

NON-IMPLEMENTATION OF THE OUTCOMES OF DISPUTES, COLLECTIVE NEGOTIATIONS AND PERFORMANCE OF NIGERIAN WORKERS

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ABSTRACT

Nigeria is a country with great and large labour force that can competitively produce increase productivity and enhance the economic and developmental growth of the nation .But unfortunately Nigeria is a country prone to incessant industrial manifestations, strike action and unfulfilled implementation of negotiated collective agreements arising out of dialogues and compromise to the settlements of industrial disputes. Thistactical method of promising, implementations making workers to stop their industrial actions and go back to, work to avoid societal malaise while implementation linger, has made, workers return back to strike, thereby revitalising strikes that may last for, a longer period, due to non-implementation of negotiated, agreements. These studies evaluate the causes of incessant strikes in Nigeria and the Non implementation of collective agreements and its consequences on workers performance and productivity in the Nigerian economy. Workers in Nigeria are asked to understand, the economic situation of their employers and demand for things that are within their capacity so as to not to persuade them to promises that cannot be implemented. Notably agreements are meant to be fulfilled is agreed by parties to agreement for industrial peace and harmony. The non-implementation of the outcome of collective negotiations has cost both labour, management and the nation a lot, as strike become the consequence which does no good on either parties. The study review all these suggest, that a legalised framework, has to be enacted by the country national assembly ,and, the court to give collective agreement a legal backing that provides sanctions of, offending parties who will not, keep to the agreements. We also recommend that the archaic industrial relations concept of industrial relations law on collective bargaining to be reformed in line with international standard following the policies of the international labour organisations (ILO) for industrial peace, harmony and economic wellbeing of all.

KEYWORDS: *Collective Agreements, Negotiations Outcomes, Employers and Non Implementation of Outcomes, Legality*