

**TRADE UNIONS ORGANISING IN THE NIGERIAN  
TELECOMMUNICATIONS INDUSTRY**

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**Conference track 2: Global Supply chain and Implication for Labour**

**Abstract**

Nigeria a country of over 150,000 million is situated in Western African sub-region. The return of the country to Democracy in 1999 ended decades of military authoritarianism, which infringes on Human and Trade Union Rights. Moreover, the Countries' drive to economic liberalisation in the name of Foreign Direct Investment (FDIs) has led to the proliferation and booming of the global telecommunication industries. The sector was populated by Transnational Companies that originates mostly from Africa, Asia, and the Middle East. Some of the companies include MTN, AIRTEL, and ETISALAT. This paper is drawn from the ongoing GLU project, researching trade union organising in the global supply chain. It adopts a case study approach, examining decent work deficits, such as poor working condition, freedom of association and right to collective bargaining in the telecommunication industry in Nigeria. It focuses on successful organising initiative led by the Private Telecommunications & Communications Senior Staff Association of Nigeria (PTECSSAN). The paper interrogates the following questions; how do we locate the Nigerian telecommunication sector within the Global Supply Chain? what has been the state of industrial relation prior to the emergence of PTECSAN, to what extent do the organising initiative better the condition of workers' in the Nigerian telecommunication sector? What has been the challenge, and what are the success stories?

**Key words:**

Global Supply Chain, PTECSAN, Nigerian Telecommunication Industry, Foreign Direct Investment, Trade union organising.