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## **Implementation Strategies of 2011 Minimum Wage Act and Insincerity of the Federal Government in Nigeria**

**Dr. Uchechukwu Anthony Nwobi**

Post Doctoral Fellow, Department of Public Administration and Local Government, University  
of Nigeria Nsukka, Nigeria

**Ikechukwu Emmanuel Okolie**

Doctoral Fellow, Department of Public Administration and Local Government, University of  
Nigeria Nsukka, Nigeria

**Dr. Umar Sanda Isa Husaini**

Post Doctoral Fellow, Department of Public Administration and Local Government, University  
of Nigeria Nsukka, Nigeria

### ***Abstract:***

*The irrelevance of the Federal Government to the workers was determined in its inability to pay minimum wage across board orchestrated by the adoption of different strategies to maneuver the effective implementation of minimum wage. As if that was not enough, the Government belated the minimum wage law after five years it became due for review. On that premise, the aim of the research was to find out if implementation strategies of 2011 minimum wage Act were traceable to the insincerity of the Federal Government in Nigeria. The methods used were analytical, prescriptive, and speculative. System theory was the theoretical consideration. The study recommends that upward review of minimum wage, should not be used as election campaign strategy, minimum wage should also be reviewed every five years as stipulated by the law, and the Government should be stopped from arrogating power to fix minimum wage on them.*

**Keywords:** *Implementation, strategy, minimum wage, insincerity, federal government and act*

### **1. Introduction**

The issue of wage increase came with excitement as workers' felt it was going to improve their well-being. Unfortunately, tensions, deceit, conflicts, stress, emotions and rains were the bane of implementation of minimum wage in Nigeria. As such, the welfare of workers was not taken serious even after signing the minimum wage into law in 2011 Asodike and Atuwokiki, (2012). Amidst that, the erstwhile President Good Luck Ebele Jonathan contemplated whether to pay the paltry sum of ₦18, 000 monthly minimum wages to workers. His inability to pay minimum wage became fierce when the Federal Government violated the Act and Constitution Osa, (2011). In addition, the delay on the implementation by the Government made it to assume another dimension (Eroke, 2011). Eventually, the Federal Government strategically implemented minimum wage fully for only civil servants on grade levels 1-6 Aremu, (2013). The climax of such deceit became evident when the Government deferred the payment of other categories of workers (grade level 07-17) to January 2012 Anuku, (2011).

Recently, the law that provides that minimum wage of workers has to be reviewed every five years was belated by the Federal Government following its expiration in the year 2015 when it became due for review. In disguise, the Government used the situation of unpaid salaries of workers' as a strategy to deny workers increase in minimum wage Trotsky, (2017). In the same perspective, the Government made a pronouncement that implementation of minimum wage would be selective and retrogressive in nature as another strategy which was generally unacceptable to the masses Agbonkhese, (2017). That inaction of the Government over the implementation of proposed minimum wage became impeachable, irresponsible and a reflection of insincerity since the Government is supposed to obey laws instead of being pressurized Omar, (2018).

Beyond this incidence, the Government was expected to have brought succor to workers who feel the pinch of hardship in the nation instead there has been stifling challenges NBF News (2011). That led to shortchanging of workers against the proportionate (pro-rata) arrangement that ensures reasonable increase in wage for all grade levels. Thus, the adoption of numerous policies such as payment of workers on lower grade levels, relativity wage and increases in taxes of workers by the Federal Government geared towards truncating the implementation of minimum wage Ibrahim, (2012). Worthy of note, is that the rate of inflation was at its zenith and the masses are going through excruciating pain. Amidst those

challenges, the aim of the research was to find out if implementation strategies of 2011 minimum wage Act were traceable to the insincerity of the Federal Government in Nigeria.

## 2. Implementation

This concept has diverse meaning but for the purpose of this study, it connotes the ability to forge subsequent links in the causal chain to achieve a set goal. Again, they are those actions of the public or private individuals or groups geared towards achieving a set goal of a policy decision Brynard, (2005). Similarly, it means all actions that occur in the process of realizing a plan such as implementation of minimum wage, budgeting and undertaking of important institutional changes Hanzi, Meschik, and Sammer, (2002). In the context of policy, it encapsulates carrying out certain policy decision within a status such as relevant executive orders or legal decisions Signe, (2017).

