

Occupational Accident and Protection of Temporary
Workers' Rights in Nigerian Manufacturing
Companies: A Study of Selected Companies in
Lagos State.

BY

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Introduction

- Manufacturing companies in Nigeria today are striving to ensure safety of their workforce in the course of their daily work activities.
- Occupational accident remains a major occurrence in some of Nigerian companies (Ahn, Bena & Bailer, 2004).

Introduction Contd.,

- occupational accident is any physical injury condition sustained on a worker in connection with the performance of his or her job in the work place, and it poses a major threat to health and safety of the workers resulting into serious health, social, and economic consequences on workers and their employers (Zewdie, Dagnew and Takele, 2011).

Introduction Contd.,

- International Labour Organisation (1998) defines occupational accident as an unexpected and unplanned, including acts of violence, arising out of or in connection with work which result in one or more workers incurring a personal injury, disease or death. In view of the International

Justification for Temporary Employment

- The use of temporary worker is increasingly becoming a prominent feature in today's world of work (Ongera & Juma, 2014).
- Dassler (2012) infers that temporary-help industry provides in excess of three million workers in U.S as at 2012, a three hundred (300) percent increase from 1991.

Justification for Temporary Employment

- In Nigeria, accurate statistic of temporary workers in Nigerian organisation is very hard to ascertain due to several factors including lack of adequate information on their numbers and numbers of companies that worked for.

Statement of Problem

- The Nigerian Factories Act of 1987, 2004 and 2010 require every work organisations in Nigeria to put in place adequate health and safety measures to forestall any form of occupational accidents but in reality this is may be far from being true considering the number of injuries workers sustained daily in the workplace as a result of occupational injuries sustained daily in some of the manufacturing companies investigated.

Objective of the Study and Research Question

Objective of the Study

- The main objective of this study is to investigate occupational accidents and temporary workers' rights in Nigerian manufacturing companies.

Research Question

- Are temporary workers' rights in manufacturing companies protected in the event of occupational accidents?

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- The Nigerian Factories Act(s) 1987, 2004 and 2010 and its provisions.
- Factories Registration
- health (general provisions)
- Safety (general provisions)
- Welfare (general provision)
- Health, Safety and Welfare (general provision and regulations)

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- Critical examination of the Nigerian factories Act(s) from 1987, 2004 and 2010 indicate that they have the same contents with little modifications. The interesting thing is that despite the robustness of the provisions of 1985, 2004 and 2010 Act(s), occupational injuries arising from occupational accidents are still on the increase in some of the manufacturing companies investigated by this researcher.

Methodology

- The research setting for this study is Lagos State, situated in South-Western part of Nigeria.
- **Research Design**
Qualitative research design through the use of oral interview and documented evidences.
- In addition to the above, information from printed documents including Newspapers, News Magazine, company's safety handbook and the company's annual reports were also used.

Summary of Findings

- Several findings emerge from this study despite its qualitative nature. The major findings, however, include the following:
- The study found that despite the provisions of Nigerian factories Act 1987, 2004 and 2010, occupational accidents still remain a daily occurrence most manufacturing companies in Lagos State, Nigeria .

Summary of Findings

- The study also found that some manufacturing companies in Lagos, Nigeria only comply with the provisions of the Nigerian factories Act 1987, 2004 and 2010 on paper but not applying appropriately when situations demand.
- The study in addition, also found that most of the workers in some of these companies were either temporary or contract staff. Thus, many of employers through the use of phony contract agreements show little or no concerns to the plights of the workforce the in case of any injuries arising from their daily work activities

Conclusion and Recommendation

- The main conclusion of this study is that the rights of temporary workers in manufacturing companies in Lagos, Nigeria is currently under serious abuse.
- Based on the conclusion above, the study recommends that relevant regulatory agencies charge with the responsibilities of monitoring and enforcement of the various provisions in the Nigerian factories Act(s) especially, the 1987, 2004 and 2010 should perform their tasks effectively. With this, occupational accidents are likely to reduce marginally and compensation aspects will strictly adhere to by the various actors

Thank you for listening...