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Working without Salary during Democratic Dispensation in Nigeria: Ekiti State Civil Servants and Survival Mechanisms in the Era of Salary Inconsistence

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Abstract:

The philosophy of working without the payment of salaries and allowances has become a defining factor of bureaucratic governance in Nigeria. Thus, it is not uncommon for civil servants at all levels in Nigeria to go for months without being paid salaries and allowances. This paper investigates the survival mechanisms among the Ekiti State civil servants in this era of working without salary. The paper utilizes both primary and secondary sources of data. The primary data was sourced through questionnaire, while secondary data was from newspapers, magazines, textbooks, journal articles, internet documents, etc. The data was qualitatively analyzed. The paper finds out that non-payment of workers' salaries for months has become the 'rule' rather than exception in Ekiti State in particular and Nigeria in general and is largely due to corruption, greed, selfishness, etc. on the part of the political elites. The paper notes that this has heavy deleterious consequences on the socio-economic and political life of not only the civil servants but also their dependents, majority of whom are rendered pauper. The study notes that non-payment or delay in workers' salaries and allowances have telling effects on governance and democratic consolidation as it increases incidences of corruption among the civil servants most of whom result in self-help to survive. The study therefore concludes that for good governance, democratic consolidation, and the development of Ekiti State and Nigeria, government at all levels must be responsible and responsive to the yearnings and aspirations of the people particularly in the area of regular payment of salaries and allowances. There must be concerted efforts on the part of political elites to be seen as truly representing the interest of the people by promoting accountability, transparency and probity in governance. This will encourage all officials of the state to contribute their quotas in order to engender good governance and development.

Keywords: Democracy, development, governance, popular participation and payment of salaries

1. Introduction

1.1. Background to the Study

It is no longer gainsay the fact that civil servants do work without constant payment of wages and allowances as at when due which may be ascribed to various factors among others to include economic depression, political instability, high level of corruption, greed, alleged short fall in the monthly allocation and insensitivity on the part of government. It is therefore crystalclear that a situation where someone is squarely working and is being constantly denied of his right to getting his salary might further create or inform the tendency to steal or invitation to crime or perhaps the desire to be corrupt. (NAIJ.com).The case in focus as far as this study is concerned is that of Ekiti State where salaries of the civil servants are not paid promptly as expected. It is notably obvious that as at the period of gathering data for this study, both the State and local government workers in the State were yet to receive salaries for August year 2016 which has cumulatively resulted in eight months' unpaid salaries and allowances LawPàdí, (2016)

It is generally believed that failure to take proper care of the civil servants do inform backwardness in various fronts which includes socio-economic and political backwardness. However, the consequences of non-payment of salaries and allowances are heavily grievous on the society. However, the menace of non-payment of salaries to civil servants and its effects on family, market women, political parties, business men and women cannot be over-emphasized. Obi (2016).

The scenario of unpaid salary is not restricted to the State governments alone, it also extends to Federal civil servants. This study examines the factors that propel working without salaries among the Nigerian Civil Servants which has invariably hindered the capacity of many to perform creditably well in office. It is also noted that democratic governance is negatively impaired. It is therefore in view of all this that the study examines the philosophy of working without receiving salaries

1.2. Research Questions

The following research questions are derivatives of the study.

- (i) What normally constitutes the idea of working without salaries?
- (ii) Does working without salaries inform Socio-Economic and Political backwardness?
- (iii) Does working without salary has an impact on the democratic governance?
- (iv) What are the remedies to working without salary?

1.3. Objectives of the Study

The under- mentioned objectives answer the study's research questions which are to:

- (i) examine the factors that constitute working without salary
- (ii) highlight the extent to which working without salaries has informed socio-Economic and Political backwardness.
- (iii) assess the consequences of working without salaries on the generality of the citizens.