### 2.1. Strategy

It is a Greek word *strategia* meaning "generalship". Interestingly the word did not originate with the Greek. It is traceable to Sun Tzu's classic in about 500 BC. It means an act to maneuver a laid down rules or procedures of achieving a set goal. In that context, it shows that war or conflict is the continuation of political relations through other means. In the same vein, it is what a person (the President) does to counter a competitor's (Nigerian Labour Congress, Trade Union Organization and Civil Servants) actual or predicted moves. In other words, it is an act to maneuver a laid down rules or procedures of achieving a set goal Nikols, (2012).

Strategy has to do with winning a battle through necessary maneuvers (political, economic, policy or military). Given the above insight, is characterized by its importance, significant commitment of resources and it is not easily reversible. In the same perspective, it is an approach individual or organizations can use to achieve their set goals in a tactical steps Bell, (1998). Similarly, it connotes the method through which set goals are pursued, and achieved overtime Tzu, (2018).

Perhaps, it could be the master plan stipulating how an organization or government would achieve its mission and objectives Hunger, and Wheelen, (2018). Concisely, strategy implementation brought to limelight the way in which a system ought to develop, put into use, bring together the sub units, and control the system geared towards employing strategies that will lead to the achievement of desired objective Juneja, (2018).

### 2.2. Minimum Wage

Minimum wage is the smallest hourly wage rate mandated by law to pay employees. In order to curb inflation, wages are supposed to undergo review periodically. It embodies three peculiarities namely: adequate to satisfy the purchasing power of workers such as food, clothing, housing, education, healthcare, and recreation, it should represent the lowest legal level of remuneration and inability to abide by the minimum wage should be punishable by the force of law Sulaiman, (2012). Besides, it could mean the minimum amount of compensation an employee must receive for putting in his or her labour based on social justice and equality. The least wage an employer must pay his employees in a given country Ogunmade, (2017).

Wage is the total emolument paid every month to an employee, for the services rendered. In addition, it could be the minimum amount considered sufficient to satisfy the basic needs of health, housing, food, clothing, education, and recreation of workers in relation to economic condition of the nation Archibong, Forstina, Opera, and Chukwudi, (2014).

### 2.3. Types of Wage

Wage is categorized into different types such as nominal wage, real wage and appropriate wage etc. Nominal wage is the actual wage or amount of money paid to an employee for a job done within a period of time. It was the wage (cash) payment made to the worker without considering inflation National Salaries, Incomes and Wages Commission (2010). Haze (2008) observed that nominal wage was the money value of someone's wage. For instance, a civil servant that received ₦100 per month, the nominal wage was ₦100.

Real wage according to was basically how much someone like a civil servant could afford Rogers (2012). In the same context, if the nominal wage was ₦100 per month but at the end of one year, inflation rose to 3%, then the wage was only worth ₦97. In other words, the purchasing power of the wage was ₦97. It was this value that was regarded as real wage. That is why civil servants always agitate for wage increase that was about the rate of inflation so that the real value of their income is preserved Haze, (2008).

Appropriate wage is the reasonable compensation to wage that should be paid to workers that would guarantee stability in the value of wages. In summary, it is the wage that would mitigate inflation National Salaries, Income and Wages Commission (2010).

### 2.4. Standards for Determining and Adjusting Minimum Wage

The first approach is looking at the basic needs of workers and their family using data on average expenditure on low income household, current wages, changes in consumer price index. There has to be review of wage over a period of time (Pember and Dupre, 1997). Cost of living index could also be used to measure the changes in the cost of living, average prices or selected household goods and services (Bureau of Statistics, 2011). Unfortunately, cost of living is never factored in minimum wage in Nigeria because the cost of living is not the same in all the State (Tinuke, Olusegun and Olanrewaju, 2012).

Social security is also essential and the relative living standard which is measured via using average income and income distribution of different social group. Comparing the pattern of expenditure report by different kinds of household (Rowstrek, 1996).

To adjust or review minimum wage, certain issues has to come into play. The consumer price index should be considered. Household CPI is reassessed so as to meet basic needs. The level of inflation has to be considered because some nations have a regular period while some have irregular period associated with high level of inflation. The next approach is configuration which is an embodiment of how transparent the rules employed in the process adjustment is. The Tripartite Committee always decide in Nigeria but in places like Brazil, the Government takes the decision (Foguel, Ramos and Cameiro, 2001).

