

The Administrative Structure and Organs of the National Union of Road Transport Workers (NURTW) as a Trade Union

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Abstract

This article is a reflection of the structure, functions and administrative organs of motor transport union, with the focus on the National Union of Road Transport Worker (NURTW) in Lagos State. Therefore, the NURTW is not perceived as flexible, accessible and transparent in nature which had left many to see the union in bad light. This study examines the state of administration, organisational structure and effective management of NURTW across the motor parks and garage in Lagos State. Historical research methods were adopted; this involved the collection of primary, secondary source materials and archival materials from National archival Ibadan. Oral interviews were conducted with members of the union and officials of the Lagos State Ministry of Transportation. The secondary sources included textbooks, journal articles and newspapers. Finding shows that the NURTW is administered at 3 levels via; the national, the zonal and the state levels, it is governed by one constitution. Each zone sees to the affairs of the states within its sphere of influence, the states chapters of the union, organised the branches and units under the states' Secretariats. This study recommends that the government and the ministry of transport should run on a consolidated structure that allows for easy daily planning, monitoring and coordination of various transport unions, in line with global best practices.

Keywords: Lagos State, trade union, administrative structure, NURTW, transportation

Introduction

The trade union can be viewed from a multi-disciplinary perspective. This is because it is studied and discussed differently by historians, sociologists, economists and political scientists across academic spectrum. Despite the divergent definitions and views on what constitutes a trade union, scholars agree on two key features. These features have been explained by Webbs (1965). Firstly, according to (Webb and Webb, 1965:26), "trade union is defined in terms of functions it is expected to perform, that is, the pursuit of economic interest of its members". Secondly, a "trade union is composed of workers alone". Given these, Webbs defines trade union as "continuous association of wage earners for the purpose of maintaining or improving the conditions of their working lives" (Webb and Webb, 1965:1). Trade union mostly emphasises joint, coordinated actions and collective bargaining. It is

also formed to protect and promote all kinds of interest, including economic, political and social interests of its members. Negotiations and collective bargaining are the tools for accomplishing these objectives (Shrestha, 2012:16-17).

The history and emergence of trade unions in Africa could be situated within the context of socio-economic relations in the colonial era. Both economic situation and political dependence were responsible for the formation of African trade unions and conditioned their later development (Meynaud and Salah-Bey, 1973:7). The socio-economic situations include unemployment and chronic under-employment, relatively small number of wage earners, impermanence of the labour force and seasonal migration. The political factors include the colonial experience and the influence of metropolitan trade unionism, which were closely linked with the development or retardation of trade unionism in Africa: these are termed the external factors. In the colonial era, it was not uncommon for the colonial administrations to view trade unions as representing serious threats to their designs especially as it might lead African workers to confuse economic exploitation with political domination and thereby encourage nationalist demands (Hodgkins, 1956:122). This explains the three kinds of policies adopted throughout Africa during the period to suppress this supposed danger. First, the attitude of some colonising powers reflected an uncompromising resistance to the formation of unions. The second was to guarantee the growth of trade unionism to control it. A third stance was to allow the right to associate only when protest and demand reached a certain pitch (Meynaud and Salah-Bey, 1976:17). In the British colonial territories, the first step towards encouraging the formation of trade unions was made on 17 September 1930. These directives, according to Meynaud and Salah-Bey (1976), stated that advances in economic and social conditions in the colonies had created situations favourable to the growth of trade unionism. It should be noted that no progress was made in this direction before the Second World War (Meynaud and Salah-Bey 1976:23). It is, however, instructive to note that certain workers' demands in African states pre-dated these directives. Several demands led to protests and strikes in many places in the nineteenth century. Examples are the 1874 Negro Workers Strikes in Freetown and the Nigerian Mechanics' Union Strike of 1921 (Meynaud and Salah-Bey, 1963:22).

Empirical Review

Hawkins' (1958) work on Road Transport in Nigeria: *a Study of African Enterprise* is the most useful and important material for this research. This book focuses on African enterprises in the transport sector and the transport system in Nigeria. Hawkins stated that the most interesting feature of motor transport is that, the ownership is widely diffused throughout Nigeria. He examined the pattern of commercial road traffic and the different kinds of freight that they carried. The com-

mercial distributions and ownership of vehicles between 1950 and 1956 were also examined. With Lagos as the main port of entry, many of the new vehicles came into Nigeria through the city and they were also registered there. But since 1952, the law required that the vehicles must be licensed either in the region of use or where the owner resided.

