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ILORIN JOURNAL OF SOCIOLOGY
VOLUME 12, OCTOBER, 2020

LIST OF ARTICLES

1. Neo-Conservativism and Political Radicalism-Which Way For Africa?
A Critique of George Ayittey's Philosophy For Africa's Development
Gabriel Asuquo; Peter Adelaja Akerele 1-14
2. Ethnic Question In Nigeria And The Bane Of National Development: A Need For
Restructuring The Mentality Of Nigerians
Aver, Tyavwase Theophilus 15-29
3. Dynamics Of Conflict Resolution In Nigeria's Private Sector
Fatai Babatunde Onaeko, (Ph.D) 30-40
4. Socio-Cultural Factors and Corruption Phenomenon in Kwara state
Fagbamila Olumide 41-52
5. The Hyperendemic Classification of HIV/AIDS In Sub-Saharan Africa: Reasons,
Impacts, And Response Mechanisms
James Akpan Ekah 53-65
6. Industrial Conflict Resolution and Implications for National Development
Fatai Babatunde Onaeko, (Ph.d) 66-76
7. The Nexus Between Some SDGS And Youth Unemployment In Lagos State Nigeria
Araba Toyin Kafayat; Oduwale Tajudeen Adebawale;
Lawal Afeez Folorunsho 77-89
8. Focusing on Maternal Health Care Amidst Heavy Domestic Chores: A Study
of Mothers in Rural Kano, Nigeria
Maimuna Bintu Hussain 90-103
9. Cross Border Human Trafficking in South-South Nigeria: Misconceptions of
Contributory Factors and Misapplications of Response Options by Authorities
Osasere Greg Igbinomwanhia 104-117
10. Precarious Employment and Its Impact on Labour Market Employment Levels
and Wage Levels in Kam Industry Ltd.
Yusuff, Ridwan Olabisi (Ph.D) 118-134

ILORIN JOURNAL OF SOCIOLOGY
VOLUME 13, OCTOBER, 2021

LIST OF ARTICLES

11. Women Participation in Community Development Programmes in Delta State, Nigeria
Veta, Oghenechoja Dennis Ph.D 135-146
12. Effect of Domestic Violence on the Academic Performance of Undergraduate Students in Ilisan Remo Ogun State
Omozusi Mercy Omosefe (PhD, Fimpd);
Chinenye-Julius Augusta Ezinne (MPH); Ayoade Praise Seye (BSW) 147-156
13. Effects of Guided-Discovery on Attitude Towards Learning Algebra Among JSS II Students in Zaria Metropolis, Kaduna State. Nigeria
Adeniran Babatunde Joseph; Lambaya Ibrahim Daniel;
Paul Emmanuel 157-166
14. Self-Efficacy, Anticipated Stigmatization, Depression and Health Locus of Control as Determinants of HIV Disclosure Intention: Implications for Treatment Policy
Abayomi O. Olaseni, Ph.D., Benjamin O. Olley, Ph.D.,
Olubusayo C. Tomolaju, Ph.D and Oguntayo R. 167-175
15. Prison Subculture And Rehabilitation Prospects Of Inmates In Oke-kura Prison, Ilorin, Kwara State, Nigeria
Abubakar, Abdulsalami; Araba Toyin Kafayat;
Lawal Afeez Folorunsho; Peter Adelaja Akerele; Paul Emmanuel 176-189
16. The Influence of Parenting Style on Adolescent's Risky Behaviours Among In-school Adolescents in Port-harcourt (Phalga) Local Government, Rivers State
Oluwafikayomi O. Banjo; Chioma V. Nwagbara 190-198
17. The Electoral Process and Challenges of Good Governance in Nigeria: The Oke-Ogun Example
Oluwaseunfunmi Olutayo; Olusegun Fariudeen Liadi;
Akinpelu Olanrewaju Olutayo 199-208
18. Research Outcomes And Utilization: Bridging The Communication Gap Between Researchers And End Users In Nigeria
Dr. Eddy Akpomera 209-217
19. Assessment Of Infrastructural Services Provision By The Federal Government in The South East Geo-political Zone and Implications For Restructuring
Sunday Evaristus Abonyi; Arinde-Simeon Titilayo Olamide;
Abdussalam Abdulhameed 218-228
20. "Don't Eat Like A Glutton": Reconstructing The Politics Of Palliatives Rendering in Akwa Ibom State During The First Wave Of The Covid-19 Pandemic In Nigeria
James A. Ekah, Patrick C. Okpalaeke, and Collins C. Okocha 229-238

PRECARIOUS EMPLOYMENT AND ITS IMPACT ON LABOUR MARKET EMPLOYMENT LEVELS AND WAGE LEVELS IN KAM INDUSTRY LTD

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Abstract

Labour market issue has continued to be source of important discourse overtime. One of the issues includes the growing rate of precarious employment. Therefore, the trend of using non-standard workers by these organizations contribute significantly to the never end list of problem be duelling the Nigerian labour market. The Nigerian labour market is faced with problems such as job insecurity, low wages, health issues, strike, and a host of others. The study adopted survey research design and questionnaire was used as instrument of data collection. The study equally relied on 136 sample size gathered through simple random sampling technique. The study found that there is significant statistical relationship between unemployment and continued popularity of non-standard work in Nigeria labour force. The study recommended that government should act fast to reduce the upsurge of unemployment in order to check the growing rate of non-standard work in Nigeria.

