

FEDERAL GOVERNMENT-ACADEMIC STAFF UNION OF UNIVERSITIES INDUSTRIAL RELATIONS AND STATE OF NORTH-CENTRAL UNIVERSITIES IN NIGERIA: ASSESSMENT OF RESEARCH DEVELOPMENT AND WELFARE OF THE TEACHNG STAFF, 2009-2024

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Abstract

Universities play a vital role in developing human capital through teaching, knowledge creation, and research. To achieve this, the workers, management, and owners of these institutions must work together. This study explores the dynamics of industrial relations between the Federal Government of Nigeria (FGN) and the Academic Staff Union of Universities (ASUU), examining how these relationships impact the welfare of research and academic staff in Nigeria's North-Central region from 2009 to 2024. The research utilized a mono-method quantitative design, distributing structured questionnaires to academic staff. It employed descriptive statistics (using SPSS version 22 for demographic analysis) and inferential statistics (PLS-SEM 4) to explore the relationships between various factors. Grounded in Social Conflict theory, the findings indicate that the industrial relationship between FGN and ASUU significantly influences both the welfare of academic staff and the quality of research in North-Central universities during the study period. The study concludes that while collective bargaining has sometimes led to improvements—like infrastructure enhancements through TETFund and NEEDS Assessment—it also has mixed effects on the research and welfare of academic staff in the universities examined. Building on previous research, this study adds to the existing body of knowledge by providing a region-specific, empirically based analysis of the industrial relations between FGN and ASUU, focusing on research development and the welfare of academic staff. The study advocates for a transparent and accountable industrial relations framework, along with international collaboration, to help reposition Nigerian universities for national transformation and enhance the well-being of academic staff.

Keywords: Collective Bargaining, Industrial Relations, Strike, University, Development