33 (5%) | 244 (39%) | 141 (23%) | 2.63 | Rejected |
| 8 | Water Bill | 71 (11%) | 80 (13%) | 20 (3%) | 283 (45%) | 173 (28%) | 2.35 | Rejected |
| 9 | Clothes | 86 (14%) | 76 (12%) | 29 (5%) | 96 (15%) | 340 (54%) | 2.15 | Rejected |
| 10 | Entertainment Cost | 93 (15%) | 86 (14%) | 33 (5%) | 298 (47%) | 117 (19%) | 2.58 | Rejected |
| 11 | Telephone Bill | 140 (22%) | 329 (53%) | 20 (3%) | 71 (11%) | 67 (11%) | 3.64 | Accepted |
| 12 | Soaps and Detergent | 68 (11%) | 54 (9%) | 5 (1%) | 273 (43%) | 227 (36%) | 2.14 | Rejected |
| 13 | Child Care | 81 (13%) | 97 (15%) | 35 (6%) | 258 (41%) | 156 (25%) | 2.19 | Rejected |
| | Total | 1165 | 2009 | 399 | 2710 | 1868 | 35.27 | |
| | Grand Mean | | | | | | 2.71 | Rejected |

Source: Field Work, 2024

Data on Table 4.1 showed that items 8 and 16 had mean scores above the criterion mean of 3.0. That indicated acceptance. That indicated that the implementation of minimum w

age had helped to improve the well-being of civil servants in Imo State civil service. The other items 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, and 13 had mean scores below the criterion mean of 3.0. That indicated rejection. The grand mean (2.71) was below the criterion mean, which showed that the implementation of minimum wage did not improve the well-being of civil servants in Kwara State civil service.

Table 4.2: Percentage, Decision and Mean Scores of Respondents on Whether Corruption militated against the Implementation of Minimum Wage on the following:

| S/N | Items | SA 5 | A 4 | UD 3 | D 2 | SD 1 | Mean | Decision |
|-----|---|--------------|--------------|--------------|--------------|-------------|------|----------|
| 1 | Insufficient Fund | 76 (12%) | 221 (35%) | 40 (7%) | 214 (34%) | 76 (12%) | 2.99 | Rejected |
| 2 | Non Enforcement | 320 (51%) | 294 (47%) | 1 (0.2%) | 5 (0.8%) | 7 (1%) | 4.45 | Accepted |
| 3 | Inadequate Statistics | 148 (23%) | 268 (43%) | 69 (11%) | 98 (16%) | 44 (7%) | 3.59 | Accepted |
| 4 | Inflation | 310 (49%) | 294 (47%) | 1 (0.15%) | 10 (2%) | 12 (2%) | 4.40 | Accepted |
| 5 | Incessant/ Differential Wage Review | 232 (37%) | 238 (38%) | 238 (38%) | 61 (10%) | 61 (10%) | 3.88 | Accepted |
| 6 | Lack of Awareness | 160 (25%) | 390 (62%) | 2 (1%) | 16 (3%) | 59 (9%) | 3.92 | Accepted |
| 7 | No Unionized | 260 | 210 | 20 | 67 | 70 | 3.38 | Accepted |

| | | | | | | | | |
|--|------------|-------|-------|------|-------|-------|------|----------|
| | Workers | (41%) | (34%) | (3%) | (11%) | (11%) | | |
| | Total | 1506 | 1916 | 178 | 471 | 320 | 26.6 | |
| | Grand Mean | | | | | | 3.80 | Accepted |

Source: Field Work, 2024

Data on Table 4.2: showed that items 1, 2, 3, 4, 5, 6 and 7 had mean scores above the criterion mean of 3.0. That indicated acceptance. That indicated that corruption militated against the implementation of minimum wage in Kwara State civil service. The other item 7 had mean score below the criterion mean of 3.0. It was therefore rejected. The grand mean (3.80) was above the criterion mean, which showed that corruption militated against the implementation of minimum wage in Imo State civil service.

CHAPTER FIVE

5.0 Summary, Findings, Recommendations and Conclusion

5.1 Summary

The study was an effort to explore the effects of minimum wage implementation on Workers, in the Kwara State civil service of Nigeria. The statement of the problem showed that the contention was always premised on low standard of living and insufficient revenue as claimed by the State's Governor. The questions were; to what extent has the implementation of minimum wage improved the well-being of workers and the problems that militated against the implementation of minimum wage on workers' well-being. The study sought to investigate the extent it has helped to improve the well-being of workers" and to find out the problems that militated against the implementation of minimum wage on workers, well-being within the period under review.