Keywords: Non-Standard Work, Labour Market; Casual Work; Unemployment.

Introduction

The issue of precarious employment or non-standard work is a trend that is growing like wild fire globally. There is no doubt that maintaining a stable workforce is necessary for continuity and to ensure business sustainability. However, reports (ILO, 2005; Okafor, 2010) have shown that organisations prefer to engage in precarious employment which entails low wages, low benefits, job insecurity and health consequences for employees. Onyeonoru, (2008), argue that the issue of nonstandard employment relations and decent work is not peculiar to the developing and emerging societies alone but also applicable to the developed countries of the world.

Meanwhile, the main difference may be that in the former, individual's decision to engage in such employment may be driven by compulsion, while in the latter, it is driven by choice. However, one thing is certain, in the developing and emerging countries, the issue of non-standard employment has been exacerbated by rapid economic globalization which has resulted in massive labour migration and penetration of the multinational companies with capitalist inclinations to these regions who are further popularizing precarious employment.

In Nigeria, the situation of precarious employment is alarming and at the same time worrisome. According to Nigeria Labour Congress (NLC) in 2016 majority of workers in the banking, telecommunication, oil and gas and pharmaceutical sectors are employed as casual workers. Apparently, a survey by the Campaign for Democratic and Workers' Right in Nigeria shows that the Nigerian labour force constitutes 45% of workers whom their terms of

employment can best be described as precarious (CDWR, 2016). This according to the reports (NLC 2016 and CDWR, 2016) is fast eroding the normal style of permanent and direct employment. The act of doling out precarious employment has brought about destabilizing and exploitative labour practices which are characterized by temporary or casual work (Fapohunda, 2012). The resultant effect of this is that the Nigerian labour market may probably be saturated with under-employed youths who are on a daily basis subject to job instability, lower wages and more dangerous working conditions as they are denied rights and benefits of regular workers. Therefore, this study is aimed at finding out the impact precarious employment would have on the labour market employment and wage levels.

STATEMENT OF PROBLEM

There is a continued controversy surrounding the sacking of 3,000 workers by a Telecommunication Company, Airtel Nigeria Limited sometimes in 2012. This ugly incidence became a matter of national concern, given the major issues that the alleged sacking raised in Nigeria's Industrial Relations Practice and the ever busy labour market. However, several reports have shown that the sacking was made possible because majority of them were given non-standard employment in the first place (Fapohunda, 2012; NLC 2016; CDWR, 2016). This further underlines the fact that precarious employment is not just a problem to the victims but also to the immediate society.

The growth in precarious employment in the Nigerian labour force is worrisome to both researchers and non-researchers. This is because it has changed the nature of employment from a labour relationship to a commercial relationship, with the worker taking all the risks which affect not only them but also their families and friends. There is now a sharp worldwide rise in casual employment and a parallel rise in the gap between wages and benefits of permanent and casual workers. The use of non-standard workers in most establishments as a business model, involves the strategic substitution of fulltime workers with contract and/or agency labour thereby given rise to precarious employment.

The number of non-standard workers in Nigeria is hard to pin down. Some labour unions in the country posit that for every full-time worker there are four non-standard workers. More so, some workers put the ratio at an alarming one to nine. Either way, these estimates suggest a rapid growth in non-standard work especially after the return of democracy to Nigeria in 1999. However, according to the International Labour Organization (2004) (using trade union figures), the estimated ratio was about three to one. Formal workers, called "regular" company employees, are hired directly by the company. They receive contracts that explain work conditions, wages, hours, and benefits. They have the right to form unions and bargain collectively to extend their voice in the workplace.

In contrast, non-standard workers are often employed by third-party contractors under various types of part-time and/or short-term work arrangements. They perform many of the same technical and professional duties as regulars, but with no job security. They face frequent layoffs and long periods of revolving short-term contracts under a never ending trial. Though they work at the facilities of the companies and their work is a large part of these companies' productivity, they are legally the direct hires of smaller outside firms and their contributions are too often ignored. Most non-standard workers are not part of any union structure. They earn lower wages than the regular workers, receive fewer benefits, and can be fired at will. The ILO (2004) reports that companies in Nigeria tend to fire contract workers just before the expiration of their three, six or twelve month contracts, when they are about to become permanent workers.

The national bureau of statistics (NBS), has revealed how no fewer than 8,663 banks' employees lost their jobs in the first half of 2017. The agency disclosed in a report released that an average of 360 workers had been sacked every week from January to June 2017, stating that the figures were higher in the first quarter and lower in the second.

The national bureau of statistics (NBS), also confided in the Nation Newspaper that the telecommunication company (Airtel) concluded plans to lay off over half of its workforce estimated at over 5,000 people in the first quarter of March 2016.

The former National Industrial Relations officer, petroleum and natural gas senior staff association of Nigeria, Hyginus Onuegbu who confirmed this figure said: "precarious job crisis has hit the oil and gas sector for real." That the oil and gas company has cut over 120,000 jobs in the later part of 2015.