### 2.5. *Insincerity*

The climax of a gap between the leaders and the followers is distrust. In that direction, distrust is a reflection of insincerity. The masses put up with quirks of the President but insincerity grates on the nerves Booher, (2018). In that context, it connotes the quality of being insincere, deceitful, unreliable, and untrustworthy in behaviour Webster, (2018). Similarly, when there is a separation from what one is and what one pretends to be. In addition, it means a want of purity, corruption and dissimulation on the part of a leader Kang, (2005). It connotes a situation where an insincere promise counts as a promise, insincere consent counts as consent and insincere abandonment counts as abandonment Ferzan, (2017).

### 2.6. *Minimum Wage Trajectory in Nigeria*

Abinitio, the issue of minimum wage had been on for over fifty years. The Federal Government prescribed ₦125 as the first National Minimum Wage in 1981. It was revised in 1991 to ₦250 monthly, ₦5500 monthly in 2000 and ₦18, 000 in 2011 Fabamise, (2017). The National Minimum Wage Act of 1981 was enacted under the dispensation of Shehu Shagari by the National Assembly. The wage was ₦125 per month and it increased after ten years to ₦250 per month Ekpo, (2017). When Olusegun Obasanjo ascended the throne in 1999, he increased the figure in 2000 to ₦5, 500 per month which led to Minimum Wage Amendment Act 2000 (Ajani, 2011).

The Act was reviewed in the light of comparative wage paid to workers in other African nations. Wages of other nations were found to be higher than that of Nigerian counterpart. In order to improve the working condition of civil service, minimum wage was increase to grant civil servants relief from their inadequate take home (Eme, 2010).

Again, the Nigerian Labour Congress in 2009/2010 demanded a review of wage upward to ₦52, 000. That was because the previous minimum wage of ₦ 7,500 for Federal workers and ₦ 6,500 for the State workers respectively was far lower than the minimum cost of providing basic needs of civil servants. Oyesola (2011) argued that the matter was deliberated on by the Justice Alpha Belgore Commission before they arrived at the stipulated wage of ₦ 18,000. The above view is in consonance with that of Ajani (2011) who said that it was late President Umaru Musa Yaradua who set up the Justice Alpha Belgore Committee. After series of negotiations by the stakeholders twenty states submitted memoranda suggesting an amount they could pay. In March 2011, the stakeholders ratified a new minimum wage of ₦18, 000 as benchmark for the Federal and the State Governments (Ochie, 2012). Eventually, the National Assembly passed the minimum wage and in March 2011, President Good Luck Jonathan signed it into law (Onuegbu, 2011).

Presently, President Muhammadu Buhari inaugurated a 30-member committee for Nigerian workers because at the expiration of five years, the previous minimum wage became due for review. The committee comprises of the Governors, cabinet members, labour leaders, and executives from private sectors. The motive is geared towards reviewing upward the current minimum wage of ₦18, 000 Fabamise, (2017). Subsequently, the Joe Ajaero-led newly formed United Labour Congress (ULC) demanded ₦90, 000, Ayuba Wabba-led NLC and Bobboi Kaigama-led TUC jointly demanded ₦56,000 Trotsky, (2017). In the same light, the proposed minimum wage vacillated between ₦56, 000 by NLC, TUC ₦45, 000 and ULC ₦96, 000. It became evident from the above that the proposal revolved around a particular range Chizurumoke, (2017). The table below represents minimum wage commissions in Nigeria from 1934 to 2010 & 2016/2017 Committees.