2. Methodology

2.1. Source of Data Collection

This study adopts both primary and secondary sources of information. Also, quantitative and qualitative methods of data collection are employed. The quantitative method adopts the use of both structured and semi-structured questionnaires. Apart from complementing the existing literature, it engages the use of both in-depth and key.

2.2. Method of Data Collection

2.2.1. The Study Population

The study population was drawn from opinion leaders, top decision makers, members of the state various unions in the Nigeria Labour Congress and grass root people to include; market women, artisans, etc. The essence of this is for the study to cover a wide spectrum of the population and relevant stakeholders in the state with a view to eliciting required information for the study.

2.2.2. Population Sample

The sample population consists of ordinary Ekiti citizens and some selected stakeholders such as the members of the Nigeria Labour Congress(NLC), Trade Union Congress(TUC) and so on representing the workforce in the selected local government areas for this study. Traditional rulers and chiefs, political party members, women wings, youth wings, old or elderly citizens, executive members of Community Development Associations, market women and their executive members popularly called Iyalaje, Iyaloja, artisans, okadas riders, students, unemployed youths and individuals from all the local government areas selected for this study.

The choice of these groups of citizens and individuals is justified in that the impact of non-payment salaries and workers' emoluments are always felt by them. In order to give room for objectivity, the study adopts purposive sampling method to identify the selected stakeholders for interrogation.

2.2.3. Sample Size

A sample population size of 120 was drawn for the administration of questionnaire from relevant individuals and institutions. Two hundred (20) respondents each were picked from the following six local government areas which were selected through purposive sampling method. The choice of these local governments across the state was informed by the need to carry out critical and analytical study of the topic in question. The samples cut across all the three senatorial districts in the state namely, North, South and Central Senatorial districts. Two local government areas were picked to represent each senatorial district as shown below:

(i) Ado Local Government Area	}	Central Senatorial District
(ii) Ekiti West Local Government Area		
(iii) Ekiti South West Local Government Area	}	South Senatorial District
(iv) Gbonyin Local Government Area		
(v) Ikole Local Government Area	}	North Senatorial District
(vi) Ilejemeje Local Government Area		

The choice of these local government areas through purposive sampling method is justified because it provides reliable data upon which validation can be established. Not only that, since Ekiti State is made up of the three senatorial districts, selecting two local government areas from each senatorial district amounts to equal representation capable of generating testable data which can inform adequate responses from the selected respondents in those local government areas and towns. Apart from these, the study will be able to gross fertilize ideas and positions of the people about the impact of non-payment of salaries on the democratic governance in Ekiti State. Indeed, selection of all these local government areas has afforded the study the opportunity to generate balanced, critical and reliable data worthy of validating in the course of the fieldwork.

3. Method of Data Analysis

Data collected from the above was analyzed by using simple percentage. Simple percentage provides valid way of analyzing the simpler two-option questionnaire items.

3.1. The Cases of Working without Salaries among Various States in Nigeria

The phenomenon of Late Payment, Non-Payment and Under-payment of Workers' Wages, Pensions and other Emoluments in Nigeria may be attributed to the government's insensitivity to the plight of workers which has been the major factor underpinning backwardness the prompt The News, (2016), payment of salaries, wages and allowances in Nigeria. (LawPadi,2016). It is a well-known fact that many workers are dying due to hardship caused by non-payment of salaries and even those alive are living in abject poverty. It is not disputable that stability in countries all over the world partly depends upon fair salaries on time. Nowadays the society suffers from rising tension because there are a lot of incidents when workers don't get their money. ...33, out of the 36 states of the Federation, are unable to fulfill recurrent obligations. In 2015, BudgIT said only 19 states were in that situation. Before the current administration of President Muhammadu Buhari officially declared that Nigeria was in a recession, few months ago, 17 states were reportedly able to meet up with recurrent needs, but, according to BudgIT's report, only three states can now meet recurrent obligations. A report released by the organisation titled 'State of States' showed that only Lagos, Rivers and Enugu are the states that can fulfill obligations to its workers. Akwa Ibom reportedly placed last on the table of ability to meet monthly recurrent expenditure commitments followed by Bayelsa, Oyo and Osun, said BudgIT. Other weak states, according to BudgIT are Ogun, Plateau, Delta, Kwara, Adamawa, Abia, Benue, Bauchi, Jigawa, Kano, Cross River, Kogi, Imo, Ondo, Nassarawa, Yobe, Kaduna, Ekiti, Sokoto Borno and Taraba. Zamfara, Gombe, Anambra, Niger, Katsina, Ebonyi, Edo and Kebbi were classified as states with fair shortfalls. The Guardian, (2015). For instance, in most affected States that have failed to pay their workers the civil servants expressed their opinions in Osun State thus: It has been very difficult to survive without salary for months. We cannot even afford to pay the school fees of children in private schools, while we also trek to the office sometimes,(NAIJ.com)