Hawkins criticizes African (Nigeria) owners for the absence of proper book-keeping in terms of their cost and revenue and for not making provisions for depreciation. He pays attention to drivers and the environment of the road transport industry in Nigeria. He examines the enthusiasm with which Nigeria took driving, especially after World War II. According to him, drivers' behaviour made the transport business discouraging. Consequently, the scarcity of entrepreneurial skills required in the industry and the need of finding good and reliable drivers became a big issue. He looked at the regulatory authority, as spelt out under the Road Traffic Ordinance of 1947 (license and inspection). The local authority was responsible for the provision, maintenance of parks and collection of revenue from the users. These parks soon became the source of controversy between the local authorities and the motor unions

The book also examines the emergence of trade unions in the motor transport industry. Unlike the unions in the other sectors which only emerged in a company (firm-wide) union, the motor transport (drivers and owners) were able to form an industry-wide union. Hawkins argued that differing interests of the owners and drivers could be seen reflected in their respective organisation; while the owners were chiefly interested in lobbying activities and the desire to control daily operations of the industry and the rates charged, the drivers were mainly interested in protecting their own interest and furthering their welfare.

Though we owe much gratitude to Hawkins for his daring academic endeavour, the scope of road traffic covered is limited. For instance, all of the ten centres chosen in his research were on Trunk A roads. Of these, only two – Otta and Ibadan – were in the ever-busy Western Region, while five were in the less busy North. The other three were in Aba, Onitsha and Port Harcourt in the East (Hawkins, 1958; 26). One wonders why the cocoa-producing area of Akure-Ondo or the timber and rubber area of Benin was outside the scope of his survey. Also, one cannot but notice the limitation foisted on the work by the period he undertook his study. This was in August which was in the dry season, a period clearly outside the cocoa harvesting period when commercial motor transport activities would have been high and that would have afforded the author an opportunity to engage in a more robust study. His assertion that “the rapid growth of export production was only made possible by the development of road transport facilities” (Hawkins, 1958; 22) is questionable, as cocoa export which was 113,900 tonnes between 1938 and 1939 went down to

74,000 tonnes between 1947 and 1948 (Deutsch, 1990:16) when road transport had become more prevalent.

The major strength of this work is the writing clarity. In spite of the dearth of statistical information available at that time, he was able to provide certain information based on his small-scale survey. For instance, he carried out a survey of commercial road traffic between August 1954 and May 1955 in various centres in Nigeria. On the whole, Hawkins' book is a useful pioneering effort in the historical genre of Africa enterprises in the Nigerian road transport industry.

Ogunremi's article (1978), "The Nigerian Motor Transport Union Strike of 1978," is very pertinent to this study. In particular, the work depicts the strength of collectivism, as derivable from trade unionism, in the face of the unfair colonial government's protectionist policy. The work explains the cause of the strike as being the attempt of the colonial government to protect the railways from road competition thereby imposing double taxation (Trading License) on vehicles plying routes parallel to railroads. According to Ogunremi, in levying the double taxation, the colonial government had probably overlooked the growing influence of the Nigerian Youth Movement (NYM) and that of the Nigerian Motor Transport Union (NMTU). Although, the strike's aim to cancel the double license fee was achieved; it was not realised until a year later. Having realised the power of the union, the government began to work together with it, at ensuring transport coordination. Ogunremi's article is quite useful to this study because it showed the resolve of the NMTU in ending an arbitrary government policy and also portrays the eventual collaborative effort between the government and the transport union in achieving transport coordination. Though, the author paid attention to the causes of the strike and its aftermath, the work gives a passing comment on the origin and development of trade unionism in the transport sector. This is one of the gaps that this research seeks to fill.

Albert's (2007) article titled "Between State and Transport Union" is of direct relevance to this thesis. The work provides useful insights into the NURTW and the politics of managing public motor parks in Ibadan and Lagos. It is instructive to note that early motor transporters were concentrated in the southern part of the country, especially in South-Western Nigeria. Hence, it is not surprising that the activities of the NURTW are most felt in two of the South-west major cities: Ibadan and Lagos. Using Ibadan and Lagos as his case study, the Albert pointed out that both cities had no less than 4,000 motor parks respectively; half of which were not recognised by law. Albert (2007: 126-129) established the responsibility for the management of public motor parks as that of the local governments; a purview that had been granted since the 1950s (Ordinance no. 9 of 1945) and reaffirmed by the Local Government Reform of 1976, Decree no. 7 of 1997 and the 1999 constitution.