5.2 Findings

It was reasonably inferred from the cumulative result of the findings that implementation of minimum wage did not improve the well-being of workers. On house ren

t, it did not have a reasonable improvement. That interview finding was in agreement with the above conception. On access to an adequate shelter which was extraordinarily very difficult for most under remunerated workers in Kwara State. It implied that most under remunerated workers resided in houses below standard. This inadequate shelter especially for those houses located in the remote areas, had their own problems attached to it. That was seen in houses with leaking roofs such that if it rained at night when everybody was already asleep, the dwellers of the house were likely to wake up all drenched or submerged and vulnerable to pneumonia. Some of the houses had ventilation problems, poor toilet facilities, poor drainage systems, and residents were prone to various types of infections.

People who earned minimum wage lived in the outskirts of the city because houses within the city were way beyond their ability to pay. In contrast, apartments in the outskirts of the city and in slum areas were a lot cheaper. So these poor folks moved to these low cost areas. Unfortunately, that decision gave birth to new challenges. Living in the city outskirts also meant living far away from work. This inevitably led to high cost of transportation for these low income workers. They spent virtually all they earned on transportation to work and rent. There was nothing left to pay school fees and fuel or fix other family needs. This kind of atmosphere bred dishonesty. Workers had to seek out ways to make ends meet. This gave rise to corruption in the civil service. Even the massive shortage of housing, transportation and infrastructure meant that in addition to rising food cost, which our g

overnment had denied us; many families spent most of their income on accommodation and transportation.

Most State Governors saw the implementation of minimum wage as impracticable. This was traced to certain factors like: Insufficient revenue over the year had been a major setback to the implementation of minimum wage in the State. The Governors said the revenue allocation formula, like many other laws in the country, was outdated in the recent political awakening that had pushed people to demand more services from their government. They therefore demanded that there should be review of the revenue sharing formula to enable them meet the challenges of implementing the minimum wage.

5.2 Recommendations

Based on the findings from the research, the following recommendations were made.

1. Nonpayment of minimum wage across board was marred by implementation exercise. There should be criminal prosecution when an employer refuses to pay minimum wage or furnish false records and information.
2. There should be monitoring through inspection. An effective anti-corruption measure can be used. Inspectors will be assigned to States, (regions where inspections are circumscribed) for up to twelve months, in order to avoid creation of clientelistic relation. The inspectors should receive a fairly high pay which will be integrated into performance base reward.

3. Socio-economic infrastructural facilities (like health service, portable water, electricity and good roads etc) should be provided to facilitate effective production and marketing of agricultural produce. Moreover, access to credit and lands should be made easier by the State Government in order to make farmers produce at the optimum level.
4. There should be a reduction in public expenditure such as excess spending on building roads, bridges etc.
5. Medical bills should be made free by the Federal and the State Governments. There should be refund of expenditures of civil servants made on medical bills for them and their families. The National Health Insurance Scheme should be used to take care of workers in the State. This would help to improve the well-being of workers on health because medical bills were very expensive in Nigeria.
6. Every minimum wage increase attracts increase in the prices of food items. This affects the well-being of workers. To reduce this, there should be price regulation on commodities and subsequent risk of speculation in the market.

5.3 Conclusion

Implementation of minimum wage was aimed at providing an acceptable standard of

iving for low-paid workers and bridging social inequality in the widening economic and social gaps among workers. In the light of that, the well-being of civil servants did not experience any improvement. In as much as there was wage increases, the inflationary trend did not allow the impacts of the wage to manifest conspicuously. However, these were as a result of the problems that militated against the implementation of minimum wage such as the claim that there was insufficient fund, non-compliance of the State Governors etc. In the end, civil servants take home wage could not take them home. The implementation of Minimum wage was ineffective in the State as a result of corrupt strategies and not insufficient revenue as the Governors cried out. The concentration of the States wealth in the hands of a tiny minority of capitalist super rich who owned and controlled the key sectors of the economy as well as the relentless massive looting of the State treasury by the ruling elites marred the exercise.

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