Likewise, in Kaduna State, non-payment of salaries resulted in mass protest that caused a traffic gridlock along the Ahmadu Bello way and Mogadishu layout areas. The workers however lamented that the government has not put the civil servants into account in the scheme of things. They opined thus: The new government has promised us change and we want to see positive *changes* in all ramifications. Supporting the position of Kaduna workers, Comrade Ayuba Wabba, President of Nigeria Labour Congress urged workers in the country to protest non-payment of salaries and pension arrears. He said: If they fail to pay in any States, workers should down tools and protest to the governors until all outstanding salaries are paid. If the incoming government becomes worse than the outgoing government, there will be more strikes but if it is better, then there will be less strikes (NAIJ.com).

Similarly, in Pleatu State, civil servants are owed arrears of salaries and allowances for more than one year, the situation has become so tense that majority of the security personnel there lament thus: The situation is terrible, we just have to work because of the sensitive nature of our work. In the same State, One Principal Executive officer stressed that...The few workers you see within the secretariat are those living around here, who trek to see what is happening and leave anytime they want. If it means borrowing, the outgoing administration should do that to alleviate our suffering

In order to address the challenges of salaries delay, it is noted that Muhammadu Buhari, was urged to slash salaries and allowances of members of the National Assembly. However, instead of acceding to the directives of the president in this regard, both upper and lower houses have become lukewarm to adjust their take home. The News,(2016). This action must have informed the criticism of Olisa Agbakoba who argued that members of the Senate and House of Representatives did not follow the law in fixing their salaries and allowances. He indicated thus:

most important place that the president-elect can demonstrate his integrity is the National Assembly, by stopping the stupendous amount of money they receive as salaries and allowances. Their present salaries, as it stands, equal about 25 per cent of Nigerian budget, yet they are only 469 members. If General Buhari had not succeeded in that, he would have had challenges. The first test that his anti-corruption programme would have is to bring the salaries and emoluments of the National Assembly within the purview of the law set by the National Revenue, Fiscal and Mobilization Commission. The Punch,(2016).

Apart from this, some State Governments are in the habit of paying workers on different ratios just in a bit to reduce their workers' salaries. Prominent in this regard is the Kogi State Government. The Vanguard, (2016), Kogi State chapter of the Nigeria Labour Congress (NLC) gave the state government 24 hours to rescind its plan to reduce salaries of civil servants or risk strike while the government was mathematizing the payment of its civil servants' salaries. The state NLC Vice Chairman, Alhaji Suleman Abdullahi pointed out that: The decision by the state government to pay 100 per cent to officers on grade level 1-6 while those on seven and above will be paid 60 per cent will never be acceptable to the labour union. Workers in the state were not invited for discussion on how to go about the alleged short fall in the monthly allocation to the state before the decision was taken. The Vanguard, (2016).

3.2. Assessment of Working without Salaries in Ekiti State

In order to have indebt understanding of the topic in question, a self – structured questionnaire was prepared and administered to some selected stakeholders, citizens and individuals in Ekiti state to elicit information from them.