Commission	Year
Hunt Commission	1934
Harragin Commission	1954
Phillipson/Adebo Commission	1948
Gorsuch Commission	1954
Mbanefo Commission	1959
Morgan Commission	1963
Eldwood Commission	1966
Adebo Commission	1971
Udoji Commission	1972
Dotun Philips Panel	1985
Ayinde Review Panel	1994
Philip Asiodu Commission	1998/1999
Ernest Shonekan Commission	2000
Justice Alfa Belgore Commission	2009/2010
Proposed Joe Ajaero, Ayuba Wabba & Bobboi Kaigama Committees	2016/2017

Table 1: Wage Review Commissions in Nigeria 1934 – 2010& 2016/2017 Committees  
 Source: Adapted from Nwobi, U. A. and Onah, F. O. (2018) Poor Implementation of Minimum Wage and Financial Corruption in Nigeria “2011-2015” Copernican International Journal of Metascience, Science and Technology, Vol 2, No 2, Pp.145-164. Updated by the Author

The above table indicates that from 1934 to 2010 and 2016/2017 Committees, there has been several wage commissions. Interestingly, what is relevant to this study is Justice Alfa Belgore Commission of 2009/2010 and Joe Ajaero, Ayuba Wabba & Bobboi Kaigama 2016/2017 under the umbrella of the 2011 Minimum Wage Act in the erstwhile dispensation of president Good Luck Ebele Jonathan.

**3. Methodology**

The research made use of analytical, prescriptive, and speculative methods. Data was collected through the secondary source such as journals, magazines, newspapers, internet resource, and books. Logical analysis technique was used to analyze data. It is the human thought that entails thinking in a linear step- by- step manner about how a problem could be resolved. The research materials and approaches used were analytically consistent with the demands or requirements of Nigeria, which showed that the instruments were reliable.

**3.1. Theoretical Consideration**

The theoretical underpinning for this study was system theory. The major proponents of the theory are David Easton (1965), Capra (1982), Roy Grinker, Almond Gabriel, William Gray, Nicolas Rizzo, Karl Menninger, Silvano Arieti, M. Ford, (1992) etc. A system is a set of things that affect one another within an environment and form a larger pattern that is different from any of the parts Bertalanffy, (1968).

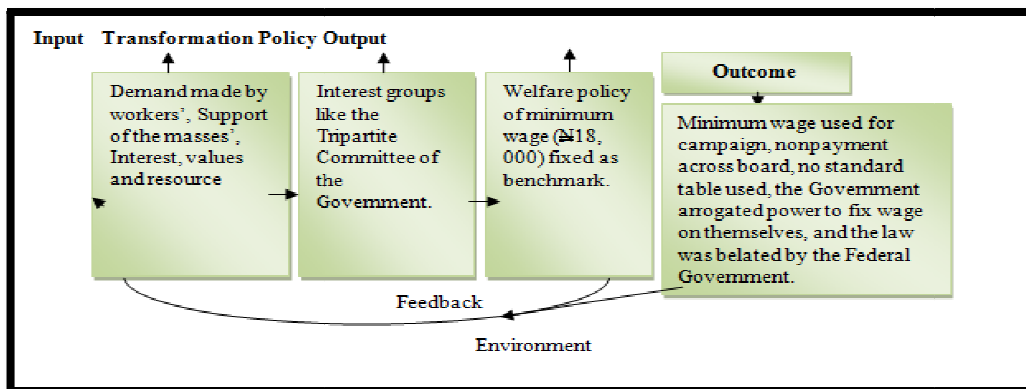


Figure 1: A Diagram Showing the Input-Output Transformation of System Theory to Implementation Strategies of Minimum Wage and Insincerity of the Federal Government “2011 Act”  
 Source: Adapted from Izueke, E. (2014). Theoretical Framework of Analyses in Public Administration, in Ikeanyibe, O and Mbah, P. (EDS) an Anthology of Theories for Social Research, (159-183), Enugu: University of Nigeria Press Ltd. Updated By the Author

Interestingly, the diagram above pointed out that a demand was made by the civil servants on the Government inform of input. It was transformed in the system via collective bargaining, which led to an output of ₦18,000 minimum wage as benchmark. That gave birth to an outcome (which made minimum wage a campaign issue, the Government arrogated power of fixing minimum wage on themselves, there was no uniform application of minimum wage, and the Government belated the law after five years it became due for review). Amidst that, the outcome was seen as a feedback mechanism to the workers'. The dissatisfaction of the masses led to the present agitation by Nigerian Labour Congress for the proposed minimum wage of ₦56,000/₦90,000. Suffice to say that, until the needs of the workers are met, the demand for increase in minimum wage will continue to unfold itself Oche, (2017).

