



EFFECTS OF RETRENCHMENT ON SOCIAL WELLBEING OF PRIMARY SCHOOL TEACHERS IN KADUNA STATE, NIGERIA

Donatus Paul

Department of Sociology, Kaduna State University, Kaduna

Abstract

This paper examines the effects of retrenchment on social wellbeing of Primary School Teachers who were retrenched by the Kaduna State Government in 2017. The paper explored the effects of the retrenchment on community participation and health of the affected teachers. It also examined the effects of the rationalization exercise on drug use as well as its effects on social relationships among these teachers. To achieve the objectives of this study, a sample of three hundred and ninety-two (392), from a population of about 20,259 Primary School Teachers was selected using the snow-ball sampling technique and issued questionnaires. The data from the survey was complemented with data collected through interviews with nine (9) key informants. The result of study shows that majority of the affected teachers could not participate on community activities and programs, a sizable number of them were plunged into diverse kinds of health problems, others get into drug abuse and over half of them had problem of relationships with family and friends. Since loss of income is the major cause of these problems, the paper recommends that adequate financial preparation should be made by employers to pay retrenchment benefits before a retrench is conducted. In addition, workers are advised to save part of their income as soon as they commence work so that they can have something to lean on at cessation of work. Finally, various stake holders, particularly the government, were challenged to intensify campaigns against drug abuse and also resume the treatment of certain substances, particularly alcohol and cigarettes.

Keywords: Retrenchment, Primary School Teachers, social wellbeing, Kaduna State, community participation

1. Introduction

Retrenchment is one of the major industrial epidemics bewildering Nigeria and the world in general and it is fast reaching its climax (Mustapha, 2019 & Garba, 2019). It is a product of the capitalism and was not experienced in Nigeria until the coming of Europeans and the subsequent introduction of wage labour (Robertson 1985; Gutkind & Wallerstein, 1976). At the early period of their coming, the Europeans engaged Nigerians in seasonal jobs such as mining activities, conveyance of goods to collection centres, housekeeping, and construction of roads, railways and bridges. They were also employed as typist, messengers, gardeners and clerical officer in colonial offices, among others. The work which was

provided by the Europeans was unstable and this provided the first experiences of retrenchment in Nigeria. At the time of its introduction, retrenchment was not a serious problem but today, it has become a common phenomenon in both the public and private sectors in Nigeria. Olarenwaju (2018) reported that 3.6 million Nigerians, within one year period, ranging from October, 2015 to September, 2016 were retrenched. Godwin and Godwin (2016) reported that about 3000 Dock workers were retrenched as 20 shipping companies shut operations. Ahmad (2020) indicated that Kwara State Government sacked about 2,414 primary school teachers in 2018.

Today, staff retrenchment has become a common phenomenon with terrible consequences, especially on affected personnel and their families, the workers who survived it, the organizations which retrenched and the entire society. Rama (2010) and Ogbeechi (2015) posited that retrenchment results in severe psychological and health problems on the affected personnel particularly at the time it was carried out. According to Ogbeechi (2015), it leads to reduction of their income. This consequently affects the social life of the retrenched staff and their ability to carry out social responsibilities in their homes and to actively participate in community activities. Israelstam (2012) lamented that it increases the level of unemployment and consequently poverty in society, contrary to the millennium goal on poverty reduction.

The rationalization of Primary School Teachers by the Kaduna State Government in 2017 has deprived about 20,259 teachers of their employments (Department of Human Resource Management). There was a great controversy over what should be the reason for this mass retrenchment. The Kaduna State Government maintained that the teaching profession at the primary school level was infiltrated with incompetent teachers and the retrenchment was a child of necessity to reverse this ugly situation. The retrenchment is therefore one of the government's reformation programs on the educational sector. Many Nigerians did not accept this position as actual reasons for the retrenchment exercise and came out with other reasons. The Nigerian Union of Teachers (NUT) and majority of teachers share opinion that the rationalization exercise was conducted by the state governor to enable him create job opportunities for those who campaigned for him during elections as a means of fulfilling his campaign promise to them; and to reduce the amount of money paid as worker's salaries in Kaduna State. According to Faruk (2019), it was carried out to meet one of the basic conditions of World Bank to enable the state government collect a loan of about 350 million dollars.