A total number of 120 questionnaires were designed and administered in the purposively selected six local government areas of the three senatorial districts in Ekiti state. As such, one hundred and eighteen (118) questionnaire were filled and retrieved as follows in Ado Local Government, 20 questionnaires were administered, 19 were filled and retrieved in Ekiti West Local Government out 20 questionnaires administered, 17 were filled and retrieved. In Ekiti South West, 19 were filled and retrieved. Also, in Gbonyin Local Government, 20 questionnaires filled were retrieved while 20 questionnaires were filled and retrieved in Ikole Local Government.

Lastly, in Ilejemeje, 20 questionnaires filled were retrieved total number of which administered to 118 questionnaires filled and retrieved. All these are displayed in table below:

3.3. Data Presentation and Analyses of Working without Salaries in Ekiti State

Selected local Government	No. of Questionnaires Distributed	No. of Questionnaires Retrieved	No of Questionnaires not Retrieved	% No. of Questionnaires Retrieved	% No of Questionnaires not Retrieved
Ado L/G	20	19	01	95%	5%
Ekiti West L/G	20	19	01	95%	5%
Ekiti South L/G	20	20	00	100%	0%
Gbonyin L/G	20	20	00	100%	0%
Ikole L/G	20	20	00	100%	0%
Imejemeje L/G	20	20	00	100%	0%
	120				

Table 1: Questionnaires Distributed and Retrieved
Source: Author's field survey 2017

3.3.1. Section A: Demographic Characteristics

Sex	No of Respondents	Percentage
Male	86	73%
Female	32	27%
Total	118	100%

Table 2: Sex Respondents

Source: Author's field Survey, 2017. From the above table 1, 73% (86) respondents were male while 27% (32) respondents were female. Therefore, there are many male respondents than the female respondents

Marital Status	No of Respondents	Percentage
Single	53	45%
Married	39	33%
Separated	24	20%
Divorced	2	02%
Widow	-	-
Total	118	100%

Table 3: Marital Status

Source: Author's field Survey, 2017

The above table 3 shows that 45%(53) are single, 35%(34) are married, 20% are separated while 2%(2) are divorced. Therefore, majority of the respondents were single.

Occupation	No of Respondents	Percentage
Civil servants	54	46%
Business	20	17%
Drivers	12	10%
Students	32	27%
Widow	-	-
Total	118	100%

Table 4: Occupation

Source: Author's field Survey, 2017

Table 4 stipulates that 46%(54) civil servants, 17%(20) are involved in business, 10%(12) Drivers while 27%(32) were Students. As a result, majority of the respondents are the Civil Servants.

3.3.2. Section B. Research Questions

Option	No of Respondents	Percentage
Yes	113	96%
No	5	4%
Total	118	100%

Table 5: Does Economic Recession Constitute the Idea of Working Without Salary?

Source: Author's field Survey, 2017

The table above indicates that 96% (113) said 'yes' while 4(5) said 'No'. Therefore, majority of the respondents have experienced working without salaries before.

Option	No of Respondents	Percentage
Yes	93	79%
No	25	21%
Total	118	100%

Table 6: Do Corruption and Embezzlement Constitute the Idea of Working Without Salary?

Source: Author's field Survey, 2017

The table above shows that 79%(93) said 'Yes' and 21%(25) said 'No'. That is, majority believes corruption and embezzlement constitute the idea of working without salary in Ekiti State.

Option	No of Respondents	Percentage
Yes	89	75.42%
No	29	24.58%
Total	118	100%

Table 7: Does Lack of Productivity in the System Lead to Working Without Salary?

Source: Author's field Survey, 2017

The table 7 indicates that 75.42% (89) said 'Yes' while 24.58%(29) said 'No'. Therefore, 89% of the respondents believe that lack of productivity in the system leads to working without salary.