The author described in details the physical structures and categories of public motor parks in Ibadan and Lagos. According to him, the relinquishing of the local government's duties in park management began in the late 1980s when violent elements took over the motor parks. Thus, the transporters' union (NURTW) have since taken over albeit, through an informal arrangement – the responsibility of dues' collection at the parks. The light shed on the politics of management of public parks between the state and transporters' union (NURTW) by Albert's work is of immense importance.

Management of Motor Parks in Lagos State

Public space varies and depends on the perceptions of its assessment. Often-times, people perceive public spaces as that in which no individual claim can be laid. While this might be correct to the extent that such spaces belong to the public, it could be misleading to think of public spaces are often open spaces. According to Ken Worpole and Catherine Knox (2013) what makes a space public is not its ownership but the variety of uses to which such spaces could be put to. Public space can either be a closed space or an open space. For instance, a government secretariat is a public space in that it is accessible to the public but its access is restricted to specific needs. Common public spaces in Nigeria are motor parks or bus stations and they vary in design. Despite their varied designs and environment, these motor parks serve majority of people in the society regardless of their cultural backgrounds. The major requirement of any end user in a motor park is the satisfaction of their transport needs. A look at motor parks will reveal that they comprise both indoor spaces such as offices, shops, restaurants and conveniences and outdoor spaces like car parks, waiting areas which form public spaces. The city of Lagos has no less than 4,000 motor parks, half of which are not recognised by law. These unrecognised car parks are established by daring members of the transporters union (Albert, 2007:127). There are also motor parks established by private transport enterprises for inter-state commuters.

The importance of a motor park cannot be over emphasised due to the large number of people that make use of the public transport system and the need to keep the commuting system orderly (Ogbazi 1992:64-72). Thus, motor parks evolved as a response to the need for central collection points for passengers and goods as population and commercial activities increased (Osaghe, 1972:12).

The history of motor parks can be traced back to the colonial government's attempt to regulate the activities of motor transport drivers and vehicular traffic in order to avoid indiscriminate parking. Of note was the drafting of a "Model Motor Parks Bye-Laws" sent by P.S.G Flint, Permanent Secretary of the Ministry of Local Government, Western Region of Nigeria, to District Officers and Local Government Councils on 26 May 1954. The bye-laws were to be exercised by the power conferred

upon Councils by section 77 of the Western Regional Local Government Law of 1952. The first schedule of the draft bye-laws provided for the provision of pieces of land (open spaces) to be referred to as motor parks and used for the purpose of parking motor vehicles (NAI: COMCOL 1, 3852:6). Other provisions highlighted in the bye-laws included: the appointment of an attendant by the Council; payment of fees by vehicles; orders to be obeyed in the parks; mode of entry and exit and; fines to be paid by offenders of the bye-laws. By early 1956, only 3 motor parks existed on the Island of Lagos viz; Iddo motor park, Ebute-Ero motor park and the Abule-nla motor park (*Daily Service*, 4 January 1957; *DailyTimes*, 18 September 1956 both papers can be found in COMCOL, TC 010, (203 and 204).

But as late as September 1956, there were still complaints against the Lagos Town Council for not providing motor parks on Lagos Island in spite of the increasing number of cars, buses and lorries pouring into Lagos (*West African Pilot*, 8 Sept. 1956). Even the Abule-Nla motor park that was being used for that purpose was turned into a refuse dump by the Lagos Town Council and this led to protestations by the lorry owners and drivers (*Daily Times*, 18 September 1956). In January 1957, the NMTU wrote to the Lagos Town Council requesting that no less than 4 additional motor parks should be provided in Lagos. They demanded that these motor parks should be located at Jankara Market, Idumagbo, Sangrouse and Ebute-Elefun (*Daily Service*, 4 January 1957). The growth of the public transport schemes over time brought about an increase in the number of motor parks across Lagos State.

The management of motor parks across the federation is the statutory duty of the local governments in Nigeria. However, the NURTW has taken over this responsibility in many states (Albert, 2007:126-127). Therefore, in addition to other duties, dues and rates collected at the parks, the NURTW agents at the parks, collect taxes (ticketed payments) on behalf of local government authorities (Albert, 2007:131). By implication, they contribute to the internal revenue generation of the Lagos state.

