



# HERALD OF THE NEW KINGDOM

OFFICIAL ORGAN OF BROTHERHOOD OF THE CROSS AND STAR

SATURDAY DECEMBER 10 — FRIDAY DECEMBER 23, 1988 VOL. 4 NO. 14 PRICE N1.00

## Itu Re-Awards Contract To Globemaster

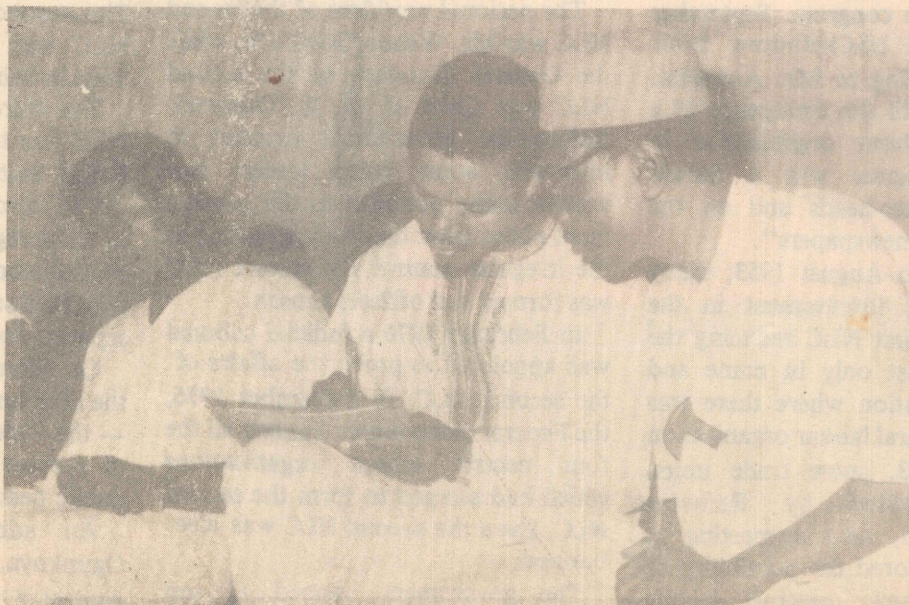
Itu Local Government Council in Akwa Ibom State has re-awarded the contract for the completion of its Secretariat Complex abandoned five years ago, to the original Contractors, Globemaster Services Limited.

Speaking before signing the contract agreement in Itu recently, the council Chairman, Dr. Okon A. Esienumo said work on the Secretariat started in August 1979 at a contract sum of N461,000 but that it was reviewed to N600,000 in 1980.

Dr. Esienumo said the job was abandoned because the council faulted on its own part of the agreement and pledged the determination of the present council to complete the job before its term of office expires.

He revealed that the council has paid the former balance of the job to the contractors and urged them (the contractors) to do their best to complete the job on schedule.

Responding, the Chairman of Globemaster Services Limited, Pastor C. O. Akpan praised the council for its effort in reawarding the contract



The Group Managing Director of Globemaster Service Ltd., Bishop Roland Obu signs the agreement on behalf of the Company, while the Chairman, Pastor C. O. Akpan watches with keen interest.

to Globemaster.

He said re-awarding the contract to Globemaster would go a long way to assure people that the company is not bankrupt as it was being speculated by those who did not understand what was going on.

Pastor Akpan maintained that Globemaster is the commercial wing of Brotherhood of the Cross and Star and it deals in truth. He therefore promised that the work will be completed on schedule.

He however urged the council to be prepared to review the contract sum upward if prices of building materials continue to rise. This, he said, is to guard against abandoning the job the second time.

In his own contribution, the consulting Architect for Itu Local Government Area, Architect A. M. Ekanemi promised to do his best to ensure that the job will be done according to specification.

He said he was of the view that by May 1989,

they would gather again for the handing over of the keys of the Secretariat by the contractors, and called for co-operation between the client, contractor and Architect.

Also speaking, the Chairman of Globemaster Project Committee, Pastor Merika E. Etop advised the council to make advance payment to the company to enable it purchase the materials in bulk and store.

The Secretariat which was estimated to cost N461,000 in 1979 is now to cost about N1.6 million.

## Ordained Week Marked In Lagos

In Lagos, the hectic activities which marked the Ordained members Fellowship week of BCS were rounded up at Okokomaiko Pentecostal centre on Sunday, October 16, 1988.

The divine service was conducted by the Fellowship's vice-chairman, Pastor O. B. Ekon. He drew his text from Philippians 2: 14 - 15: "Do all things without grumbling or questioning, that you may be blameless and innocent children of God without blemish in the midst of a crooked

and perverse generation, among who you shine as light in the world."

Pastor Ekon said that any nation which has no prophet is bound to suffer. According to him, God always used prophets to communicate with the people.

Focusing on the phrase: "keep my sheep", he reminded them that it is their civic duty in the Kingdom to physically care for the congregation.

The vice chairman pointed out that as the

Son of Man did not come to be served but to serve others, so should the inhabitants of the world, so that the concept which says "It's better to give than to receive" be fulfilled in them.

Pastor Ekon also urged them not to ignore or neglect the Holy Father's divine injunctions to avoid serious repercussions. He described the ordained members as messengers of God, charged with extra responsibility in

the New Kingdom. He said it is also their responsibility to give the children good family upbringing, stressing that the old prophets have all returned. They were further urged to go out and preach the message of the Kingdom.

During the week, ordained members held services at Apapa, Ojo Road, Ikeja and Yaba bethels

Thank You Father.

Report by Bro. Iboro Obot.

## Dock workers defend NCHC

By Glory Brownson Jonah

THE National President of the Dock Workers' Union, Mr. J. Ogunleye has expressed concern about the continued shrinking of the contractual areas of the National Cargo Handling Company (N.C.H.C.) in cargo handling industry.

In a statement in Lagos, Mr. Ogunleye said this has created a set back on the welfare of dock-workers whenever contracts are awarded.