Option	No of Respondents	Percentage
Yes	79	67%
No	39	33%
Total	118	100%

Table 8: Does Working Without Salary Bring About Poor Economic Growth and Development?

Source: Author's field Survey, 2017.

Table 8 above shows that 67% (79) said Yes and 33(39) said No. That is, majority of the respondents are of the opinion that working without salary retards economic growth and development.

Option	No of Respondents	Percentage
Yes	95	80.51%
No	23	19.49%
Total	118	100%

Table 9: Can Working Without Salary Lead to Retrenchment Among Civil Servant?

Source: Author's field Survey, 2017

Table 9 above indicates that 80.51% (95) respondents said Yes, while 19.49% (23) said No, Therefore, majority responded that working without salary could lead to retrenchment among civil servants.

Option	No of respondent	Percentage
Yes	75	63.56%
No	43	36%
Total	118	100%

Table 10: Working Without Salary Leads to Borrowing from Friends and Family for Survival.

Source: Author's field Survey, 2016

The above table shows that 63.56% (75) respondents strongly agreed by saying 'Yes', while 36% (43) respondents said 'No'

Option	No of respondent	Percentage
Yes	98	83.05%
No	20	16.95%
Total	118	100%

Table 11: Does Working Without Salary Result in Poverty and Hungry Among Civil Servants?

Source: Author's field Survey, 2017

Table 11 shows that 83.05% (98) respondents confirmed in affirmative, while 16.95% (20) responded in negative. Therefore, majority expressed their views in support of the fact that working without salary causes poverty and hungry among the civil servants.

Option	No of respondent	Percentage
Yes	72	61.01%
No	46	39%
Total	118	100%

Table 12: Work Without Salary Usually Result to Social Anarchy in The State.

Source: Author's field Survey, 2017

The table above indicates that 61.01% (72) respondents strongly agree that Working without salary usually result in social anarchy in the state while 39% (46) disagreed

Option	No of respondent	Percentage
Yes	69	58.47%
No	49	42%
Total	118	100%

Table 13: Lateness to Work and Absenteeism Can Be the Effect of Work Without Salary.

Source: Author's field Survey, 2017

The above table 13 shows that 58.47% (69) respondents strongly agreed by saying 'Yes' and 42% (49) respondents disagreed by saying 'No'.

Option	No of respondent	Percentage
Yes	103	87.29%
No	15	12.71%
Total	118	100%

Table 14: Working Without Salary Can Result in Frustration of Team Spirit.

Source: Author's field Survey, 2017

Table 14 states that 87.29% (103) respondents strongly agreed, and 12.71% (15) respondents disagreed that working without salary can cause frustration of team spirit.

Option	No of respondent	Percentage
Yes	96	81.36%
No	22	18.64%
Total	118	100%

Table 15: Does Working Without Salary Propel Industrial Conflict Which Cripples Democratic Governance?

Source: Author's field Survey, 2017

Table 15 states that 81.36% (96) respondents strongly voted Yes while 18.64% (22) respondents expressed dissatisfaction. Therefore, majority did agree that working without salary propel industrial conflict which cripples democratic governance.

Option	No of respondent	Percentage
Yes	75	64%
No	43	36%
Total	118	100%

Table 16: Does Working Without Salary Have Impact on Voting Behaviour?

Source: Author's field Survey, 2017

The above table indicates that 64% (75) respondents believed that working without salary has effects on the voting patterns of the citizenry while 36% (43) respondents disagreed.

Option	No of respondent	Percentage
Yes	78	66.10%
No	40	33.89%
Total	118	100%

Table 17: Providing Monthly Stipend Like #5000 To Workers Will Ease Their Sufferings?

Source: Author's field Survey, 2017

Table 17 above shows that 66.10% (78) respondents strongly agreed, whereas 33.89% (40) respondents disagreed.