#### 4. Implementation Strategies of Minimum Wage and Insincerity of the Federal Government in Nigeria

In a submission by Odesola, Funso there is a lot of insincerity, hypocritical attitude on the part of the Federal Government and when there is a hidden agenda, nothing works straight. Besides, the number of insincere people in the nation outweighs the sincere ones, which make it difficult to handle Salau, (2016). On that perspective, the remarkable thing about minimum wage was the disagreement among stakeholders on the modalities for the implementation of National Minimum Wage Act. The Federal Government considered partial implementation of minimum wage across board. The leaders of the Nigerian Labour Congress insisted on full implementation. That disagreement led to the delay in the implementation and raised a serious concern on the seriousness of the Government to implement the law (Eroke, 2011). In that light, many strategies were adopted by the Federal Government to achieve their set goals. In the same context, (Salihu, 2011, 2) states that:

It is important that a distinction is made between the process of passing the minimum wage law and responding to the consequence of having to deal with matters arising from the implementation law. Unfortunately, there is a temptation to resort to quick fix strategies.

In the above summation, the stakeholders in the process of implementation did not keep to the rules but sought for avenues to wriggle out of the agreement. The consequence of responding to matters that arose from the passage of the new minimum wage required that all wage tables are to be adjusted. Instead of instituting a framework to negotiate adjustment of wage tables effectively in all sectors, excuses were formulated by the Federal Government.

On adoption of the National Minimum Wage by the States, Nigeria Labour Congress had a meeting with the States Governors before the meeting with the Federal Government. The demands of the Nigeria Labour Congress, Trade Union Congress, and the Civil Society Coalition were a signed agreement between the Federal Government and the State Government on one hand and the Nigeria Labour Congress and Trade Union Congress on the other hand. The agreement was put into the nation's legislative process and was duly enacted into law. In addition, establishment economists confirmed that all the Governments of all the three tiers of Government in Nigeria could pay the minimum wage. The new Governors fought hard to win with the full knowledge of the agreement because they were not conscripted into office Madunagu, (2011).

In the agreement, it was stated that: (i) the 36 States agreed to comply with the New National Minimum Wage (Amendment Act) 2011, (ii) the National Minimum Wage was to be implemented across board based on salary relativity which was not going to distort the payment table at the Federal, State and Local Government levels. (iii) The implementation was to take effect from March 2011 when the National Minimum Wage was signed into law. (IV) The salary arrears were to be paid within three months. (v) Workers were not to be victimized on National Minimum Wage by either retrenchment, increase in tax or any other form of punishment (Oyesola, 2011).

Surprisingly, the Federal Government that signed the National Minimum Wage into law did not comply fully with the Act. The Federal Government received the blame for not including the input of Nigeria Labour Congress and Trade Union Congress before releasing an implementation circular to effect payment (Anuku, 2012). Similarly, the argument was that it had no locus stand to release a template alone without contributions from critical stakeholders who were involved in the negotiation process (Omar, 2012). More so, implementation of minimum wage was paid in piecemeal by the Federal Government thus ₦1000 each was added to the salary of workers at all grade levels. The Government tactically said that it had commenced the payment of ₦17,034 minimum wages to the workers. Implementation of minimum wage of junior staff alone was insensible because their services of workers on grade level 01 to 02 already was outsourced to private firms. It simply meant that the Federal Government only adjusted minimum wage to ₦18,000 and the 0.01% increase became a parameter to adjust all grade levels from 01 step 01 to grade level 17 steps 01. After a proper scrutiny of what was done by the Government, it became evident that minimum wage was not scientific and insignificantly implementation (Wogu, 2013).

The 2010 Federal Government salary chart also confirmed the above summation when the Government out rightly paid the core civil servants against the demand of 5.4% for everybody. That was a reflection of some incompetence in handling a straightforward matter because the Federal Government cannot arrogate the power to interpret the law on themselves (Oyedele, 2011). Furthermore, no standard table or accurate figure were used as a standard for the implementation of minimum wage, which made it the first time hierarchical system of grade levels would be neglected in salary increase. That was a pointer to the breach of agreement reached between the stakeholders (Ndiribe and Ujah, 2008). To buttress the above view, the table below represents a summary of the Federal Government salary chart for 2010 and 2011.