Mr. Ogunleye said these areas were given out to private dock labour employers who have no experience in cargo handling in our ports and do not want to maintain the standard conditions of service and welfare schemes of the dock-workers.

He further stated that the contractors who took over the areas of N.C.H.C. because of

greediness started to casualize the dock-workers that had already enjoyed permanency with N.C.H.C. and some were demoted from their salary grade levels.

Mr. Ogunleye said the National Cargo Handling Company lost 10 out of the 13 berths in Apapa and Tin-Can Island Ports to private contractors, adding that their areas in Port Harcourt and Warri Ports were further reduced.

He appealed to the Federal Government not to privatise the N.C.H.C. because such will not alleviate the problems of workers in the dock industry.

Mr. Ogunleye advised the government that more berths should be given to National Cargo Handling Company so that the company can meet the demands of its workers.

## Govt. approves Pay Rise for NUPPROW

THE Federal Government has approved the agreement reached between the National Union of Paper and Paper Products Workers (NUPPROW) and the Paper and Paper Board Manufacturers and Converters Association (PPMCA) for new salary structure and improved fringe benefits for workers in paper and paper products industry.

The agreement was negotiated by Mr. Linus Ukamba, General Secretary of NUPPROW and the President, Mr. E. N. Okon.

A letter to the NUPPROW and PPMCA read:

"I am directed to inform you that the Honourable Minister for Employment, Labour and Productivity has approved your proposal to implement the

following fringe benefits as contained in your junior staff negotiated Collective Agreement.

1. A general increase of 15 percent in the basic salary of all junior workers.

2. Increase in housing allowance from a range of ₦20—25 per month to a range of ₦35—40 per month.

3. Increase in transport allowance from ₦20 per month to ₦40 per month.

4. Increase in leave allowance from a range of ₦70 to ₦110 per annum to a range of ₦120 to ₦180 per annum.

5. Increase in out-station allowance from ₦10 per night to ₦25 per night.

The letter was signed by Mrs. V. Udo for the Minister.





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## REFLECTIONS

Brethren, this Kingdom does not need your wealth, position or wisdom. What is required from you is to go and preach the gospel to the lost sheep and win them for God. For, it is by doing so that all your sins shall be blotted out.

— Holy Father —

# OLUMBA OLUMBA OBU

## WARNS AGAINST STRIKES AND COUPS



Leader O. O. Obu — Coups and Strikes has brought untold hardship to the world.

**THE** Sole Spiritual Head of Brotherhood of the Cross and Star, Leader Olumba Olumba Obu has called for an end to military coups and the killing of heads of states in the world.

In a special sermon in Calabar, Cross River State, Leader O. O. Obu said the numerous problems confronting the world today were due to violent changes of governments, killing of Heads of states and disrespect to governments and constituted authorities.

The sermon titled: "Submit To Your Rulers" called on all citizens in all countries of the world to respect their various governments.

Leader Obu said people who disrespected their governments were fighting with God who

instituted such governments.

The Brotherhood Leader warned all members of Brotherhood of the Cross and Star throughout the world not to be involved in strike actions.

"I entreat all Brotherhood members never to go on strike. All that wage war with any government, wage war with God", Leader O. O. Obu declared.

Speaking emphatically on military coups in the world, Leader Obu declared: "I say this to all in the whole world that you should stop coup planning. It has brought problems to the whole world."

Full text of this special sermon is published on pages 9-12.

***"Today, you hear that Nigeria has killed her leader and you laugh. Tomorrow you hear that Ghana has executed her head of state, you rejoice. It is reported that this government or the other has been overthrown and you are happy. What is the use of all that? Do not pass any judgement on any leadership. Do not struggle with the government because it is God that placed all of them in their various positions."***

## HOLY FATHER'S MANIFESTATION

The yearly birthday anniversary celebration of the Sole Spiritual Head, Leader O. O. Obu comes up on December 30th, '88.

We invite Bethels, fellowships and the general public to send their goodwill messages to the Holy Father on the occasion of His divine manifestation on this earth plane and also share in the blessing that follows.

The token charges we collect to offset part of our production cost is as follows:

One full page -	700.00
Half (½) page -	400.00
A Quarter page -	250.00

All messages for publication on this occasion with payment should reach us on or before December 20th, 1988.

May the peace of the Father be with us all. Amen.

For further details, contact:

The Editor  
Herald Press Limited,  
34 Ambo Street,  
P. O. Box 49, Calabar

### IN THIS ISSUE

Will Mr. Michael Ogunkoya, Sole Administrator of NLC finish his assignment by December 31st, or will he ask for another extension of time?

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Education, Labour and Welfare Board of B.C.S., Lagos Area has lofty plans for the welfare of all in its programme, but needs N1m to succeed.

Page 15

Poor Nations that cannot provide the three basic needs of life—food, shelter, clothing for its citizens, spend the little they have on Arms. A "big irony" indeed.

Page 18

For three times, the name (NLC) has been used in identifying the central umbrella of Nigeria Workers. But things still remained unchanged. Is it therefore, a cursed name?

Page 19.



# THE ROLE OF LABOUR IN NIGERIA

LABOUR is an indispensable factor of production which occupies a strategic position in the social and economic programme of a nation.

Labour produces the material wealth of a nation. Labour is one of the three partners of progress in a modern society — the other two partners being government and employers. Without labour, there will be no production. Without production, there will be no wealth to be shared. Without wealth a society will be subjected to social and economic stress, depression, stagnation, frustration, starvation, chaos, anarchy and complete breakdown of law and order. Such a society will grind to a halt. Labour therefore plays an indispensable role for the economic progress and survival of a nation.

The interest of the society demands peaceful co-existence between the three major economic partners of progress — government, employers and labour.

The production of the material wealth of a country should best be undertaken in an atmosphere of peace, stability and national unity.

Not unexpectedly, the methods of sharing the national wealth produced by labour, often leads to conflict

between employers who seek to expropriate the lion share of this wealth and the workers who demand a fair share for their labour.

Once in a while, the workers are tempted to withdraw their labour in abid to force the employers to grant them greater share of the national wealth.