Option	No of respondent	Percentage
Strongly Agreed	47	39.83%
Agreed	71	60.17%
Total	118	100%

Table 18: Review of Tax Policy Is a Way Out of Working Without Salary?

Source: Author's field Survey, 2017

From the table above, 60.17% (71) respondents strongly agreed, 39.83% (47) respondents disagreed the fact that review of tax policy is a way out of working without salary in Ekiti State.

Option	No of respondent	Percentage
Yes	16	14%
No	53	45%
Total	118	100%

Table 19: Government Should Review Workers' Salaries and Not Taxing Them

Source: Author's field Survey, 2017

From the above table, it stipulates that 14% (16) respondents strongly recommended that government should not tax its employees but should review their take home while, 45% (53) respondents disagreed with this position.

Option	No of respondent	Percentage
Strongly Agreed	104	88.14%
Agreed	14	11.86%
Total	118	100%

Table 20: Government Should Revive the Economy to Motivate Its Workers and Citizens During This Era in Ekiti State.

Source: Author's field Survey, 2017

Table 20 shows that 88.14% (104) respondents strongly welcomed the idea of revival of the economy to motivate citizens and workers at large whereas 11.86% of (14) respondents refuted the idea. As a result, the majority of respondents agreed that government should revive the economy to motivate its workers and citizens during this era in Ekiti State.

Option	No of respondent	Percentage
Strongly Agreed	87	73.72%
Agreed	31	26.27%
Total	118	100%

Table 21: Government Should Encourage Diversification in Order to Revive the Economy.

Source: Author's field Survey, 2017

Table 21 above indicates that 73.72% (87) respondents said 'Yes' while 26.27% (31) respondents said 'No', Therefore, majority of respondents strongly agreed which means government should encourage diversification in order to revive the economy.

4. Findings and Discussions

4.1. Reflection on Some Adoptable Survival Mechanisms by Ekiti State Civil Servants during the Era of Salary Inconsistence

It is found out that the basic needs of life are food, shelter and cloth. Once these are met, mankind challenges are addressed. The failure to pay a worker his salary is one that is bound to have profound effect on the country. Where a worker is unable to receive his salary, it is not improbable that even those around him and particularly his dependents will suffer. He will be unable to take care of basic issues such as rent, food, and healthcare (Afe,2016)

Finding shows that while salaries are not promptly forthcoming, individual civil servants in Ekiti State have resorted to the following among others namely:

(i)Borrowing money from co-operative, friends and relatives.

(ii)Setting up of petty trading or small-scale industries.

(iii)Some of them that have cars and motor cycles have turned to (engage themselves in) transport business and Okada operative respectively.

(iv)Some have resorted to farming or subsidiary farming.

(v)Equally,some civil servants have become emergence pastors or herbalists in a bit to make earning.

(vi)Running of private lessons for children and those preparing for NECO, WAEC and JAMB Examination.

(vii) Learning of entrepreneurship such as hair dressing, fashion designing and so on.

(viii) Some people have joined MMM and other money doubling institutions.

It is worthy of note that if earnings from the government are the only fundamental mechanisms for survival, majorities would have turned to stealing or perhaps armed robbers. Therefore, majority of civil servants in Ekiti State have resorted to borrowing money from co-operatives, close associates, friends and relatives. (Author's Field Survey, 2017).

Finding also shows that some civil servants have decided to set up petty trades or small-scale industries with a view to feeding their families. It is noted that scores of them that have cars and motorcycles have turned to transport business and okada operatives respectively. Furthermore, virtually every civil servant is operating a subsidiary farming system from which the proceeds are consumed to address the immediate problem of lack of food. (Author's Field Survey, 2017).