Considering the effects of retrenchments, this paper generally explores the effects of retrenchment on the social wellbeing of Primary School Teachers affected by staff rationalization exercise in Kaduna state, Nigeria. The

paper specifically explored the impact of retrenchment on community participation of retrenched public teachers in Kaduna state, Nigeria, the effects of the retrenchment on health of the retrenched teachers, the influence of the retrenchment on drug use and social relationships of the affected persons with families and friends.

2. Literature Review

2.1 Conceptual Review

Retrenchment: The concept "retrenchment" is defined by Hornby (2000) as "to reduce", "to cut down" or "to curtail" something, especially expenses. Staff retrenchment implies an act of reducing workers in an organization especially with the motive of cutting down cost. Ashgar, Muhammad, Muhammad and Arun (2018) defines retrenchment as an organizational activity where surplus labour is discharged in an office or a factory due to a number of factors that render their services redundant. These factors could be change of technology, prevalence of indiscipline in the workplace, economic problems, government policies, and so on. Similarly, retrenchment is defined by section 20 (2) of the 1974 Labour Act of Nigeria as involuntary and permanent loss of employment due to excess manpower. In line with this, Section 2 (00) of the 1947 Industrial Dispute Act of India defines retrenchment as the termination of service of a workman by an employer for any reason, otherwise than punishment inflicted as a means of disciplinary action. Base on the above definitions, retrenchment mean termination of employment contract of employees by employers as a means of reducing surplus labour in an organization, office or factory due to change in method of production, reorganization of the structures of the company, government policies, prevalence of industrial indiscipline which threatens organizational progress, among others. The concepts "rightsizing", "downsizing" and "staff rationalization" are used interchangeably with "retrenchment". Even though retrenchment means an act of reducing employees, it is different from retirement, resignation of appointment and lay-off.

Social Wellbeing

The concept "wellbeing" is concerned with factors associated with the state of being healthy or comfortable. The Collins Advanced Learners English Dictionary

(2001) defines social as “relating to society or the way society is organized”. Yero (2012) reiterated that social factors refers to issues like ethnicity, family stability, suicide, rape, social classes, education, beliefs, crime, and so on.

According to Chambers 21st Century Dictionary (2007), wellbeing implies “the state of being healthy and contented”. It is the state of being comfortable, a state of emotional stability, having good health and high life satisfaction. It also involves participation in community programs, having cordial relationship with family and friends, a sense of meaning or purpose, happiness and prosperity. Wellbeing is achieved when resources, particularly money is available for the individual to pay the price for it. Haralambos and Holborn (2004) rightly indicated that job loss lead to shortage of money and other resources required for an acceptable living standard. This may include inability to participate in community activities, health inadequacies, inability to access balanced diet, lack of decent housing, living in a disadvantaged neighbourhood, disruption of family life, loss of job skills and other forms of socio economic deprivations.

Primary School Teacher

A primary school is an elementary or junior school for children ranging between four and eleven years. The Federal Government of Nigeria (2004) indicated that it accommodates predominantly children between the ages of five and eleven. This shows that a primary school is the level of education after nursery and before secondary education. Godfrey (2012) reiterated that primary schools are designed to provide fundamental skills in reading, writing, mathematics, moral instructions and develop the attitudes of children. In addition, Etor, Mbom and Ekanem (2003) share the opinion that primary schools lay the foundation for secondary school education.

Okoh (2012) describes a teacher as an instructor, a facilitator, a mentor, a motivator, an innovator, a guide, a researcher, an exemplary human being, a role-model, and a patriot. In addition, a teacher is a parent, a friend and a resource provider to school pupils. For a person to be considered a teacher, he should acquire knowledge, skills, experience, and special ability to teach a specific,

or a number of subjects and to positively influence behavior of his pupils through his action.

Therefore, a primary school teacher is a person whose profession is to teach elementary school pupils. A teacher is assigned the responsibility to plan and deliver lessons; give and mark assignments. Unlike secondary and tertiary institutions, a primary school teacher is usually assigned a class to teach a range of subjects on the national curriculum within the entire academic session.