Precarious employment is growing at an alarming rate. More and more workers in permanent employment are losing their jobs and are being re-employed as or replaced by contract or non-standard workers. Contract work which is supposed to be a form of temporary employment has acquired the status of permanent employment in many organizations in Nigeria without the statutory benefits associated with permanent employment status. The resultant effect of this might probably be that non-standard workers might be subject to lower pay, barred from their right to join a union, and denied medical and other benefits. Companies will often hire several non-standard workers instead of full-time workers to avoid their obligation to provide benefits, to divide the workforce, and to dissuade unionizing efforts. Thus, it is against this backdrop that this present study is conceived to examine the impact of precarious employment on the labour market employment and wage levels.

OBJECTIVES OF STUDY

The main aim of this study is to examine the menace of precarious employment and its impact on the labour market employment level and wage levels. Meanwhile, in order to do justice to the study, the specific objectives are to:

Examine the rate of prevalence of precarious employment in the study area.

Identify the possible causes or factors that are responsible for precarious employment.

Examine the extent of the damage precarious employment might have caused to the image of the Nigerian labour force?

Examine those ways nonstandard work has affected the labour market employment and wage levels.

LITERATURE REVIEW

THE CONCEPT OF PRECARIOUS EMPLOYMENT

Just like many other concepts in social science, precarious employment has attracted several meaning and understanding. In some climes, it is referred to as non-standard work while others tagged it as casual work. International Labour Organisation ILO (2011) asserts that precarious work is a term used to describe non-standard employment which is poorly paid, insecure, unprotected, and cannot support a household. The standard employment relationship generally refers to a situation where the worker has one employer, works full-time, enjoys extensive statutory benefits and entitlements and expects to be employed indefinitely (Fudge, 1997; Rogers & Rogers, 1989; Schellenberg & Clark, 1996; Cranford, Vosko & Zukewich, 2003).

The standard employment relationship is the model upon which labour laws, legislation and policies, as well as union practices are based. Whereas standard employees

can reasonably expect relative job security, fringe benefits and long-term opportunities within organizations, those defined as nonstandard or contingent employees are perceived and treated as organizational outsiders, and thus frequently experience inadequate compensation, inferior stereotypes, and a lack of future prospects (Boyce et al. 2007; Giesecke, 2009; Kalleberg, Reskin & Hudson, 2000; McGovern, Smeaton & Hill, 2004; Yu, 2013).

Precarious work arrangement in Nigeria labour force has an uncertain duration, low job security and low income especially when it involves sole proprietors/partnership enterprises who fire and hire workers at will (Uwem, et al, 2015). What is predominant in the precarious employment situation among major players in the Nigerian labour market is individual bargaining. Unionism is gravely avoided; hence employers often use or adopt the system of Paternalism (Akinbode & Uwem, 2013).

The International Labour Organisation (ILO, 2011) presents some features to identify precarious employment. According to the body, precarious work has a combination of a low level of certainty over job continuity, poor individual control over work (notably working hours), a low level of protection (against unemployment or discrimination), and little opportunity for training and career progression.

In addition, workers on otherwise standard employment contracts may also be precarious in that they are uncertain about how long their jobs will last, given the spread of employer practices that use layoffs as a business strategy rather than as a last resort during downturns in the business cycle.

The concept of precarious work thus goes beyond the form of work or employment to encompass the range of factors that contribute to whether a particular form of employment exposes the worker to employment instability, a lack of legal and union protection, and social and economic vulnerability. Thus, Akinbode & Uwem (2013) argue that there are four major dimensions of precarious work which can be deduced from the classification made by ILO, (2011). These are:

- i. Temporal (related to the continuity of employment)
- ii. Organizational (control over work and its scheduling, working conditions)
- iii. Economic (pay)
- iv. Social (protections) (Rogers, 1989).

Consequently, this implies that precarious employment is characterized by work that is insecure, unstable, and uncertain. Job insecurity implies a high risk of job loss.

NON-STANDARD WORK AND THE NIGERIAN LABOUR MARKET EMPLOYMENT LEVEL

The Nigerian labour market is not only saturated but characterized by massive youth unemployment of various forms such as seasonal, frictional, cyclical, and structural unemployment (Adebayo, 1999; Damachi, 2001; Okafor, 2011). Unemployment is measured among people in the labour force (Obadan & Odusola, 2001; National Bureau of Statistics, 2010). The labour force of a country is defined by the National Bureau of Statistics (NBS, 2009) as a set of people or citizens of a country who are willing and are able to make available at any given point in time their efforts for gainful employment.

The unemployed are the individuals with no work, but are looking for work at the time of any study. Unemployment is a global trend, but it occurs mostly in developing countries of the world, with attendant social, economic, political, and psychological consequences. In Nigeria, accurate unemployment rates are difficult to access. However, according to Oyeade

(2003), Nigeria's unemployment can be grouped into two categories: first, the older unemployed who lost their jobs through retrenchment, redundancy, or bankruptcy; and second, the younger unemployed, most of whom have never been employed. For Awogbenle & Iwuamadi (2010), the statistics from the Manpower Board and the Federal Bureau of Statistics showed that Nigeria has a youth population of 80 million, representing 60% of the total population of the country. Also, 64 million of them were unemployed, while 1.6 million were underemployed.

The standard employment relationship can be defined as full-time, continuous employment where the employee works on his employer's premises or under the employer's supervision.