In this era of salary inconsistency, it is noted that majority of the civil servants in Ekiti State as revealed by findings are engaged in running of private lessons for children and coaching centres for students wanting to write NECO, WAEC and JAMB examinations. (Author's Field Survey, 2017). In concrete terms, Ekiti State is known for its academic excellence, this must have informed the philosophy of extra moral lessons and coaching centres. Consequently, this has helped in no measure to alleviate the challenges of non-payment of salaries or its inconsistency in this critical period.

Similarly, another survival mechanism as shown by findings is the Learning of entrepreneur skills such as hair dressing, fashion designing, vulcanizing and so on in an attempt to proffer solutions to immediate problem of family. (Author's Field Survey, 2017).

No wonder the government in its educational policy, has introduced learning of entrepreneur skills in the tertiary institutions across the nation. This will enable men and women to become independent and self-sufficient. Equally, people would be able to find substitute to spend while salary is not forthcoming.

The motive behind some individuals who have registered as MMM members and other money doubling institutions must have been the long awaiting or non-payment of salaries and allowances currently experienced. It is even obvious that some people become sudden pastors or herbalists in a bit to make earnings. All these are the survival mechanism the masses have embarked upon to savage them during these periods of salary palaver.

5. Conclusion and Recommendations

The pellucid manner to inject sanity into Socio-Political and Economic Sphere of the Nigeria state is to fight corruption, and in doing that workers' salaries must be paid promptly because a worker deserves his wages...It infringes on the right to life, which is determined by the quality of that life. It infringes on the right to dignity because the person goes begging from neighbours, family and friends to feed his children...It builds resentment. It will be difficult for a child who sees the effects of his parents not being paid, to be patriotic...It encourages criminality; if we talk about security, we must talk about prompt payment of salaries. (Afe, 2017)

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APPENDIX I

→ Working Without Salary: Ekiti State Civil Servant and Survival Mechanism in the Era of Salary Inconsistence.

Section A: Demographic Characteristics

1. Age: _____ specify as at last birthday
2. Sex: (a) Male (b) Female
3. Marital Status: (a) Single (b) Married (c) Divorced (d) Separated (e) Others
4. Religion: (a) Christianity (b) Islam (c) Traditional (d) Others
5. Ethnicity: (a) Yoruba (b) Igbo (c) Hausa (d) Others
6. Qualification: (a) No Education (b) SSCE/WEAC (c) NCE/OND/HND (d) B.Sc/M.Sc/Phd (e) Others

Section B: Factors that Constitute Working without Salary

Tick as appropriate Y= Yes (2), N=No (1)

S/N	OPTION	Y	N
7	Economic recession constitute the idea of work without salary		
8	Workaholic culture of civil servant constitute the idea of work without salary		
9	Corruption and embezzlement constitute the idea of work without salary		
10	Lack of productivity in the system leads to work without salary		
11	Inability to pay constitute the idea of work without salary		
12			

Section C: The Effects of Work without Salary among Civil Servant

S/N	OPTION	Y	N
13	Work without salary brings about poor economic growth and development		
14	Working without salary leads to retrenchment among civil servant		
15	Working without salary leads to borrowing from friends and family for survival		
16	Working without salary result to poverty and hungry among civil servants		
17	Work without salary usually result to social anarchy in the state.		
18	Lateness to work and absenteeism can be the effect of work without salary		
19	Work without salary can result to frustration of team spirit		
20	Work without salary result to buck-passing among civil servants		

Section C: Does Working without Salary Have Impact on Democratic Governance

S/N	OPTION	Y	N
21	It does bring industrial conflict which cripple democratic governance		
22	Tax rebate has impact on democratic governance during work without salary		
23	Work without salary has impact of voting		

Section D: what are the remedies to work without salary?

S/N	OPTION	Y	N
24	Providing monthly stipend like #5000 to workers will ease their sufferings		
25	Review of tax policy is a way out of working without salary		
26	Government should review workers salary and not taxing them		
27	Government should revive the economy to motivate citizens during this era		
28	Government should provide or pump more money into the economy		
29	Government should encourage diversification in order to revive the economy		