2.2 Theoretical Review

Retrenchment is one of the major contributors of social problems affecting the wellbeing of retrenched personnel globally. According to Gan (2018), Jenkins and Cappellari (2007), whenever a staff rationalization is conducted, it leads to reduction of disposable income of affected persons. This will create poverty, making it difficult for them to maintain a minimum standard of living, while participating in social and cultural activities become more challenging. Dieckhof and Gash (2015) added that job loss have negative effects on different types of social participation, being it formal participation such as activities in an organization or informal like participation with friends, relations, neighbours, and others. This implies that it affect their ability to participate fully in community meetings, group membership, particularly on issues that concern financing programs and projects on community development. They may consider participation at different facets of community life as waste of time and resources which are very important in their bid to cope with life after job loss.

Retrenchment also has severe implications on health of affected personnel. Bagguley (1991), Modise (2002) and Gan (2018) states that persons who lost jobs are susceptible to shock, desperation and depression. Malija, Laptorsell, Store and Vodopivec (2021) commented that people who experience shock and other related cases are exposed to health hazards such as cardiovascular diseases, mental disorders such as depression or chronic anxiety, diabetes; and increase their probability of death. They studied the spells suffered by the retrenched and unemployed persons in general in France during the great

recession and discovered that the affected persons suffered health implications as mentioned above.

Literatures by different researchers shows that staff rationalization often result to social vices such as drug and substance abuse (Ochir 1999, Aderere 2002, Adakole 2007 and Gan 2018). Dieter (2011) and the Vertera Health (2021) specifically identified alcohol and cigarette as the most common substances abused by those who lost unemployment. The use of drugs has severe consequences on those who abused it. It is one of the reasons for different types of accident, cause of cancer, homicides and eventually the death of many people. Kochanak, Murphy, Xu and Arias (2019) cited examples that in 2017, approximately 74,000 people died due drug use, and another 34,000 died due to alcohol related cases.

According to Modise (2002) and Momoh (1999), unemployment, especially the one that results due to retrenchment is a great factor responsible for family instability. When income is lost, the affected person would not be able to efficiently carry out expected roles in their respective families and this may have adverse effects on family relationship. The retrenched workers may lose respect they command from family members and friend. The resultant effects of this could be quarrels over money matters, self-isolation, rejection by family and friends, self-isolation, among others.

Beales and Lambert (1973:218) reported the memoir of a wife of Debyshire miner who was retrenched in the 1930's:

We quarreled more than we had ever done in our lives before. We would rather be death than to continue like this if my husband did not resume work again.

Beales and Lambert (1973:74) shared the same feeling of desperation of a forty-seven years old retrenched engineer who stated:

.....Two years of unemployment found us in a bad way, there was constant bickering over money matters usually culminating in threats to leave from both

of us.... Quarrels broke out and bitter things are said. Eventually, after a period of time both my wife and son who has just commenced to earn a few shillings told me to get out as I was living on them and taking the food they needed.

Theoretical Framework

The theory of alienation as propounded by Karl Marx is utilized for the purpose of this study. Karl Marx perceived the concept of alienation as a phenomenon rooted in production relationship that men enter with one another. Emphasis on this is placed on deprivation, psychological depression and impoverishment suffered by the worker as a result of capitalist industrialization. For workers, alienation means loss of control over their labour loss of job and consequently loss of wages, a process which results to frustration, meaninglessness, powerlessness, normlessness and isolation. According to Horowitz (1964), Marx was of the view that four types of alienation emerged directly from the work situation. The first is that the workers are denied ownership of the means of production and the ability to consciously shape the work environment to meet their needs. Secondly, the workers are alienated from their fellow workers and their employers or those who control their labour. Thirdly, the workers are alienated from the process of work as they have no say over what is to be produced and how it should be produced. They also have no say over their condition of service and how it affects them physically and mentally. Finally, the workers are alienated from the products of their labour. No matter how desperate the workers are, they cannot claim ownership of what they produced with their own hands.