Once in a while, employers are tempted to resort to retrenchment of workers in order to pay the employees retained increased salaries while still maintaining the same level of profit.

Once in a while, the government, though the largest single employer of labour, often exercises its role as the authority responsible for law and order in the country, by intervening in the areas of labour to ensure the protection of workers interest and the overall interest of the nation.

The government has a responsibility to ensure that no section in the society uses its power to intimidate and hold the rest of the people to ransom.

The government also has a responsibility to ensure that workers who produce the wealth of the nation are adequately rewarded; and that workers are not humiliated and intimidated by employers.

It is also the responsibility of the government to protect the workers by

ensuring that the trade unions serve the purpose for which they were created and registered by the law.

Nigerian workers have invested their hard earned money to sustain their trade unions.

The primary duty of the trade unions is to protect the interest of workers against the tyranny of employers.

But the most important service the trade unions can render to the workers is the prudent management of their funds contributed through check-off dues.

The trade unions can invest workers funds in viable economical projects so as to boost union funds and provide employment to young school leavers.

The trade union leaders should put their heads together, ask and answer this question:

What has the Nigerian workers gained from the investment of their funds on litigations based on leadership tussle?

It has been estimated that between 1978 and 1988 not less than (N10 million Naira of Nigerian workers money has been spent on litigation arising from leadership tussle.

Could that kind of money not have been enough to establish two or three viable economic projects? Could 10 million not be enough to construct one

building in each of the 21 states of Nigeria?

If the trade unions in Nigeria had invested N10 million on 21 buildings and gave out the houses on rent, they could double that investment in five years.

The sum of N10 million invested on transportation or on housing estates or agricultural development or for the establishment of tourist facilities could have brought more gains to the Nigerian workers than wasting such money on litigations arising from the struggle for power among union leaders.

Nigerian trade union leaders should examine their past performances and resolve to provide better leadership and better services to Nigerian workers.

Labour has an important role to play in the economic recovery programme of Nigeria.

There is therefore the need for regular consultation, dialogue, interaction, peaceful co-existence and mutual understanding between the three partners of progress — government, employers and labour.

There is also the need for national unity and stability in the country. The Nigerian trade union movement has a duty to its members to work for peace, unity and stability in Nigeria.

## THE DIVINE ADVICE

### Stop Strikes and Save Lives

DURING the April, 1988 strike by some workers in the banking industry, nurses and midwives, food and beverages and water board, many lives of innocent Nigerians were lost.

The strikers were protesting against price increase in petroleum products by the Nigerian National Petroleum Corporation (NNPC). Most of the deaths could have been avoided if the strikers had spared some minutes to contemplate the motive of the strike and the main target of their anger.

If the real motive of the strikers was to champion the cause of the common people in Nigeria, then the main target of their anger should not have been the same common people.

Nurses, midwives and medical personnel should be the very last group of workers to withdraw their services

no matter the gravity of the social and economic situation in the country.

During the April, 1988 strike by nurses against price increase in petroleum products - many patients died at some hospitals because they had been abandoned by nurses and midwives who had been officially assigned to look after them.

According to a national newspaper, 20 patients died in one night at the Murtala Mohammed Hospital in Kano because the nurses who should have looked after the patients had abandoned them and went on strike. Among those who died was a pregnant woman who bled to death after she had delivered twins because there was no nurse or midwife to attend to her after delivery. The twins also died.

The woman and her twins were not responsible for increase in

petroleum products or the plight of the striking nurses at the said Kano hospital. How did the nurses and midwives at the Murtala Mohammed Hospital, Kano feel in their hearts - that they prepared a pregnant woman for delivery, the woman delivered twins successfully - only to be abandoned by the nurses who prepared her for delivery to bleed to death.

It is difficult to imagine that this type of callous and heartless behaviour happened in Nigeria of 1988. Many patients in other hospitals in the country died in such ordeal.

This is not the best method to register their grievances. According to the *Newswatch* magazine of Monday, May 16, 1988, at the same Murtala Mohammed hospital in Kano, a boy of 14 years old and a girl of nine years old who were accident victims and were admitted for amputation of affected limbs were among those who died because they had been abandoned by the striking nurses at a most crucial moment.

This type of trade unionism where nurses

and midwives abandon pregnant women and children, already admitted for treatment and entrusted to their care, to the cruel cold hands of death - should be seen as strong indications that mankind is coming close to the end of human wisdom and administration.

Never in the history of trade unionism in this country (called Nigeria) have we heard of, nor witnessed a tragic situation where

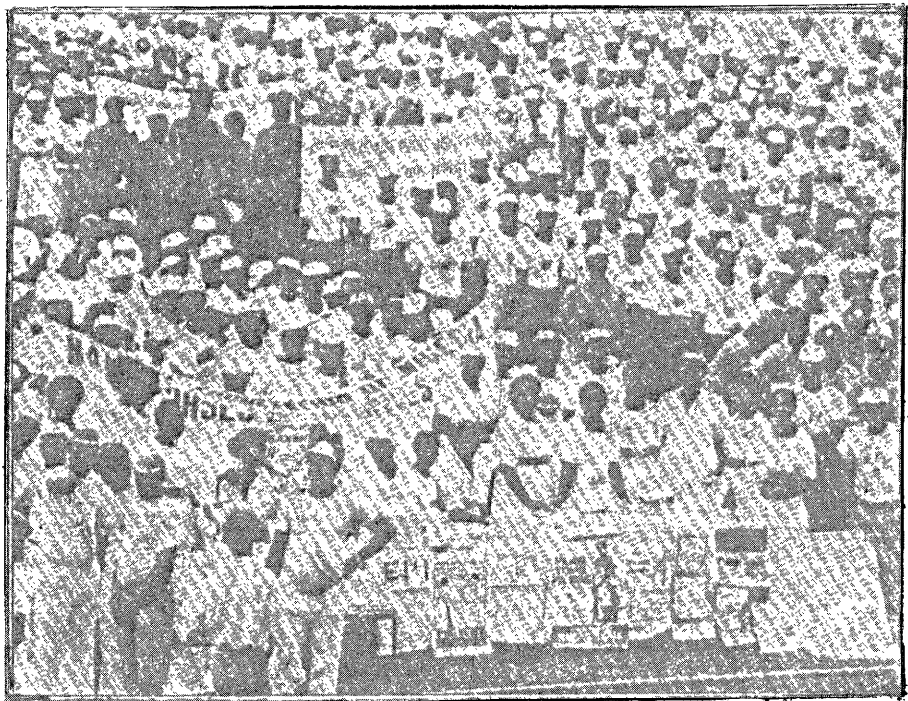
nurses and midwives boldly abandon patients to death. People should move closer to God and plead for His mercy, guidance and protection.