In Nigeria, the problem of nonstandard employment is very common in many establishments whether in indigenous, transnational or multi-national firms, either public or private industry, including telecommunications, oil and gas, banking (both old and new generations) education sectors, and so on (Okougbo, 2004; Idowu, 2010). Specifically, this has been a long outstanding issue in the oil/gas industry and multinational corporations. In some companies in Nigeria, it is possible for one to get as many as over one thousand five hundred workers in an industry out of two thousand on contract appointments. In some local industries in the informal sector, it is possible to get situation whereby virtually all the employees are either casual or contract staff. This category of staff may have either profession or administrative skills (Adenugba, 2003).

UNEMPLOYMENT, NON STANDARD WORK AND IMPACT ON LABOUR MARKET

Unemployment is one of the fundamental developmental challenges facing Nigeria at the moment. Research have shown that unemployment was high in the 1980s, but the available reports from various local and international bodies, and the glaring evidence of joblessness in this decades are clear indications that there was no time in Nigeria's cheered history where unemployment is as serious as now. One cannot really conclude that the government at one level or the other has not done anything at one time or the other, to reduce unemployment in Nigeria. For instance, the creation of National Directorate of Employment (NDE) and its skills acquisition programs, NAPEP, PAP, the SURE-P, YOUWIN and lately N-POWER, just to mention a few, are some of the various intervention mechanisms aimed at ensuring economic growth that is rich with job creation opportunities. Besides, the Federal Government over the years has been claiming strong real GDP growth rate measuring at 6% or 6.5% since 2005 till date (see Aganga, 2010 & Ogunmade, 2013). This is apparently a paradox.

In spite of its importance, the implementation of policies on employment creation in many developing nations has not yielded much impact as there is a wide gap between the jobs available and the number of job seekers actively seeking work in most poor nations. Many studies on Nigeria's employment situation have been devoted to unemployment and its determinants and/or its impacts on economic growth (Adebayo & Ogunrinola, 2006; Oladeji, 1994; Omotor & Gbosi 2006). However, to our knowledge, not much research attention has been given to the estimation of employment elasticity with respect to economic growth in Nigeria. Nigerian economy has not supported employment generation especially decent employment. There has been a little growth in the agricultural sector as there has been a shift of employment into agricultural sector. As of 2009, Nigerian labour force employment by sector was 70 percent in agriculture, 20 percent in services and 10 percent in industry. The oil industry, though a major contributor to foreign exchange earnings, employs less than one percent of the

labour force (Sodiye & Ogunrinola, 2011). Currently, the total work force in Nigeria is 52,510,219 people (CIA, 2010). This is the population between the ages of 20 and 59 years. The government employs about 2,475,800 workers of the work force.

THEORY OF SOCIAL EXCHANGE

Social Exchange Theory (SET) is the exchange of activity, tangible or intangible, and more or less rewarding or costly, between at least two persons. The simplest definition would involve two persons; each of whom provides benefits to the other, and contingent upon benefits from the other (Homans, 1961). While explaining the persistence of exchange relations, Homans adopted the principles of reinforcement; a derivative of **behaviorism** popular in the early sixties (e.g., the work of B.F. Skinner). Homans explained social behaviour and the forms of social organization produced by social interaction by showing a mutual reinforcement arrangement of the behaviours of two persons (actors A and B). The basic premise is, however, not constrained to psychological or social investigations but also concerns itself with economics and especially when investigating the commitment of employees to organizational goals. The participation of workers is always a topic for managers to improve as the workers are the greatest machinery for companies.

According to Saks (2006), managers must understand the significance of social exchange to get to know the level of commitment of employees. They should find out the type of resources and benefits most desirable to workers and most likely to create a sense of obligation that commands greater levels of engagement as reciprocate. Whitener (2001) also discovers that research on SET has shown that level of the commitment of employees to organizational goals is a determinant of their perceptions of employers' support and commitment to them. This implies that employees interpret human resource practices and the trustworthiness of their management as an indication of the personified organization's commitment to them. By and large, it is sufficient to conclude that social exchanges with positive outcomes will result in reciprocal responses (Saks, 2006).

Applying Adam's Equity Theory to the study, the perception of inequity is the extent to which casual employees perceive and compare their treatments, salaries and terms of employment with other workers within and outside their organizations and especially the permanent workers. As a result, the implication is usually a lower qualitative and quantitative production of outputs and services which would definitely affect the organization's productivity and overall performance. The application of Social Exchange Theory (SET) to the study is based on the premise that when employees receive favours from their organizations, they may experience a state of tenderness due to a sense of indebtedness and thus, force them to reciprocate the received benefit in order to restore the equilibrium of mutual reinforcement and vice-versa. Consequently, casual employees may not, in any way, be committed and indebted to the goals of the organization simply because they have never benefitted from their principal firms and workplaces as compared to their permanent counterparts. According to the theory, perception of equity is the extent to which an employee perceives he is treated fairly relative to comparable others inside and outside the organization. An employee's perception of equity is determined through comparing his inputs/outcomes ratio to that ratio of others inside and outside the employing organization. On the one hand, inputs here include all the contributions that the employee brings to the organization such as experience, time, effort, etc. On the other hand, outcomes include all the rewards/outputs that the employee receives from his organization in return to his contributions, and these include motivators and hygiene factors. These hygiene factors, according to Herzberg et.al (1959) include: company policy and

administration, supervision, relationship with supervisor, work conditions, wages/salary, and relationship with peers, personal life, and relationship with subordinates, as well as status and security.

