

**A Study of the Socio-Economic
Condition of Junior Workers in Lagos
State University**

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ABSTRACT

The main purpose of this survey was to identify and compare the economic as well as the social conditions of LASU Junior Staff. It sought to identify problems of the workers who were on EUSS 01 to EUSS 05 at the Lagos State University.

The sampling technique used was stratified simple random sampling; a sample of one hundred (100) workers from about seven hundred (700) workers were selected and divided into a homogenous stratum. Some notations and formulae were used. The confidence limit of the estimates was based on 5% confidence interval. Some recommendations were made, based on the findings.

INTRODUCTION

The living patterns, family relationships, nature of job, wages and mode of expenditure of workers in any society are significant, especially since workers constitute the mainstay of the economic, social and political set-up of any nation. In particular, the junior workers in any work situation are always greater in number. Thus, the research into the social and economic conditions of these workers is important, hence, the need for a study of this nature.

A similar study on the social and economic conditions of junior workers in the university (Lagos State University) was carried out using stratified simple random sampling (Alamutu, 1989). The population of junior workers was divided into different strata based on department, i.e. each department was considered a stratum. In the survey the population was not divided into homogenous state which is the main requirement of Stratified Sampling Technique. Hence the estimation of various parameters was not so efficient as it could be if the population were divided into homogenous strata.

Another survey was conducted five years after, in which the new population was divided into different strata, based on salary scales. Thus the units within a stratum are supposed to be homogenous with respect

to their incomes. This approach proved more efficient in terms of the estimation of parameters compared to the previous study when a department was a stratum (Alamutu, 1994).

Time must have lapsed on the previous study and I hope that this work will bring new results because economic and social factors are always changing over time. The present study therefore seeks to investigate the social and economic conditions of junior workers in Lagos State University.

PURPOSE OF THE STUDY

The main aim of the comparative study of socio-economic condition of workers was to identify and compare the economic as well as social conditions and problems of the workers who were on the EUSS-scale. Some of these objectives are enumerated as follows:

1. To suggest solutions to social and economic problems and recommend measures that are likely to increase the welfare of the workers.
2. To find out the effect of the sampling technique used when departments were used as strata as against when the EUSS-Scale was used, and to see whether there is any variability in estimations.
3. To provide or collect information for planning with regard to income distribution for future planning on junior workers.
4. To identify the income distribution of workers in the university.
5. To find out generally, the living conditions of these workers with regard to their incomes.
6. To determine the university authority's attitude towards junior staff poor conditions if any.
7. To ascertain areas where they spend greater percentage of their incomes, so that after the final analysis, recommendations as to the areas where the university can help to alleviate their hardship, could be given.

SCOPE/DELIMITATION

The work covers the low-level manpower of all departments of the university including both academic and non-academic staff with salary scale EUSS 01 to EUSS 05.

METHODOLOGY

Sampling and Sampling Procedure

The comprehensive list of those categories of workers was prepared by the Establishment Office of the university, numbering seven hundred

(700) workers out of which one hundred (100) workers were selected. The selection was made according to some specified procedure (illustrated below) and the sample constitutes a part of the population.

Before selecting the sample, the population was divided into parts, called sampling units which include the V-C/ACA DE/INFOR, Security, Registry/Estab., Student Affairs/Administration, Bursary/Staff Development, Workers, Health Faculties, University Schools, University Library, Press, Guest Houses, etc., as shown in Table 1. Efforts were made to see that the units covered the whole population belonging to one and only one unit. The construction of these units is called the sampling frame.

Table 1: Distribution of Sample Among units of the University
(A-P Stratum Wise)

Scale Units (Stratum Wise)	No. of Staff (Junior)										Total
	A	B	C	D	E	W	H	F	U	P	
EUSS 01	2	2	10	18	20	25	30	10	5	3	115
EUSS 02	25	28	20	20	25	35	25	30	15	10	233
EUSS 03	10	20	20	10	10	22	20	20	5	3	140
EUSS 04	10	10	10	20	15	15	10	20	10	10	130
EUSS 05	5	10	10	10	10	10	5	10	10	2	82
TOTAL	52	70	70	78	70	107	90	90	45	28	700

KEYS:

A	—	V-C/ACADEMIC/INFORMATION/PHYSICAL/PARKS/GARDENS/ INTERNAL AUDIT UNIT
B	—	SECURITY UNIT
C	—	REGISTRY/ESTAB/HOUSING/ACADEMIC UNIT
D	—	STUDENT AFFAIRS/ADMISSION
E	—	BURSARY/INDUSTRIAL RELATIONS/STAFF DEVELOPMENT/ COUNCIL UNIT
W	—	WORKS UNIT
H	—	HEALTH UNIT
F	—	FACULTIES
U	—	UNIVERSITY LIBRARY/COMPUTER/WORKSHOP AND OTHERS
P	—	UNIVERSITY PRESS
EUSS	—	ELONGATED UNIVERSITY SALARY SCALE