In the end, spiritual healing approved by Almighty God will be more rewarding than leaving your home to die in the hands of nurses and midwives at general hospitals.

The pregnant woman would have been alive today with her twins if she had gone to any

of the spiritual healing homes in Nigeria. She would have delivered her twins safely as she did at the Kano hospital, but would never had been abandoned to bleed to death at such a crucial moment - the tragedy she suffered in the hands of fellow women - styled NURSES.

This is the time to build your faith in God and trust that God will help you at spiritual healing homes. God will never abandon you.



*Striking workers carry placards of their demands to the streets. Actions like this, if not properly organised and co-ordinated, could be disastrous to the welfare of the common man.*

# DOES NLC NEED CHANGE OF NAME?

IS the Nigeria Labour Congress a cursed name which should no longer be used to identify the central umbrella of Nigerian workers?

This question becomes relevant bearing in mind that according to the history of Nigerian trade union movement, this is the third time the NLC has been adopted as the name of a central labour organisation in Nigeria.

## THE FIRST NLC

The first Nigeria Labour Congress was formed in Isagos on May 26, 1950. It was a merger of two rival central labour organisations — the Trade Union Congress of Nigeria (TUCN) — the first central labour organisation formed in 1943 and the Nigerian National Federation of Labour (NNFL) the second central labour organisation, formed in 1949 to rival the TUCN.

The national officers of the first NLC were Mr. Michael Imoudu — President, Mr. F. O. Coker, Deputy President, Mr. Nduka Eze, General Secretary, Mr. T. O. E. Okpareke, treasurer and late Mr. N. A. Cole, Information and Publicity Secretary.

The first NLC got involved in much political activities. Four leaders of the first NLC scored landslide victory at the Lagos Municipal elections held in November 1950. Among them was the General Secretary of the Congress, Mr. Nduka Eze.

The leaders of the first NLC saw their victory at the Lagos Municipal elections as sign of their political popularity and sought to boast their leadership at the trade union front when they were involved in an industrial action organised by the Amalgamated Union of UAC African Workers.

The General Secretary of the first NLC, Mr. Nduka Eze was also the General Secretary of the UAC Union. The first NLC had, by now, affiliated with the World Federation of Trade Union (WFTU) which has its headquarters in Prague, Czechoslovakia. Because of the

General Secretary of the UAC Union<sup>1</sup> being, also the General Secretary of the first NLC, the congress was drawn into the strike by UAC Workers which took place on December 14, 1950.

According to Mr. Wogu Ananaba in his book "The Trade Union Movement in Nigeria", the strike involved 29,860 workers and a loss of 239,663 man-days. Many workers lost their jobs because of that strike.

This strike caused a crisis within the first NLC. Many unions withdrew their support for the congress. September 1951, the first NLC withdrew from WFTU. According to Mr. Ananaba, "From then until the emergence of a new central labour organisation in 1953, the congress was a facade existing on letter-heads and on the pages of certain newspapers".

From 1951 to August 1953, many unions had no involvement in the affairs of the first NLC reducing the congress to exist only in name and creating a situation where there was virtually no central labour organisation.

In July 1953, some trade union leaders, motivated by Railway Workers Union, held a meeting in Lagos and explored the possibility of forming a new central labour organization to replace the first NLC so as to revive the interest of union leaders on the need for a trade union umbrella.

In August 1953, a delegates conference of existing unions was held and a new central labour organisation — The All-Nigerian Trade Union Federation (ANTUF) was inaugurated to replace the first NLC which had died a natural death because of politics, ideology and strikes.

Mr. Michael Imoudu emerged as the President of ANTUF while Mr. Gogo Chu Nzeribe emerged as the General Secretary of ANTUF.

## THE SECOND NLC

The second Nigeria Labour Congress was formed in Lagos on December 20, 1975. It was a merger of four central labour organisations — Nigeria Trade Union Congress, United

By  
**UMOH JAMES UMOH**

Labour Congress, Nigerian Works Council and the Labour Unity Front.

The day this second NLC was inaugurated, the then Federal Government disclosed its intention to investigate the activities of the four central labour organisations which had emerged to form the second NLC.

The national president of the second NLC was Mr. Wahab Goodluck, while the General Secretary of the second NLC was Chief E. O. A. Odeyemi. Before the government decided to intervene, some union leaders had written many petitions to the government about what they had described as the irregular manner the second NLC was formed and officers chosen.

In February 1976 a judicial tribunal was appointed to probe the affairs of the second NLC. In September 1976, the Federal Government banned all the four central labour organisations which had merged to form the second NLC. Even the second NLC was also banned.

The government banned 11 top leaders of the second NLC from further participation in the affairs of trade union movement of Nigeria. This ban lasted from 1976 until 1987 when it was lifted by President Ibrahim Babangida.

Those 11 unionists banned were Mr. Wahab Goodluck, Chief E.O.A. Odeyemi, late S. U. Basse, Mr. J. U. Akpan, Mr. M.J. Sule, Mr. R.A. Ramos, Chief Michael Imoudu, Mr. Paul Isagua, P. A. Nwaneri, J. D. Orotunde and J. A. Adeniran. Again, the second NLC died in its infancy. There were traces of politics and ideological divide in the second NLC

## THE THIRD NLC

The third Nigeria Labour Congress was formed at Ibadan, Oyo State capital on February 28, 1978 by the 42

industrial unions which had been restructured out of 1,000 house unions by an administrator, Mr. Michael Abiodun.