Karl Marx originally used the theory of alienation to explain the various forms of marginalization which the working class experienced in the capitalist mode of production in Europe. Following the explanations offered by Marx, retrenchments are carried out by employers in order to make profit. Under this theory, workers could be retrenched as a result of new inventions and innovations that enhance mass production at lower cost. These inventions render the services of some workers

unproductive, obsolete and redundant, creating avenue for retrenchment. In addition, workers who are regarded as “a cork in the bottle’s neck” of organizational progress are also retrenched.

In the process of carrying out retrenchments, workers are not involved or consulted in the decisions that fundamentally affect their lives as the overriding concern is to maximize profit to the advantage of the bourgeoisie. The decision and the implementation of the decision to retrench workers are often aimed at reducing the cost of production. At the end of the exercise, no adequate compensation is given to the retrenched workers. Life consequently becomes more frustrating and meaningless in line with Karl Marx’s alienation theory.

The decision to retrench primary school teachers in Kaduna State is not profit-oriented. It is carried out to meet one of the basic conditions of World Bank to enable the state government collect a loan of about 350 million dollars. In compliance with the conditionality of getting this loan, the state governor then reduced the state ministries from 24 to 14 in order to give room for reducing the number of worker in the pay-roll. The state government then retrenched various numbers of workers in different ministries and their parastatals. Being the most populous workforce in the state, the governor then claimed that a great number of Primary School Teachers in the state are incompetent in order to give room for a competency test and consequently, a retrenchment exercise. The step taken by the state Government to downsize its workforce en-mass, particularly, primary school teachers is one of the manifestations of the effects of the loan on employment.

The retrenchment resulted in a lot of alienation to the retrenched teachers. They were deprived of their means of income, leading to poverty and inability to meet their social responsibilities. Some of these social responsibilities include ensuring food security in their families, payment of children’s school fees, and provision of accommodation and health care for family members.

The ability to find alternative means of livelihood proved extremely difficult in an economy devastated by SAP and the economic melt-down caused by Corona Virus

pandemic. Like the civil servants retrenched by the Kaduna State Government in 1997/98, these teachers were left with the only alternative options for poor income yielding activities such as farming, trading, running of restaurants, commercial motorcycling, sewing and others (Donatus, 2013). Retrenchment benefits such as gratuity, pensions, salary in lieu of notice and transport money hardly get paid to the affected persons and as at when due or even never paid at all. The retrenched workers are therefore, often struck down by the crises of penury. Assistance from Non-Governmental Organizations, religious and professional bodies, tribal-based organizations, relatives and friends, even within the context of African generosity, has often proved extremely limited in relation to the needs of such retrenched workers.

Inability to discharge their responsibilities threw the retrenched teachers into a state of frustration and meaninglessness. All these have significant effects on their community participation and health; also culminating to drug abuse and problems of relationship with families and friends. All these contradictions capture the cruel realities of retrenchment as possible solution to the periodic crisis of capitalism.

3. Methodology

This study was conducted in Kaduna state of Nigeria. Kaduna state is one of the 36 states in Nigeria, located between latitude 9° North and 11.5° North of the equator and between longitude 6° East and 9° East of Greenwich meridian lines. It is located at the North-Western Geo-political Zone of the country and comprised of three senatorial districts, namely: Kaduna North (Zone 1), Kaduna Central (Zone 2) and Kaduna South (Zone 3).

In the process of this study, the survey research design was adopted due to the relatively large population involved in the study. Using the snow-ball sampling technique, a sample of 392 respondents was selected from a population of 20,259 primary school teachers who were retrenched by the Kaduna State Government in 2017. In order to collect the quantitative data for this study, a uniformed set of questionnaires, comprising of both open and close ended questions were administered

to the retrenched teachers and retrieved after they were completed. This data was complemented with data collected through key informant interviews with three retrenched teachers from each of the three Senatorial Areas of Kaduna State. In addition, articles from different soft and hard copy materials were consulted and assessed.

Both the quantitative and qualitative methods of data analysis were employed in this study. The data collected from the survey was assessed, coded and imputed into the computer system. Using the statistical package for social sciences, the computer was programmed to produce tables of simple frequencies and percentages. It was again programmed to cross-tabulate variables where necessary

to enhance comparison. With respect to this, the univariate and bivariate statistical technique were used to analyze the quantitative data. The qualitative data was synergized with the quantitative data and presented using verbatim quotations by telling what was actually said by the key informants.