Grade Level	Monthly Gross Salary		Differences in Wage Between Federal Government 2010/ Federal Government 2011
	Federal Government 2010	Federal Government 2011	
1 Step 1	₦17,073.17	₦18,900	₦1,826.83
2 Step 1	₦17,350.50	₦19,177.33	₦1,826.83
3 Step 1	₦17,587.33	₦19,414.16	₦1,826.83
4 Step 1	₦18,422.67	₦20,249.5	₦1,826.83
5 Step 1	₦20,874.83	₦21,774.83	₦900
6 Step 1	₦25,452.24	₦26,352.41	₦900.17
7 Step 1	₦42,263	₦43,163.75	₦900.75
8 Step 1	₦54,615.33	₦55,515.33	₦900
9 Step 1	₦64,154.67	₦65,055.5	₦900.83
10 Step 1	₦75,309.25	₦76,210.08	₦900.83
12 Step 1	₦86,867.33	₦87,767.33	₦900
13 Step 1	₦96,952.75	₦97,852.75	₦900
14 Step 1	₦107,084.83	₦107,984.83	₦900
15 Step 1	₦146,484.67	₦147,385.5	₦900.82
16 Step 1	₦182,239.75	₦183,139.75	₦900
17 Step 1	₦347,733.33	₦348,633.33	₦900

*Table 2: Summary of Minimum Wage Implementation and the Differences in Payment between Federal Government 2010 and Federal Government 2011*

*Source: Adapted from, the Presidency National Salaries, Income, and Wages Commission, Federal Republic of Nigeria (2010), Consolidated Public Service Salary Structure (CONPSS). Abuja: Office of the Executive Chairman SWC/S/04/VIII/298; 1/07/2010, 1-3, and National Salaries Income and Wages Commission, Federal Republic of Nigeria (2011) Consolidated Public Service Salary Structure (CONPSS). Abuja: Circular No 23/03/2011. Updated by the Author*

In the light of the above table, the Federal Government from grade level 06 to grade level 17 (2010 and 2011 salary charts) paid higher with a very wide margin. In the 2011 chart, the Federal Government added only ₦1, 826.83 for grade levels 01 to 04 and ₦900 for grade levels 05 to 17. That was an indication that the Federal Government did not implement the minimum wage across board as agreed in the Act, which was a reflection of insincerity on the part of the Government.

Incidentally, implementation of minimum wage was a strategy used during campaign to win election, which led to their inability to keep effective date. The Federal Government and Nigeria Labour Congress went into an agreement to pay ₦18, 000 minimum wages. Nigeria Labour Congress strategically chose election year to negotiate with the Government in order to increase its bargaining powers and maximize its pay off. They all agreed because of fear that the strike was going to destabilize their reelection and promised the adjustment of the revenue sharing formula. The grievance was that, the President strategically delayed until 2011. As soon as the elections were over, the slogan of the President changed having realized his political ambition of winning the election (Okeke and Aniche, 2011).

In the same dimension, the current proposal to adjust minimum wage is also taking place at the verge of 2019 presidential election. That has made the masses skeptical as to whether the issue of upward review of minimum wage will be a reality or another strategy on the part of the Government to increase its bargaining power Momoh, (2018). In a similar submission, the anticipation is that the 2019 election would determine the new minimum wage. The simple reason is that the proposal for minimum wage of ₦56, 000/90,000 also came into limelight at the peak of the presidential campaign and would likely be a major determinant as to who gets elected and re-elected. Shortly after, another round of campaign and promises will commence as a ploy to be reelected Oche, (2017).

Sadly, the law that provides the review of minimum wage every five years was belated by the Federal Government following its expiration in the year 2015. In the same vein, the five-year reopener clause for new negotiations to review minimum wage has elapsed for more than seven years since the signing of the bill into law. Incidentally, the Federal Government has been docile on the issue of the agreement since 2016 in relation to the demand of Nigerian Labour Congress. Recently, NLC reopened its demand based on the 2011 Act Ekujumi, (2016). Amidst that, the inability of the Government to implement the review of minimum wage law on a regular basis reduced national growth Omar, (2018). Surprisingly, that trace of insincerity also led to the foot-dragging of the Federal Government on payment of minimum wage. PM News, (2011). It was worthy of note that the stakeholders strongly decided that if the Federal Government under the auspices of President Muhammadu Buhari becomes recalcitrant to proper implementation and charts the course of delay tactics in subsequent minimum wage issues, the nation would react Sulaiman, (2018).