METHODS

Research design adopted by this work is the survey research design which is used to describe an existing social problem. This design is most helpful to use because of its better ways of collecting specific and useful data. The study was carried out in Ilorin among employees of KAM Industries (Nig) Ltd. The city of Ilorin is considered the economic hub and as well as the political headquarters of Kwara State.

Kam Industries (Nig) LTD, is a wholly owned indigenous company, which was registered in 1997 under the Companies and Allied Matter Act (1990) of Nigeria as a manufacturer of steel products such as, Roofing Nails, Couper Nails, British Reinforcement Concrete (BRC) Mesh wire and Binding Wire (www.kamindustries.com.ng). The company started its manufacturing operations in 1997 with a few nail cutting machines at a noble location on Asa Dam road, Ilorin with three members of staff as operators. From its humble beginning as a manufacturing company, Kam Industries has grown into one of the largest privately owned steel production company in Nigeria with staff strength of about 850. The choice of this industry is based on reports that most manufacturing companies in Nigeria depend on workforce that are non-standard workers. The sampling technique adopted for the study was simple random sampling. This technique helped to erase any form of favouritism because respondents were chosen randomly which gave them equal chance of being selected for the study. The sample for the study was drawn from the population of the study. Therefore, this study relied on 20% of the workforce. Hence, the sample size was 170 respondents. The research instrument adopted for this study was structured questionnaire. Data gathered from the respondents through the use of the questionnaire were analysed statistically. Descriptive statistics of simple percentages and frequency counts were used to compute the demographic information of the respondents and other questions on the topics; while chi-square was used to test the hypotheses of the study.

DATA PRESENTATION AND ANALYSIS

Initially, the study targeted 170 respondents but total number of respondents used for the study was 136. This is because some questionnaires were returned invalid while some others were totally missing. Therefore, it is important to state for record purpose that this study relied on information gathered from 136 respondents.

The data gotten shows that 66.9% (91) of respondents were male and 33.1% (45) were female. Therefore, majority of the respondents in the study area were male. According to David Pedulla (2006) this is because the nature of the job requires the effort of male workers than female workers and also there are more male applicants than females. The work is mainly male oriented. The age of the respondents shows that 29.4% (40) were between 18 – 23 years, 8.8% (12) were between 24 – 29 years, 30.1% (41) were between 30 – 35 years, 22.8% (31) were between 36 – 41 years, and 8.8% (12) age distribution were between 42 years and above. Therefore majority of the respondents have their age distribution between 30 – 35 years that represent 30.1% (41) while the lowest age group falls between the ages of 42 years and above. The result above shows that majority of the workers are adults which explains that adults engage in precarious work due to the fact that they do not have another source of material resources in raising a family, attending school, or pursuing other activities (Pavalko, Gong & long, 2007).

The data shows that 2.9% (4) of the respondents were divorced, 33.8% (46) respondents were married, 38.2% (52) respondents were separated, and 25.0% (34) respondents were single. Therefore majority of the respondents were separated as shown in percentage distribution, this might be due to the high inflation rate and unemployment that had negative effects on the family settings and they may be able to balance or combine their family life with that of their jobs. They tend to have numerous part-time jobs and families are believed to be sensitive to human life (Moen, Kelly, Tranby & Huang, 2011).

MODE OF EMPLOYMENT

Variable	Frequency	Percent
Temporary	96	69.6
Permanent	40	29.4
WORK SCHEDULE OF NON-STANDARD WORKERS		
Very tedious	61	44.9
Not very tedious	35	25.7
Somewhat tedious	40	29.4
EXPERIENCE OF ROLE CONFLICT BY NON-STANDARD WORKERS		
Yes	122	89.7
No	14	10.3
Total	136	100.0

Source: Field Survey (2019)

Table above reveals percentage distribution of respondents based on mode of employment. It shows that 96 respondents were temporary workers, while 40 respondents were permanent workers. This finding further affirms the claim of NBS (2013), the Nigerian working force is becoming synonymous with precarious employment. In the study area, we have more temporary workers representing 69.6%, and this findings justify some previous findings, where it has been asserted that casual workers are more in Nigeria. In Nigeria, the situation of precarious employment is alarming and at the same time worrisome. According to Nigeria Labour Congress (NLC) in 2016 majority of workers in the banking, telecommunication, oil and gas and pharmaceutical sectors are employed based on casual workers. Studies by (Okafor, 2010 & ILO, 2005) confirm that most organisations prefer to engage in precarious employment which entails low wages, low benefits, job insecurity and health consequences for employees. That is why it is obvious that they have more temporary workers than the permanent workers.

The data gotten from the table also reveals the percentage distribution of respondent based on work schedule of non-standard workers. It shows that 44.9% (61) said that work schedule of non-standard workers are very tedious. Also it was revealed that 29.4% (40) said that work schedule of non-standard workers are not very tedious and it is also revealed that 25.7% (35) said that work schedule of non-standard workers are somewhat serious. Furthermore it concluded that work schedule of non-standard workers are tedious. The data on the table shows the percentage distribution of respondent based on experience of role conflict by non-standard workers. It reveals that a staggering 89.7% (122) was believed to show that non-standard workers experience role conflict while 10.3% (14) reveals that non-standard workers do not

experience role conflict. Workers with uncertain job tenure tend to withdraw from work roles, causing them to be less committed and less productive (Dekker & Schaufeli, 1995; Karasek & Theorell; Probst, 2005).