Motor Transport Unions in Retrospect

It is, however, pertinent to note that the emergence of trade unions in Nigeria transcends the scope of government wage earners alone. Private trade unions had also emerged in various parts of the country since the early 1930s. One of the unions was the Nigerian Motor Transport Union formed in 1934 (Oshin, 1990:62-63) by the African lorry owners. Earlier, the Nigerian Motor Traders Association had been formed in January 1925 by European and Lebanese vehicle traders (Albert, 2007:129). According to Coleman, lorry transport was one of the few enterprises in which Europeans did not compete (Coleman, 1965:212). There were also drivers' unions such as the Western Provinces Drivers' Union and the Nigerian Motor Workers' Union in West and Eastern Nigeria respectively. The formation of motor transport unions

was a novel development in colonial Nigeria. It was meant to ensure and promote the collective interests of the motor transporters in the face of colonial discriminatory policies in favour of railway transport. In fact, the influence of the Nigerian Motor Transport Union (NMUT) was felt in 1937, when it successfully resisted attempts by the colonial government to impose higher taxes on its members (Ogunremi, 1978:127-144).

The Nigerian Motor Transport Union (NMTU) soon began to grow in number and influence. Consequently, the colonial government saw fit to “control the number of vehicles that ran over various routes, rationing petrol, managing the distribution of the small number of new vehicles, tyres, and spare parts that were available” (Hawkins, 1958:87). It was also important that the colonial government regulated the activities of motor transport drivers and vehicular traffic in order to avoid indiscriminate parking. Several legislations were made in this regard. But of particular note was the drafting of a “Model Motor Parks Bylaws” sent by P.S.G. Flint, Permanent Secretary of the Ministry of Local Government, Western Region of Nigeria, to District Officers and Local Government Councils on 26 May 1954. The bye-laws were to be exercised by the power conferred upon Councils by section 77 of the Western Regional Local Government Law of 1952. The first schedule of the draft bye-laws provided for the provision of pieces of land (open spaces) to be referred to as motor parks and used for the purpose of parking motor vehicles (NAI: Comcol 1, 3852:6). Other provisions highlighted in the bye-laws included: the appointment of an attendant by the Council; payment of fees by vehicles; orders to be obeyed in the parks; mode of entry and exit and; fines to be paid by offenders of the bye-laws. Thus, began the foundation of transport unions and motor park politics in Nigeria.

Meanwhile, in an attempt by the government to reposition the trade unions, the General Olusegun Obasanjo-led military administration (c.1976-1979), introduced a labour union reform through the Trade Union Amendment Decree 22 of 1978, which led to the formation of the Central Labour Organisation (CLO), now known as the Nigeria Labour Congress (NLC) (Tinuoye, 2014:376). In line with this reform, a new body emerged in 1978, from the motor transporters unions known as the National Union of Road Transport Workers (NURTW), as an affiliate body of the CLO.

Administrative Structure and Organs of NURTW

As part of its recommendations, the Ajose-Adeogun Panel of Inquiry recommended the following (NURTW, 2013:46):

- i. that both the RTEAN and NURTW should sign an undertaking to ensure peace and order at all motor parks,

- ii. the unions should register their members with the Lagos State Parking Authority,
- iii. the tickets to be used by the unions at the parks should be printed by the Lagos State Parking Authority and sold to the unions and
- iv. Uniforms should be provided to their agents in the parks.

Before the suspension of the NURTW (executives, Lagos State Chapter) by the body and the Lagos State government in March 2022, the union was identified as a transport association with the green Nigeria Flag as its uniform. The uniform of the union had its logo inscription put on the shirt. The union operated with reflecting two hands on the stirring which indicates the drivers' union. However, they operated with a Constitution which took care of its daily activities. The union was reckoned to have about well over a million members across Nigeria. During the period covered by the scope of this work, some put the figure of NURTW membership at 1.5 million (Dangana, 2014; Kupoluyi, 2014; Olubomehin, 2012:235), another source puts it at almost two million (ITF: NURTW Project). The above-mentioned four directives have been introduced by the NURTW executives across the 36 states including the federal capital at all levels.

Therefore, the developmental stages of NURTW also reflect in the choice of citing the location of its first secretariat of the union at Docemo, Lagos Island which was a rented apartment. As the unions progressed and grew in number, the secretariat was moved to Adebowale house, Ikorodu road. Onipanu and later to the one built by the union, situated at super bus-stop, Abule-Egba, Agege motor road. The need to expand under the leadership of Alhaji Tajudeen Agbede as the state chairman, the secretariat was relocated to 22/24 oladoja street, Abatiure, Oko Oba, Agege Road, Lagos, Nigeria.