The third NLC was registered in September, 1978 as the only central labour organisation to operate in Nigeria.

The existence of this law frustrated the formation of a rival central labour organisation in Nigeria in June 1981.

The third NLC held its first conference in Kano in February 1981. The second conference of the third NLC was held at Enugu, Anambra State in February, 1984.

The third conference of the third NLC was to have been held in Benin, Bendel State in February 1988.

The third NLC despite the existence of a law registering the congress as one central labour organisation, broke into two factions at Benin and held two separate conferences in February, 1988.

On Monday, February 29, 1988 — the 10th anniversary of the third NLC — the Federal Government intervened to prevent bloodshed and breach of public peace by the two rival factions.

An administrator, Mr. Michael Ogunkoya, was appointed to take control of the affairs of the congress and arrange for fresh elections.

Considering the fate of any central labour organisation in Nigeria named Nigeria Labour Congress, the question bothering labour analysts centers on whether the NLC is a cursed name and whether it is not time to adopt a new name.

The first NLC — (1950—1953) died a natural death because of politics, difference in ideology and strikes.

The second NLC — (December 20, 1975 — September 1976) died in its infancy. Some elements of politics and ideology contributed to its death through government intervention.

The third NLC (February 1978 — February 1988) collapsed at Benin — again because of politics and ideology.

Is it possible to eliminate politics and ideology in the Nigerian trade union movement?

## U.S. Companies

contd. from p. 18

Minister of Industries, Lt. Gen. Alanni Akinrinade (Rtd.). They also attended briefing sessions with the American Ambassador, other embassy officials and local business leaders, in addition to their working appointments with potential joint venture partners.

While it is still too soon to know the full outcome of the January mission, OPIC officials hope that a more co-operative era for U.S. and Nigeria business lies ahead.

The Structural Adjust-

ment Programmes and SFEM, for instance, have contributed to a more favourable investment climate. Businessmen are gaining confidence in Nigeria's determination to persist.

They noted, however, that Nigeria must continue to put its best foot forward in order to compete successfully with the many other developing countries clamouring for investment dollars.

(Culled from Focus on Africa).



## Visit

Recently, a patron of Eyimba Football Club of Aba, Chief (Eze) Obi visited the Holy Father in His vestry in Calabar to see things for Himself. Picture by Nsiong Ben shows the Holy Father (standing) shaking hands with the Eze while members of his entourage look on.



# Poor Nations Spend More On Arms Than Food

LOW income countries spent 18.6 per cent of their incomes on defence in 1985, according to the World Bank. That is an average of two per cent more than the highly industrialised countries spend.

In these low income countries, some in Africa more was spent on making war than on caring for the poor. Health and social services accounted for only 11 per cent of their budgets, while the average in the industrialised countries was 37 per cent.

There are some other surprising statistics when it comes to arms expenditures, too. Take arms supplies. In the world as a whole, from 1982—1985, the USSR supplied 30.4 per cent of arms, the U.S. only 17.8 per cent. But from 1979 to 1984 developing

country arms production increased their share of the market by 32 per cent annually.

We are not trying to pass the bulk or divert attention from U.S. arms expenditures here. But on a per capita basis, the superpowers spend less on arms than seven sub-saharan countries.

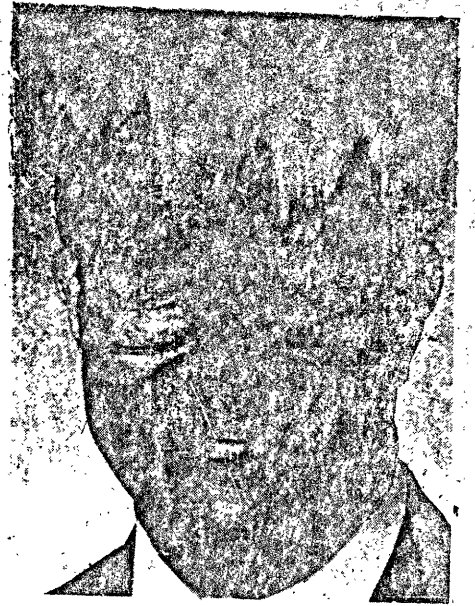
And when defence expenditures are ranked as a percentage of gross national product, the Soviets are 10th on the list and the U.S. only 34th.

And so, as U.S. Ambassador Princeton Lyman said in his Martin Luther King, Jr. Day speech at the University of Nigeria, Nsukka, "While we continue the process we have begun, we invite you to join us by working wherever you can, however you can, in the Organisation of African Unity, in the

United Nations, rich, to spend their wealth on arms rather than development." (Culled from Focus on Africa).

## USAID OFFICER HONOURED

Dr E. Keys MacManus, United States Agency for International Development (USAID) Affairs Officer in Nigeria, has received the population Institute's 1987 Distinguished Service Award, an honour which recognises significant contributions to population development activities by a government employee.



Barber Conable, President of World Bank.

## Western Germany-Welfare State

THE Federal Republic of Germany (Western Germany) is one of the most affluent societies in the world. At the same time, it is one of the most progressive in terms of social justice.

This situation was achieved in the framework of a free, democratic and just system of government supported by the people. Hardwork, labour-management cooperation, private initiative, free enterprise and organisational talent have been important in this as much as balanced economic and social policies have.

The basic law (constitution) of May 1949 forms the basis of the economic and social progress that has been made in the Federal Republic of Germany. The system of government defined in the Basic Law guarantees human dignity and the free personal development, on the one hand, and, on the other, social progress and justice.

Another key factor in the shaping of the social security system in the Federal Republic of Germany has been the economic policy known as "social market economy". It is based on the principles of free competition, private ownership, the free use of private property, private initiative and responsibility, but, at the same time, it also involves social obligations for those who own

property, social responsibility for employers, and a government role to the extent needed in social security in a system where as much as possible is left in the hands of the private sector.