MEASURABLE VARIABLES ON ASSESSMENT OF NON-STANDARD WORK

Category	Frequency	Valid Percentage
Non-standard workers enjoy adequate working facilities?		
Yes	35	25.7
No	70	51.5
I Cannot say	31	22.8
Total	136	100.0
Non-standard workers income is up to what they deserve?		
Yes	51	37.5
No	70	51.5
I Cannot say	15	11.0
Total	136	100.0
Non-standard workers enjoy shelter and food allowance?		
Yes	38	27.9
No	88	64.7
I Cannot say	10	7.4
Total	136	100.0
How flexible is the employment of Non-standard workers?		
Very flexible	19	14.1
Very inflexible	92	67.4
Somewhat flexible	11	8.1
Somewhat inflexible	14	10.4
Total	136	100.0
Non-standard workers do more work than you think they should be doing?		
Yes	59	43.0
No	51	37.8
I Cannot say	26	19.3
Total	136	100.0

Source: Researcher's Field Work, 2019

The Table shows the percentage distribution of measurable variables on assessment of non-standard work in different categories. It shows that 51.5 % (70) of non-standard workers do not enjoy adequate working facilities meanwhile 25.7 % (35) of non-standard workers enjoy adequate working facilities and 22.8% (31) of non-standard workers can't say whether they enjoy adequate working facilities or not. Under the second category, it shows that 51.5% (70) of non-standard workers do not deserve what they are been paid furthermore 37.5% (51) of non-standard workers deserve the amount they are been paid, 11% (15) shows that whether it is or not do non-standard workers deserve the amount they are been paid. According to Kalleberg et al. (2000), to the extent that nonstandard jobs pay poorly, lack health insurance and pension

benefits, are of uncertain duration, and lack the protection that trade unions and labour laws afford, they are problematic for workers. The third category shows frequency distribution of whether non-standard workers enjoy shelter and food allowance. It shows that 64.7% (88) of non-standard workers do not enjoy shelter and food allowance, so also 27.9% (38) of non-standard workers enjoy shelter and food allowance, likewise 7.4% (10) shows that whether it is or not do non-standard workers enjoy shelter and food allowance. In the fourth category the percentage distribution shows that 67.4 (92) of non-standard workers are very inflexible, meanwhile 14.1 (19) shows that non-standard workers are very flexible, 10.4 (14) shows that non-standard workers are somewhat inflexible while 8.1 (11) reveals that non-standard workers are somewhat flexible. Each form of nonstandard employment may offer its own challenges but they all share more or less the same disadvantages: low wages, few benefits, lack of collective representation by unions, and little to no job security and definite duration (Okougbo, 2004; Okafor, 2007; Mokwenye, 2008; Ogundare & Elijah, 2011). The fifth category which reveal that 43.0 (59) of non-standard workers do more work than what they should be doing, likewise 37.8% (51) shows that non-standard work do not do more work than what they should be doing, furthermore 19.3% (26) also reveal that whether it is or not do non-standard work do more work than what they ought to do.

FACTORS CAUSING THE EMBRACE OF PRECARIOUS EMPLOYMENT

Strongly agreed = SA, Agreed = A, Undecided = U, Strongly disagreed = SD, Disagreed = D

Category	S.A (%)	A (%)	U (%)	S.D (%)	D (%)	Total
Rate of Unemployment	46(33.3%)	65(48.1%)	10(7.4%)	15(11.1%)	-	136
Maximization of Profit by Organization	46(33.3%)	56(41.5%)	19(14.1%)	-	15(11.1%)	136
Lack of Required Skills by Workers	58(43.0%)	29(20.7%)	10(7.4%)	-	39(28.9%)	136
Absence of Legal Framework	90(66.7%)	17(11.9%)	29(21.5%)	-	-	136
Good salary scale	19(14.1%)	73(53.3%)	14(10.4%)	12(8.9%)	18(13.3%)	136
Poor attitude of NLC	14(10.4%)	18(13.3%)	18(13.3%)	65(47.4%)	21(15.6%)	136

Source: Researchers Survey, 2019

Table shows the factors causing the embrace of precarious employment. In the first category it shows that 65 (48.1%) agreed that the rate of unemployment causes the embrace of precarious employment likewise 46 (33.3%) strongly agreed, while 15 (11.1%) strongly disagree to the fact that rate of unemployment do not cause the embrace of precarious employment in as much as did 10 (7.4%) of the percentage were undecided. Summarily a staggering 111 (81.4%) agreed to the facts that rate of unemployment causes the embrace of precarious employment. The ILO (2007) report showed that the proportions of world unemployment are steadily increasing and that the number of those without jobs remained at all-time high of more than 195 million, or 6.3 percent, in 2007. In the second category, it reveals that 56 (41.5%) agreed that the maximization of profit by organization causes the embrace of precarious employment likewise 46 (33.3%) strongly agreed, meanwhile 19 (14.1%) were undecided that maximization of profit by organization do not cause the embrace of precarious employment as did 15 (11.1%) of the percentage disagreed. So, in this case 102

(74.8%) agreed to the fact that maximization of profit by organization causes the embrace of precarious employment.