At the time, the NURTW executives set up an administrative structure for the union. According to interviews conducted during this study, the administrative structure of the NURTW and the national level is made up of ten organs through which the union's activities are carried out. These organs are listed as follows:

- i. National Delegates Conference
- ii. National Executive Council
- iii. Central Working Committee
- iv. Zonal Delegates Conference
- v. Zonal Executive Council
- vi. Zonal Administrative Council
- vii. State Delegate Conference
- viii. State Executive Council

- ix. Administrative State Council
- x. Local Branch and Branches Working Committees, (NURTW, 2013)

The National Delegates Conference (NDC): The National Delegates Conference is the highest decision-making body of NURTW. This conference is held once every four years, in August. However, an emergency or extraordinary meeting could be called if need be to address a pressing issue.

The National Executive Council (NEC): The function of the NEC is to ensure that the policies and decisions of the National Delegates Conference are implemented across the nation. The NEC meets once in every six months and the dates and venues of the NEC are decided at the previous meeting. The NEC is composed of the following national officials:

- i. President
- ii. Deputy president
- iii. The three vice presidents
- iv. National treasurer
- v. National deputy treasurer
- vi. National auditor
- vii. National financial secretary
- viii. Four trustees
- ix. National general secretary
- x. Two deputy national general secretaries
- xi. All national departmental heads.
- xii. All the six zonal chairman,
- xiii. The state chairmen,
- xiv. State secretaries and;
- xv. State treasurers

Central Working Committee (CWC): It is saddled with the responsibility of implementing the decisions of the National Executive Council. It meets quarterly and it comprises:

- i. All elected National officers
- ii. National general secretary
- iii. Two deputy national general secretaries
- iv. Heads of departments
- v. Zonal chairman and secretaries

- vi. State chairman and secretaries

At the Zonal Level: The zonal mechanism of administration in the NURTW is made up of the geopolitical arrangement of the Nigerian state in its six zones configuration. These zones are:

- i. Southeast: Abia, Anambra, Ebonyi, Enugu and Imo States.
- ii. Southwest: Lagos, Ekiti, Ogun, Ondo, Osun and Oyo States:
- iii. South-South: Akwa-Ibom, Bayelsa, Delta, Edo, Cross River and Rivers States.
- iv. North-Central: Benue, FCT, Kogi, Kwara, Nasarawa, Niger and Plateau States.
- v. Northeast: Adamawa, Bauchi, Borno, Gombe, Taraba and Yobe States.
- vi. Northwest: Jigawa. Kaduna, Kano, Kastina. Kebbi. Sokoto, Zamfara States.

At the State Level: The NURTW structure as presently constituted is composed of 36 states of the federation including the federal capital territory. Each state is composed of the secretariat, branches and units. Just like the National Secretariat of NURTW, elections for elective offices are held once every four years at the state level. The state executives meet once every month.

State Delegates' Conference: The state delegates' conference is held 2 months after the national delegate conference and its major function is to receive and debate matters arising in the state as they relate to the union. The state delegate conference is made up of:

- i. All members of the State Administrative Council
- ii. All branch chairmen
- iii. All branch secretaries
- iv. Branch treasurers
- v. Two other nominated delegates from each of the branches of the state.

State Executive Council: The State Executive Council performs the executive functions of the union at the State level. Its powers are derived from the National Secretariat which serves as the National Administrative Council. Its duties include the coordination of all activities at the state from the branches to the units and the implementation of all policies, decisions and programmes flowing from the centre Article 17, section 2 of the NURTW constitution clearly states its other functions. The composition of the State Executive Council is as follows:

- i. State chairman
- ii. Deputy state chairman
- iii. State vice chairmen

- iv. State secretary
- v. Assistant state secretary
- vi. State treasurer
- vii. Deputy treasurer
- viii. State financial secretary
- ix. State auditor
- x. Assistant state auditor
- xi. Four state trustees and;
- xii. The chairmen, secretaries and treasurers of all the branches within Lagos State.

The current NURTW executives in Lagos State were inaugurated in October 2019 to steer the ship of the union in the state for four years, following the constitution of the union. The names of the current NURTW executives in Lagos State are listed as follows (*Western Post*, 10 October 2019).