The comprehensive system of employee involvement in company and administrative level decision making that has been created in the Federal Republic of Germany (Works Constitution Act, Personnel Representation Act) is another important aspect of social policy in the country.

The fact that most of the people living in the Federal Republic of Germany are insured against major risks is a product of the welfare state system. This is done through the various branches of the social security system.

There are also a wide-range of welfare assistance that sees to it that no one in a critical social situation remains without help.

It includes financial assistance to provide for basic needs as well as assistance in special cases of need (e.g. preventive health measures, medical assistance, integration for the disabled, assistance for persons in need of care, assistance for persons with behavioral problems, assistance to the aged).

People have a legal

right to most of these forms of assistance and they are provided after consideration of the specifics of each individual case. They are intended, as much as possible, to enable the person seeking help to help himself. The assistance measures are provided by local or regional authorities.

About 92 per cent of the population in the Federal Republic of Germany is covered by statutory medical insurance.

Retirement schemes are of major importance if people are to be guaranteed security in old age. The statutory pension-insurance scheme in the Federal Republic of Germany provides this security for the majority of the population.

One essential social policy task is that of integrating the disabled in the working world and in society as a whole. In recent years a rather broad range of legal regulations, services and institutions have been created for this purpose.

Persons who are physically, mentally or emotionally handicapped, or who are in danger of becoming handicapped, have a legal right to assistance of this kind.

In the Federal Republic, equality of the sexes is guaranteed by the constitution.

Discrimination or preferential treatment based on sex is not permitted. Legislative bodies, executive government and the justice system are legally bound to uphold this principle.

In 1980, equality of the sexes was reconfirmed as a legal principle by the Law on the Equal Treatment of Men and Women in the workplace and on the preservation of claims in the case of company transfers (EEC harmonization law). The focus of this law is that of preventing discrimination against an employee because of his or her sex.

This applies to hiring, the definition of working conditions, as well as to giving notice.

The law modifies the principle of equal pay. It makes it illegal for an employer to pay less for the same or equivalent work simply because of an employee's sex. Aside from this, the law takes protective account of factors specific to women. These and other key elements of the welfare system are to be discussed (with no claims to exhaustiveness) in the context of this special report.

Culled from Federal Republic of German publication).

## More US companies to invest in Nigeria

INCREASED U.S. investment in Nigeria should result from the recently concluded visit to Nigeria of Representatives of the United States Overseas Private Investment Corporation (OPIC) and the thirteen (13) American banking and industrial firms.

The press conference closing the official part of the six day visit found several firms announcing plans for future ventures.

Boice-Dunham Group and the International Management Consulting Group of Arthur Young signed a memorandum of understanding with M.G. Communications System (Nigeria) Limited, to supply F.M. broadcasting systems to several Nigerian States.

Western Adhesive of Kansas City, Missouri will open an adhesive manufacturing plant in one of the Middle Belt States.

Firestone Tyre and Rubber Co., in

conjunction with Hagbille (U.K.) sees Bendel State as a promising place to make Tyres.

Cargill will open a permanent office in Lagos. In addition, representatives of the People's National Bank of Commerce travelled to Bendel to meet with government officials.

The OPIC visit fulfils the promise made by U.S. Secretary of State, George Shultz, during his trip to Nigeria in January, 1987 to send an investment mission to Nigeria. OPIC is the U.S. Federal Investment Insurance Agency which supports American Investments Overseas.

The OPIC visitors met with key Nigerian government officials, including Chief of General Staff, Vice Admiral Augustus Aikhomu, Secretary, to the Federal Government, Chief Olu Falae, and

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# WILL OGUNKOYA STAY BEYOND DEC. 31, 1988?

WILL the Sole administrator of the Nigeria Labour Congress Mr. Michael Ogunkoya complete his assignment by December, 31, 1988 or stay beyond that? This is a question many union leaders in Nigeria do not want to think about, let alone ask, or seek the answer.

Mr. Ogunkoya had already spent his first six months, which some unions had complained was too long. The first six months expired on August 31, 1988. The administrator was given additional four months to complete his assignment — which some union leaders are complaining to be too long. The additional four months will expire on December 31, 1988.

Therefore to think about another extension of the time of Mr. Ogunkoya beyond December 31, 1988 is something some union leaders do not want discussed. Yet, between now and December 31, 1988, this question will keep coming up unless the union leaders give Mr. Ogunkoya their support and cooperation in his current task.

If the unions again withhold their support for Mr. Ogunkoya, as some of them did during the first six months, the administrator will not complete his job on schedule. He will need more time. Already the restructuring exercise was suspended for some time because of a court order initiated by a union.

Mr. Ogunkoya was appointed the Administrator of the NLC by the Federal Government on February 29, 1988, following the dissolution of the National Executive Committees of the two factions in the congress.

The two rival groups had held separate conferences at Benin City, Bendel State, between February 22, and 24, 1988 and elected two separate national officers.

Mr. Takai Shamang, president of the National Union of Electricity and Gas Workers was elected president of the NLC by one group, while Alhaji Ali Chiroma, a member of the National Executive Committee of the Medical and Health Workers Union was elected president of the NLC by the other group.

The Chiroma executive invited the police to guard the NLC secretariat in Lagos and protect the property of the congress.

The Chiroma executive also invited the State Security Service (SSS) to probe the activities of trade unions in Shamang group.

The Shamang executive countered by accepting to be probed as demanded by the Chiroma group.

The Shamang group also demanded that the unions in the Chiroma group should be probed. Meanwhile, the two groups insisted on gaining control of the Nigeria Labour Congress Secretariat in Lagos.

There was a strong possibility of a breach of public peace since the two groups were no longer able to resolve the dispute by themselves peacefully — as reflected in the invitation the Chiroma group gave to the police to intervene and as manifested in the mutual demand for a probe by the two

parties.

To avoid bloodshed, the Federal Government responded to the mutual demand for a probe, dissolved the national executive committee of the two NLC factions and appointed Mr. Michael Ogunkoya as the Administrator of the Nigeria Labour Congress.