In the third category, it shows that 58 (43.0%) strongly agreed that lack of required skills by workers causes the embrace of precarious employment likewise 29 (20.7%) agreed, while 39(28.9%) disagreed to the fact that lack of required skills by workers do not cause the embrace of precarious employment so as did 10 (7.4%) of the percentage were undecided. Nevertheless 87 (63.7%) agreed that lack of required skills by workers causes the embrace of precarious employment. The fourth category shows that 90 (66.7%) strongly agreed that absence of legal framework causes the embrace of precarious employment, likewise 17 (11.9%) agreed that absence of legal framework causes the embrace of precarious employment while 29 (21.5%) percentage were undecided, thereby making 107 (78.6%) of the percentage to agree that absence of legal framework causes the embrace of precarious employment. Workers with limited physical attachment to the organization are those who work away from their main employers' place of business or work sites. These include at-home workers (Ammons & Markham, 2004), virtual workers (Hill, Ferris & Martinson, 2003), and teleworkers (Bailey & Kurland, 2002). The fifth category shows that 73 (53.3%) agreed that good salary scale causes the embrace of precarious employment, likewise 19 (14.1%) strongly agreed that good salary scale leads to embrace of precarious employment although, 18 (13.3%) disagreed to the fact that good salary scale do not embrace precarious employment so also, 14 (10.4%) were undecided and 12 (8.9%) strongly disagreed. Furthermore 92 (64.7%) agreed that good salary scale can cause the embrace of precarious employment. The last category shows that 65 (47.4%) strongly disagreed that poor attitude of NLC causes the embrace of precarious employment, also 21 (15.6%) disagreed that poor attitude of NLC causes the embrace of precarious employment, while 18 (13.3%) agreed that poor attitude of Nigeria labour congress causes the embrace of precarious employment and were undecided respectively: 14 (10.4%) strongly agreed that poor attitude of NLC leads to the embrace of precarious employment.

IMPACT OF NON-STANDARD WORK ON LABOUR MARKET EMPLOYMENT AND WAGE LEVELS

Category	Frequency	Valid Percentage
It has negative impact on the image of Nigerian labour market		
Yes	35	25.7
No	70	51.5
I Cannot say	31	22.8
Total	136	100.0
It impoverishes the workers		
Yes	51	37.5
No	70	51.5
I Cannot say	15	11.0
Total	136	100.0
Reduces the influence and activities of trade union		
Yes	38	27.9
No	88	64.7
I Cannot say	10	7.4
Total	136	100.0

It gives organizations opportunity to pay low wages		
Yes	88	66.2
No	34	25.6
I Cannot say	14	8.2
Total	136	100.0
It leads to lack of commitment among workers		
Yes	59	43.0
No	51	37.8
I Cannot say	26	19.2
Total	136	100.0
Kills the morale of prospective job seekers		
Yes	84	63.2
No	34	25.6
I Cannot say	18	11.2
Total	136	100.0

Source: Researcher's Field Work, 2019

The Table above shows the percentage distribution of the impact of non-standard work on labour market employment and wage level. In the first category, it shows that 51.1% (70) non-standard work do not have negative impact on the image of Nigeria labour market, meanwhile 25.7% (35) shows that non-standard work have negative impact on the image of Nigeria labour market, furthermore 22.8% (31) shows that whether it is or not non-standard work have a negative impact on the image of Nigeria labour market. Precarious work arrangement in Nigeria labour force has an uncertain duration, low job security and low income especially when it involves sole proprietors/partnership enterprises who fire and hire workers at will (Uwem, et al, 2015). In the second category, 51.1% (70) shows that the impact of non-standard work on labour market employment and wage levels do not impoverish the workers, so also 37.5% (51) shows that the impact of non-standard work on labour market employment and wage levels impoverish the workers, meanwhile 11.0% (15) shows that whether it is or not the impact of non-standard work on labour market and wage levels impoverish the workers. The third category shows that 64.7% (88) which reveal that the impact of non-standard work on labour market employment and wage levels do not reduce the influence and activities of trade union, meanwhile 27.9% (38) shows that it reduce the influence and activities of trade union, furthermore 7.4% (10) shows that whether it is or not the impact of non-standard work on labour market employment and wage levels reduce the influence and activities of trade union. Precarious employment, (Cranford, Vosko & Zukewich, 2003) describes working conditions that combine limited temporal attachment, often with limited administrative attachment, and these types of jobs are usually associated with low levels of legal protection and with low wages. In the fourth category, 66.2% (88) shows that the impact of non-standard work on labour market employment and wage levels gives organizations the opportunity to pay low wages and 25.6% (34) also shows that it does not give organization the opportunity to pay low wages, likewise 8.2% (14) shows that whether it is or not do organizations have the opportunity to pay low wages. In the fifth category, it shows that 43.0% (59) of the impact of non-standard work on labour market employment and wage levels leads to lack of communication among workers, meanwhile 37.8% (51) shows that it does not lead to lack of communication among workers and 19.3% (26) shows that whether it is or not

do they lack communication among others. In the sixth category, it reveal that 63.2% (84) shows that the impact of non-standard work on labour market employment and wage levels kills the morale of prospective job seekers, so also 25.6% (24) shows that it does not kill the morale of prospective job seekers and 11.2% (18) shows that whether it is or not do it kill the morale of prospective job seekers.