State Administrative Council: The State Administrative Council is saddled with the responsibility of administering and coordinating the affairs of the union staff within and outside the state secretariat, branches and units. The administrative secretary is the head of the state administrative council and a nominee from the national to oversee the affairs of the state. He makes enquiries about the irregularities of the members issuing fake tickets to drivers at the parks which had remain a major challenge for the union, and he gives feedback to the national body on critical issues affecting the union. He convenes the meetings at the state council and meets twice a month.

Local Branches: Article 17 section 2, sub-section (iv) of the union's constitution, states that any area having more than 10 units in a local government shall become a branch. Each branch meets twice every month and has a working committee which coordinates the activities of the units under its jurisdiction. The branch chairman presides over the meetings. In his absence, the Vice Chairman presides. The memberships of the Branches' Working Committee are elected one month after the State Delegates Conference and they hold office until the next election. The following are the composition of the Administrative Branch committee, who run the daily activities of the union at the Branch level:

- i. Branch chairman
- ii. Branch secretary
- iii. Branch asst. Secretary
- iv. Branch treasurer
- v. Branch financial secretary

- vi. Branch auditor
- vii. Organising secretary
- viii. Two branch trustees
- ix. Chairmen, secretaries and treasurers of all the units under the branch.

Units: These are the smallest units of the NURTW and are established to coordinate the union's activities at the grass root level. These primary administrative units also have their elected officers, headed by the chairman and meet once every week to give an account of the unit's weekly activities.

However, the NURTW in Lagos has the largest members in the federation. Lagos State has 180 branches spread across the 20 local governments and 37 local council development areas (LCDAs). According to the Daily Trust, "each of the branches has a minimum of 10 units while some have as much as 30, depending on the size of the local government." It also stated that "each unit has an executive of at least 13 members overseeing over a minimum of 1000 members" (*Daily Trust*, 29 September, 2019).

From the foregoing, it is evident that the NURTW is administered at 3 levels via; the national, the zonal and the state levels and it is governed by one constitution. While each zone sees to the affairs of the states within its sphere of influence, the states are organised in branches and units and directed by the states' Secretariats. At the national level, the administration of the union (NURTW) is incumbent on the National Secretariat which is composed of the National Delegate Conference, National Executive Council and the Central Working Committee. At the State level, the State Delegates Conference, the State Executive Council, and the State Administrative Council run the affairs of the State Transport Union, the local branches and units operate under the state but run the local affairs through their exco's at the different levels.

More so, the NURTW Constitution as amended in 2003 stated clearly in article 3, the principle, aims and objectives of the union which are as follows:

- i. Proper organisation and complete unionisation of all workers who engaged in road transport commercial transport business.
- ii. Operate regulated activities between the employers and workers union in the transport sector.
- iii. Introduction and maintenance of working hours, rate of payment and condition of service.
- iv. Establishment and maintenance of high standards of workmen in order to exhibit professionalism in the transport sector.
- v. Advancement of education and training of members.

- vi. Provision of benefits and other assistance to members as provided by the union's Constitution.
- vii. Encouragement of the participation of union members in the decision making-process at both domestic and national level.
- viii. Protection and advancement of the socio-economic and cultural interest of the community.
- ix. organise all commercial drivers, i.e. taxis, intra and inter-state bus services, trailers and lorry drivers operating within each motor parks owned by the local government, who convey passengers, goods and foodstuffs and workers in motor transport cooperation, motorcycle (Okada) inclusive, throughout the federation of the country and federal capital.
- x. To foster unity, solidarity and progress among members of the union in the federation
- xi. To publish or co-publish journal articles and newspaper articles directed towards or for the enhancement of trade union or labour movement in state.
- xii. The prioritisation of women participation in trade union affairs and activities
- xiii. To be law abiding and key into the spirit and practice of trade union. (Constitution, 2003:1-2)

Conclusion

The foregoing accounts a very glaring role that the NURTW as a trade union in the transport sector played a significant role in complementing the government's efforts in the provision of public transport services for the teeming masses of Lagos State. This achievement is not far from the administrative structure of the union and the organs. These organs took its powers from a well-defined constitution which serves as framework of its operations in the state and nation at large. This was necessitated by demand for effective and appreciable Administrative structure of the organisation immediately after the formation in 1978. Unknown to many people, the union had been perceived as one without a direction or that it was not operating by the confine its law and that of the federation, this is one of the gaps this article has filled.

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