The Government also dissolved the 19 states executive committees of the NLC and appointed 20 Administrators for the states.

The Federal Government empowered Mr. Ogunkoya to administer the affairs of the NLC and organise another delegates conference for the 42 industrial unions to elect new national leaders of the congress.

On April 7, 1988, Mr. Ogunkoya held his first meeting with industrial unions. The meeting was attended by leaders of 21 industrial unions, including the 20 unions supporting Mr. Takai Shamang.

Trade Unions supporting Chiroma boycotted the April 7, 1988 meeting with the Administrator.

In his address to the union leaders, Mr. Ogunkoya outlined the terms of reference given to him by the Federal Government:

"In application of the provisions of the order, I have been given the following detailed terms of reference.

1) In order to ensure a peaceful free and fair election at the Nigeria Labour Congress conferences in future, you are required to look into and examine, critically the procedural machinery being adopted by the Nigerian Labour Congress to conduct its general election at conferences.

### By Umoh James Umoh

Consider whether such electoral procedure is sufficiently free and fair as effective democratic machinery to elect its officers if not, to recommend any other procedure for election of Nigerian Labour Congress officials in future.

2) To inquire into the cause or causes, whether remote or immediate of the crisis within the Nigeria Labour Congress that subsequently led to its factionalisation.

3) Whether the issue of scholarships offered to the Nigeria Labour Congress is connected with the cause of the crisis. If so, enquiry should be made into who were the recipients of these awards and how the scholarships offered were shared among the unions.

4) The audited accounts of the NLC since 1978 has not been approved by the Registrar of Trade Unions. There were many queries raised on the accounts which have remained unanswered by the Nigeria Labour Congress leadership. The Administrator should investigate and make recommendations.

5) In order to ensure a successful take-off of the then newly established Central Labour Organisation, the Federal Military Government in 1978 donated to the NLC its present

secretariat. In addition to this, a sum of ₦1 million was also given as a take-off fund which was expected to be shared among the Nigerian Labour Congress and Industrial Unions. You should ascertain and come out with a clear picture indications of how the take-off fund was actually disbursed.

6) During the period 1982/84, a total of ₦1,270,200 was given to the Nigeria Labour Congress as subvention for the construction of warehouses in all states of the Federation for storage and distribution of essential commodities in order to alleviate the suffering of workers. You should ascertain the physical progress to monetary terms. The extent to which the money has been utilised for the purpose intended should also be investigated as well as what happened to the interest which accrued to the part of the money which the NLC itself disclosed was put into a fixed deposit account. Officials of the Nigeria Labour Congress responsible for handling this fund should be identified with the part played by each.

7) Since the inception of the Nigeria Labour Congress, the policy of succeeding Governments of the Federation has been and still remains that of upholding and maintaining only one strong and virile central labour organisation whose concern should be the protection and enhancement of the interest of the ordinary masses of the workers. But somehow, ideological pursuits have crept in, to the detriment of the central aim. The Administrator should examine the divisive impact of foreign ideology in Nigeria trade union movement, and shall inquire into the activities of the incursion by foreign trade union organisations in Nigeria Labour Congress, their collaborators in Nigeria and ascertain to what extent these organisations have by way of donation, training, international workshop seminars, promoted ideological differences within the NLC and come out with recommendations aimed at strengthening the central aim of establishing a united NLC.

8) The Administrator should examine whether there is need to review the constitutions of the Nigeria Congress and the 42 industrial unions to strengthen the democratic spirit and accountability in the movement.

9) At the moment, none of the 42 industrial unions or the Nigeria Labour Congress has been able to produce a register to show the numerical strength of any of them. The Administrator should ascertain the membership strength of each industrial union and recommend a machinery by which this can be done on continuous basis.

10) The Administrator should also feel free to inquire into and make observations and recommendations on any area not covered by these terms of reference, if, in his opinion, such inquiries, observations and recommendations can help the cause of workers, the unions and the Nigeria



Mr Michael Ogunkoya  
Sole Administrator of NLC

Labour Congress".

From the terms of reference given to him by the Federal Government, Mr. Ogunkoya requested each industrial union to forward a memorandum to him and to provide answers to the following questions:

### QUESTIONS TO 42 INDUSTRIAL UNIONS BY ADMINISTRATOR OF THE NIGERIA LABOUR CONGRESS — MR. MICHAEL OGUNKOYA

At the meeting which I held today April 7, 1988 with the industrial unions affiliated to the Nigeria labour Congress, I requested each union to forward to me a memorandum on my terms of reference. I wish to point out that your memorandum should contain the following, among other matters:

#### i) Scholarships:

How many members of your union benefitted from the scholarship offered to the Nigeria Labour Congress. Please give names of beneficiaries, positions held in the union, fields of study, duration of courses with dates, place of study and any other relevance information.

#### ii) Audited Accounts:

Please state the amounts of union dues paid by your union to the Nigeria Labour Congress for each year since 1978. Please forward copies of your audited accounts since 1978 and indicate those approved by the Registrar of Trade Unions and attach queries raised by the Registrar which have not yet been cleared.

#### iii) Take-off Fund

Please state how much of the ₦1 million take off fund granted by the Federal Military Government to the Nigeria Labour Congress in 1978 was given to your union by the Nigeria Labour Congress.

#### iv) Constitution

A copy of your constitution together with the various amendments since 1978 should be forwarded to me. What amendments, if any, would you propose for inclusion in the Nigeria Labour Congress constitution?

#### v) Membership

Please state your annual numerical strength from 1978. Have you an up-to-date register of members. If not, what are the problems and how do you propose to overcome them?



# NEW JOB TITLES REJECTED

Stories by Sister Glory Brownson

THE Nigeria Civil Service Union (NCSU) has rejected new functional titles and salary grades given to civil servants in the executive cadre by the Presidential Task Force on implementation of Civil Service Reforms.