TEST OF HYPOTHESES

The following statistical terms and signs are very important for the understanding of the exercise in this section.

The chi-square statistical method was employed in the test of hypothesis.

H0: Null hypothesis means that there is no relationship between the variables tested with chi

square statistical tool

H1: Alternative Hypothesis means there is a significant relationship between the variable tested with chi square statistical tool.

Hypothesis One

H0 There is no significant relationship between precarious employment and negative impact on image of Nigerian labour force

H1 There is a significant relationship between precarious employment and negative impact on image of Nigerian labour force

Table 4.1 CROSS TABULATION OF VAR00009 AND VAR00023

VAR00009	VAR00023			Total
	Yes	No	I Can't Say	
Yes	2	14	6	22
No	13	28	38	79
Can't say	3	26	6	35
Total	18	68	50	136

$X^2 = 16.741$; $X^2_t = 9.488$; $df = 4$; α level = 0.05

Decision Rule: Since the chi-square calculated value (16.741) is greater than the chi-square table value (9.488), with degree of freedom (4) at alpha level of 0.05, the null hypothesis is here by rejected while alternative accepted. This means that there is a significant relationship between prevalence of precarious employment and negative impact on the image of the Nigerian labour force.

Hypothesis Two

H0 There is no significant relationship between non-standard work and wage levels in KAM Industries LTD

H1 There is a significant relationship between non-standard work and wage levels in KAM Industries LTD

CROSS TABULATION OF VAR 000012 AND VAR 000026

VAR000012	VAR000026			Total
	Yes	No	I can't say	
Yes	6	11	5	22
No	13	49	17	79
I Can't say	5	12	18	35
Total	24	72	40	136

$X^2 = 12.787$; $X^2_{df=4} = 9.488$; $df = 4$; $\alpha = 0.05$

DECISION RULE: Since the chi-square calculated value (12.787) is greater than the chi-square table value (9.488), with degree of freedom (4) at alpha level of 0.05, the null hypothesis is hereby rejected while alternative accepted. This means that there is a significant relationship between non-standard work and wage levels of the workers. This implies that most non-standard workers are not remunerated with good wage/salary.

Hypothesis Three

H₀ There is no significant relationship between rate of unemployment and the continuous popularity of non-standard work in Nigeria

H₁ There is no significant relationship between rate of unemployment and the continuous popularity of non-standard work in Nigeria

TABLE 4.4.3 CROSS TABULATION OF VAR 000019 AND VAR 000027

Unemployment is the major cause of continuous stay as casual workers	Non-standard work is a necessity in the Nigerian Labour Force			Total
	Agree	Undecided	Strongly Disagree	
Strongly Agree	49	0	0	49
Agree	14	18	47	79
Disagree	0	0	8	8
Total	63	18	55	136

$X^2 = 93.481$; $X^2_{df=4} = 9.488$; $df = 4$; $\alpha = 0.05$

Since the chi-square calculated value (93.481) is greater than the chi-square table value (9.488), with degree of freedom (4) at alpha level of 0.05, the null hypothesis is hereby rejected while the alternative hypothesis was accepted. This means that there is a significant relationship between the rate of unemployment and the continuous popularity of non-standard work in Nigeria.

CONCLUSION AND RECOMMENDATIONS

The study concluded that:

Non-standard works is becoming popular even among giant manufacturing companies. The study concludes that there is the need by government to facilitate essentially

those laws that will be needed to reverse the continuous upsurge of the menace. The study also concludes that for upmost productivity, there is the needs to reduce if not eradicate the menace of non-standard work.

The study equally ascertained that there is a significant relationship between the rate of unemployment and the continuous popularity of non-standard work in Nigeria. This implies that the rate of unemployment is one of the reasons why some people opt for the available jobs which are non-standard. The organizations hiring non-standard workers also benefit significantly from this because they pay lesser wages for standard workers. Thus, settling for non-standard workers keeps getting popular.

Therefore, the following recommendations were made based on the information from the field.

- The objective one was set to achieve whether there is a significance relationship between the rates of prevalence of precarious employment in the study. Since there are enormous people working in non-standard work, it is advised that organizations should limit how they make more profits and see how the welfare of their workers can be improved on.
- The second objective is set to achieve whether there is a significant relationship between the possible causes of factors that are responsible for precarious employment. The government should look to hire employees who display appropriate behavioral characteristics as non-standard workers have the tendencies of not being committed to the organization.
- The third objective is set to achieve whether there is a significant relationship between the extents of the damage precarious employment might have caused to the image of the Nigeria labour force. There should be a good relationship between the employees and their employers not minding their mode of employment. This would prevent alienation has cited by Marx.
- The fourth objective is set to achieve whether there is a significant relationship between the ways non-standard work has affected the labour market employment and wage levels. Here organizations should ensure that workers are paid handsomely well. This is because perception of respondents showed that wages and salary go a long way in stimulating organizational commitment and service quality delivery.

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