A Stratified Sampling Procedure with simple random sampling without replacement (SRSWOR) Scheme in each stratum was adopted in the selection of workers under study. Moreover, because of the heterogeneity

or the population which can be divided into sub-populations, each of which is homogenous, the population was first divided into five groups called the strata. The strata are formed according to the EUSS-Scale. Thus we define the strata as follows:

- STRATUM I Consists of those categories of workers on EUSS 01
- STRATUM II Consists of those categories of workers on EUSS 02
- STRATUM III Consists of those categories of workers on EUSS 03
- STRATUM IV Consists of those categories of workers on EUSS 04
- STRATUM V Consists of those categories of workers on EUSS 05

Samples of one hundred (100) workers (Junior) were selected from seven hundred (700) workers in the university. Using proportional Scheme within each stratum was adopted.

Table 2: Distribution of Sample Using EUSS-Scale

	STRATUM SIZE	SAMPLE SIZE
EUSS 01	115	16
EUSS 02	233	33
EUSS 03	140	20
EUSS 04	130	19
EUSS 05	82	12
TOTAL	700	101

INSTRUMENTATION

The only instrument used for this study was a questionnaire designed by the researcher. The questionnaire sought information from five main areas, i.e., family status, conditions of service and job satisfaction, nature and type of work, social and economic conditions. The questionnaire consisted of thirty-five (35) items in all. Most of the questions were framed in such a way that the respondent only needed to mark an "X" in the appropriate box among the four boxes provided against each question.

VALIDITY

In order to ensure content validity and face validity of the instrument, it was sent to two experts at the Federal Office of Statistics in Lagos who went through the instrument and made useful corrections where necessary.

The questionnaire was pre-tested using twenty (20) junior staff not included in the main sample. The reliability coefficient (r) using Kuder-Richardson formula 21 was calculated to be 0.71.

ADMINISTRATION OF THE INSTRUMENT

The instrument was administered personally by the researcher. To avoid incomplete information or duplication, the researcher had to visit each worker in his/her office to get the questionnaires filled.

RESEARCH QUESTIONS

1. Does the standard of living of Lagos State University junior workers in 1989 differ from their standard of living in 1994?
2. Does EUSS stratum prove more efficient than when department was used as stratum in estimating average monthly expenses?
3. What is the attitude of the Lagos State University authority to the poor working conditions of her junior staff?

FINDINGS AND DISCUSSION

Table 3: Comparison of Results with Other Sources of Information: Summary of Result

Particulars	YR. (1989)		YR. (1994)	
	Amount (₦)	Variance of the estimate	Amount (₦)	Variance of the estimate
Estimated average monthly income each of the workers (Junior) received	600	3.543	1,800	0.550
Estimated average monthly house rent by each of the workers	100	1.523	400	1,500
Estimated average monthly amount spent on children's education	250	1.720	500	1.55
Estimated average monthly amount spent on food	360	9.67	1,000	9.55
Estimated average monthly electric bill	15	0.199	30	0.137

monthly amount spent on parents/guardians	N.A.	N.A.	50	2.8
Estimated average amount spent on health monthly	N.A.	N.A.	100	0.25
Estimated average monthly amount spent on transport	N.A.	N.A.	600	0.18
Estimated average monthly amount saved	N.A.	N.A.	00	00

N.A. means not available (Variance of estimator in 1994 is less than variance of estimator in 1989).

From Table 3, the standard of living of Lagos State University junior workers in 1989 differs from the standard of living in 1994. This may be due to increase in estimated average monthly income in 1994.

The result also indicates that when a department was used as stratum, the variance of estimator is greater than when EUSS scale was used. This suggests that EUSS stratum is more efficient than department stratum. It is also more efficient in the population total when compared.

The attitude of Lagos State University authority to the junior staff poor working condition was negative because the response of the subjects indicated lack of job satisfaction, since there are no incentives or welfare packages introduced by the University authority.

In a similar survey conducted at the University of Ilorin by a post-graduate student in the Department of Statistics (Adewole, 1995), the results showed that the EUSS stratum is more efficient. This agrees with the findings of this study.

RECOMMENDATIONS

Based on the findings of this study, the following recommendations were made:

- (1) University authority should provide bicycle and motorcycle loan for those who apply for it.
- (2) The management of the university needs to be more keen in preventing industrial dangers to which field workers are exposed.
- (3) The workers should be provided with adequate housing.
- (4) Who should provide cheap food for the workers through coopera-

ive shops in addition to the existing canteens and walkway shops.
(5) Generally, the university authority should provide free health services and possibly work out modalities to provide subsidised education for the wards of these categories of workers.

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