In a letter to the Federal Government, the acting general secretary of the union, Mr. P. B. Okoro, said the new functional titles for top civil servants and the salary grades attached to the titles was a violation of agreement reached between the union and the government at the meeting of National Public Service Negotiating Council held at Ibadan on September 4, 1987.

The Presidential Task Force on implementation of Civil Service Reforms had, on August 5, 1988, directed all ministries and extra ministerial departments "that officers formerly in the executive cadre should, with immediate effect assume new functional titles".

According to the task force, top civil servants formerly designated as chief executive officers will now be known as chief personnel assistant on salary grade level 13.

Also, assistant chief executive officer will now be known as principal personnel assistant number one on salary grade level 12.

The principal executive officer will now be known as principal personnel

assistant number two on salary grade level 10.

The functional titles of senior executive officers, higher executive officers, executive officers and assistant executive officers have all been changed by the task force to principal personnel assistant number three, principal personnel assistant number four, senior personnel assistant and personnel assistant on salaries grade levels ranging from six to nine.

Reacting to the new titles and the various salary grades, Mr. Okoro recalled that at the Ibadan meeting of the National Public Service Negotiating Council of September 4, 1987, an agreement was reached "that the chief executive officer should be elongated from grade level 13 to grade level 14".

The salary grade levels of other

## UMAR PLEADS FOR INDUSTRIAL PEACE

THE Labour Minister, Alhaji Abubakar Umar, said in Lagos recently that the reforms in the civil service throughout the country are aimed at better social and economic development in the society.

officers were similarly to be elongated upwards.

Mr. Okoro condemned the refusal of the task force to implement the agreement already reached with the union on Civil Service Reforms.

He said it was surprising that rather than implement agreement already reached, the task force has introduced new functional titles and ignored elongated salary grades.

He warned that the union would resist any attempt to frustrate the implementation of agreement already reached on the civil service reforms.

Mr. Okoro therefore called on the Task Force to effect the elongation of salary grades of civil servants in the executive class and attach proper functional titles as recommended in the guidelines on the Civil Service Reforms without further delay and in the interest of industrial peace.

The minister urged all workers in the public sector to join hands with the government to make the new system a success.

Alhaji Abubakar Umar spoke on the maturity of the union in tackling issues through negotiation and consultation with the government.

The minister advised members of the union to do away with acts of indiscipline and concentrate on their jobs to increase productivity.

He said the government, as an employer of labour, its role in the industrial relations scene, has always met the desire of the workers and encouraged freedom of association.

The minister appealed to trade unions in the country to maintain industrial peace in order to enhance socio-economic development and unity in Nigeria.

## BALOGUN WORRIED

THE Chairman of the Lagos State branch of the Nigeria Civil Service Union, Mr. Nasir Bayo Balogun, has expressed concern about the leadership crisis in the Nigeria Labour Congress.

He advised all labour leaders in the country to eschew bitterness in their dealings in industrial relation matters so as to maintain labour unity.

Mr. Bayo Balogun appealed to the Federal Government to honour negotiated agreement concerning the elongated salary structure of the Executive and Allied Cadres from level 13 to 14.

Speaking at a conference of the federal branch of NCSU, he said this agreement was reached between the government and the National Public Service Negotiating Council at Ibadan in September, 1987.

Mr. Balogun appealed to the government not to do anything that could erupt another industrial crisis in Nigeria.



Mr. David Ojell  
President of Nigeria Civil Service Union

## CONGRATS!

THE National Union of Hotels and Personal Services Workers congratulated the achievements of the Nigeria Civil Service Union in ensuring that an organised labour unity is sustained in the country.

In a message given by the Assistant General Secretary of the Hotel Union, Mr. Bennette N. Ene, during the delegates conference of the Nigeria Civil Service Union, (Federal Branch), he advised members not to use the occasion to promote personal gains.

## ELONGATED SALARY

THE Federal Government has been urged to implement the elongated salary structure of all officers in the executive cadre from level 13 to level 14.

Speaking at the opening session of the Nigeria Civil Service Union delegates conference, (Federal Branch), the National President of the union, Mr. C. A. Olatunji, said that his union had embarked on collective bargaining process on this issue since 1982, to enable the government implement it, adding that agreement had already been reached at negotiating council meeting.

Mr. Olatunji said his union will continue to employ other constitutional means within labour and industrial relations sphere to make the government see reasons and implement the negotiated agreement.

## APPEAL TO WORKERS

WORKERS throughout the country have been urged to work as a team in order to pull the economy of this nation out from the present doldrum.

The Minister for Special Duties, Air Vice Marshall I. A. Shekari who made this statement in Lagos at the opening session of Nigeria Civil Service Union delegates conference, (federal Branch), assured all workers in the public sector that the government is sensitive to their problems.

He said the government appreciated the efforts made by workers to the development of the economy.

The Minister appealed to all workers to put the interest of this nation above personal gains.

## Growth Of Nigerian Unions

YEAR	NO. OF UNIONS	MEMBERSHIP
1940	14 Unions	4,629 Members
1941	27 "	17,521 "
1942	80 "	26,275 "
1943	85 "	27,154 "
1944	91 "	30,000 "
1945	97 "	40,000 "
1946	100 "	52,747 "
1947	109 "	76,362 "
1948	127 "	90,364 "
1949	140 "	109,988 "
1950	144 "	144,358 "
1951	124 "	152,230 "
1952	131 "	143,282 "
1953	152 "	153,089 "
1954	177 "	165,130 "
1955	232 "	185,987 "
1956	270 "	198,265 "
1957	288 "	23,742 "
1958	318 "	248,613 "
1959	347 "	259,072 "
1960	360 "	274,126 "
1961	370 "	300,000 "
1962	380 "	350,000 "
1963	399 "	375,355 "
1964	487 "	416,082 "
1965	600 "	486,430 "
1966	625 "	490,905 "
1966—76	1000 "	3000,000 "

1977—1,000 Unions were restructured to 42 industrial unions.



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### Calabar Office:

Manager, Brotherhood Bookshop  
34 Ambo Street, Calabar  
Cross River State  
Tel. (087) 220459