In the same context, the Federal Government rejected the minimum wage agreement openly as a delay tactics until the Federal Government was forced to reverse its plan to renege on the previous agreement of July 19<sup>th</sup>, 2011. Again, the feeling

that implementation of increased minimum wage would eat deep into the public coffer where the insincere bourgeoisie in government embezzle from gave rise to the recalcitrant behavior of the Government Adewale, (2011). Sadly, the value of minimum wage was \$120 per month in 2010 and it rose to \$81 per month. That translated to a decrease on minimum wage by \$38.1 because of devaluation of naira to ₦230 per dollar. Even at present, the value of \$1 to naira is about ₦363, which revealed the skyrocketing nature of devaluation of naira Chizurumoke, (2017).

There is no uniform application of minimum wage by the three tiers of government. Each of the three tiers has a different salary structure on their payroll. Another strategy in view is the anticipated reduction of the number of civil servants and the merger of Ministries and Agencies Yusuf, (2017). The Government arrogated the right to fix emoluments on themselves instead of the revenue mobilization and fiscal commission shouldering the responsibility. It is never the responsibility of the Government Ugwumadu, (2014). The dispensation of erstwhile President Good Luck Jonathan lacked the powers to enact a National Minimum Wage that would impose obligations to pay on other employers except the Federal Government. The President did not reflect on section 14(2)(b) and item 34 of the second schedule to the 1999 Constitution. According to the Constitution, it gives the National Assembly powers to prescribe a National Minimum Wage for the Federation, which must be in line with section 4 the Constitution that provides for peace order and good government of the nation instead of imposing excruciating hardship on the people Oyetibo, (2017).

At present, it is the situation of unpaid salaries that the Government fronted as a strategy not to increase minimum wage of workers. Sadly, salaries of more than two million workers' in twenty-seven states of Nigeria were owed for at least three months Trotsky, (2017). One could not but agree that the various implementation strategies employed at different points in the course of implementation of minimum wage were significantly traceable to the insincerity of the Federal Government. The civil servants need a minimum wage that would guaranty stability rather than the deceits perpetrated by the Federal Government.

## 5. Summary

The research explored implementation strategies of minimum wage and insincerity of the Federal Government to find out if implementation strategies of minimum wage were traceable to the insincerity of the Federal Government in Nigeria "2011". The study adopted the analytical, prescriptive, and speculative methods. System theory was the mirror used to examine the study. The Government did not comply fully with wage law, government rejected minimum wage as a delay tactics, there was no uniform application of wage and it was made a campaign issue. Succinctly, implementation of minimum wage became a thing of deceit and unruly behavior from the helm of affairs. The earlier something significant is done the better for the living standard of the workers'.

### 5.1. Recommendations

- The issue of minimum wage increase should be discussed outside election periods. That would create avenue to ascertain the interest of the Government on issues of minimum wage.
- There should be a stop to the Government arrogating power to fix minimum wages on themselves. To achieve this, the institutions and organizations should go to court and seek restrictive orders to prevent the representatives from arrogating to themselves the power to fix wage.
- There should be harmonization of salary of workers through adoption of a uniform salary scale/ table for all workers irrespective of their profession and ministries.
- There should periodic review of minimum wage every five years as the law stipulates. To achieve this, the tripartite committee should consider the rate of inflation before arriving at a conclusion.
- The power to fix minimum wage should not be an exclusive preserve of the Federal Government. To avert this, the Federal Government should abide by section 14(2) (b) and item 34 of the second schedule to the 1999 Constitution.

### 5.2. Closing Remarks

The glaring nature of insincerity on the face of the study depicts that the Federal Government did not relent in the use of different kinds of maneuvers, geared towards ensuring that ineffective implementation of salaries of workers across board within the period of study. Sadly, the maneuvers' adopted by the Federal Government aided in stifling the economy.

I demand that the Federal Government has to cultivate the attitude of sincerity on issues of minimum wage determination, adjustment, and implementation. In the absence of sincerity, the stakeholders will continue to sing a discordant tune anytime workers' and Labour demand for adjustment of minimum wage. However, the aforementioned recommendations are the necessary drivers for the effective implementation of minimum wage in the nation.

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