Presentation and Discussion of Result

The retrenchment exercise was associated with diverse kinds of effects on the social life of the affected teachers. It affected their participation in community life, their physical health, influenced some of the teachers into drug abuse and also affected their relationships with family members and friends.

Table 1: Distribution of Respondents by Types Social Effects

Effects of retrenchment	Responses				Total	
	Yes		No			
	Freq.	Perc.	Freq.	Perc.	Freq.	Perc.
Community participation	227	57.9	165	42.1	392	100.0
Physical health	156	39.8	236	60.2	392	100.0
Drug abuse	45	11.5	347	88.5	392	100.0
Relational problems	224	57.1	168	42.9	392	100.0

Source: Field Survey, 2021

Table 1 showed the distribution of respondent by types of social effects associated with the retrenchment. The data shows that the retrenchment affected the teachers in different ways but it had more effects on the teacher's participation on community activities and maintenance of social relationships, especially with family members and friends.

Effects on Community Participation

On the subject of community participation, the retrenchment impacted on the affected teachers in different ways. The result shows that 50.0% of 227 respondents who had problems participating in community activities were unable to contribute financially towards community project. Furthermore, 26.1% and 9.4% of those respondents withdrew from community meetings and participation in program planning aimed at actualization of community's development goals respectively.

Interviews were conducted with three key informants and the result shows that variety of factor accounted for the withdrawal of these teachers from active participation on social activities in their respective communities. Through the retrenchment, teachers who could not pass the test were tagged "incompetent teachers". This stigma results to feeling of shame and worthlessness and loss of prestige among them. This resulted in a subjective perception of occupying a lower status in society and further promoted the feeling of being socially excluded from socio-economic activities in the society, consequently affect their involvement in community life. Secondly, job loss is often accompanied by reduction or total loss of income. This hindered a good number of retrenched teachers to continue participation on social activities, particularly those social events which participation requires payment of dues, financial contributions, renewal of registration, to mention a few. Finally, it was ascertained that a significant proportion of the teachers spent most of their time seeking for other jobs, having

personal relationships with those they considered having channel to job opportunities and managing their businesses became their major priority. This consequently affected their participation in community activities. One of the retrenched teachers who were interviewed commented thus:

The level of our participation in community activities was limited by the retrenchment. The so-called competency test rubbished many of us by making the public believe that we don't know anything. This stigma, together with loss of income affected our participation on social activities in the society. Why? We perceived that many people no longer respect our opinions. It is a fact that we are no longer financially buoyant to pay different types of dues in organized associations and to also make contributions toward community development..... I remember, a friend once told me that even in their family meetings, he no longer have a say on major decisions that requires financial backing since he cannot offer any financial support.

Another teacher exclaimed:

I don't have time for that! I will rather use my time judiciously to look for another job and other means of satisfying the needs of my family than involving myself in community meeting and other activities that will not solve the problems I am passing through at the moment.

Surprisingly 14.5% of these respondents said that the retrenchment increase their participation in community programs. It could be that the retrenchment created more time for them to participate in community activities or they might have involved themselves in it just to keep

themselves busy. Others might be involved to gain recognition in their respective communities.

Effects of the Retrenchment on Health of Affected Teachers

The data from the survey also showed that the retrenchment affected the health of about 156 (39.8%) affected personnel. This was first caused by shock which resulted at the time they were issued letters of termination of employment contract. Results of key informant interviews conducted with two retrenched teachers shows that some of those disorders caused by the staff retrenchment are insomnia, headaches, hypertension, and loss of appetite, among others. Supporting this finding, John and Kunha (2020) reaffirmed that shock is a life threatening medical condition, leading to rapid breathing, rapid pulse, nausea, vomiting, dizziness and fainting. When the situation worsens, it may cause damage to some tissues of the body and eventually cardiac arrest. Besides these, inability to access nutritious food and in sufficient quantities due to loss of income also plunged some affected teachers into health complications. According to Srilakshmi (2010), health is directly related with the food consumed by an individual. To maintain good health, one need balanced diet. Inability to eat balanced diet in sufficiency may culminate into different types of ailments. According to Abdullahi (2012), it may lead to hypertension, obesity, diabetes, epilepsy, cancer or cirrhosis of the liver and sudden death, especially among older people. It may also lead to poor growth, weak immune system, insomnia, anemia, fatigue, depression, among others. According to one of the affected of the retrenched teachers:

As soon as the retrenchment letters were served, the first thing experience by majority of us was shock. Many of us had sleepless nights. We were worried on how to cope with meeting the responsibilities we are trusted for, the feeling that our future plans will be cut short, our dependent's future was at stake, the narrow tendency of getting alternative employment in a country where the rate of unemployment is very

high. At some points, this generated severe headaches and eventually, hypertension.

young are those teachers who are 40 year of age or less, those who are at their moderate age are those who are between 41 and 50 years old while teachers regarded as being old are those teachers who are 51 years and above.

The respondents who underwent health complications were distributed according to age. Those categorized as

Table 2: Distribution of Respondents with Health Problems by Age

Age	Health problems				Total	
	Yes		No			
	F	%	F	%	F	%
Young age	85	34.0	108	66.0	250	100.0
Moderate age	44	48.9	46	51.1	90	100.0
Old age	27	51.9	23	48.1	52	100.0
Total	156	39.8	236	60.2	392	100.0

Source: Field Survey, 2021

Table 2 shows data on respondents who stumble upon health problems due to the retrenchment by age. The data in the table shows that the percentage of those teachers who had health complications at old age is higher than teachers at moderate and young ages respectively.

Effects on Drug Abuse on Retrenched Teachers

The retrenchment also climaxed into different forms of drug abuse among teachers who were retrenched. The data presented in the table shows that 45 (11.5%) of the total sample were involved in drug abuse. Data was also collected through key informant interviews with 3 retrenched teachers on types of drugs commonly abused by retrenched teachers and the reasons for abusing such drugs. The result shows that the common types of drugs they abuse are alcohol, cigarettes, cannabis, and so on. They use these drugs to enable them reduce stress, tension, relief pains and control psychological disorder caused by the retrenchment. Some of the retrenched teachers were sick and for the fact that they don't have money to go to hospital for proper treatment, a good number of them take counter drug to control the headaches and other form of pains they experience without doctor's prescription. One of the teachers said:

..... The retrenchment landed many teachers into drug use. A number of them get into drug taking to enable them cope with issues such as frustration, idleness,

hopelessness, pains, stress, and other experiences associated with the retrenchment.

In agreement with the above finding, loss Hallidu (2003) noted that:

.....they take these drugs to relief pains and to create a fake sense of wellbeing....., provide relief for tension and to induce sleep.

The act of drug abuse by affected teachers had temporarily enabled them to achieve certain desires such as pain relief, overcome psychological traumatic disorders such as depression, anxiety, and feeling of worthlessness. However, this also made them vulnerable to risks of heart attacks, mental health problems, strokes and several types of cancer. Drug abuse may also cause damage to the kidney, brain, heart, liver and pancreas. It may also result to accidents, homicide and relapse among users. All these may lead to premature death among affected teachers and some unfortunate people in society who happen to be victims of circumstances. According to Verter Health (2021), those who get addicted to substance use may prioritize it over everything else in their lives. The affected teachers who are involved in drug abuse found it difficult to get another employment. This is because they are less serious on job search. Some of them who eventually got new jobs experienced

difficulties maintaining the jobs while those who start income generating businesses could not run them effectively and efficiently and the businesses eventually collapsed.

The distribution of those who get into drug abuse according to sex shows that about 12.6% of 183 male represented in the sample compared with 10.5% of 209 sampled females were involved in drug abuse. This shows that a greater percentage of male teachers are involved in drug abuse compared to their female counterpart. This is due to the fact that at the study location, drug taking by male is more tolerated compared to female counterpart.

Effects of the Retrenchment on Relationships with Family and Friends

The data also shows that the 224 (57.1%) of the Primary School Teachers represented in the total sample had diverse kinds of problems with social relationships with family members and friend. The responses they provided revealed that about 31.2% of these respondents reduced the frequency of visits to families, friends, and colleagues while at work. This is followed by 28.1% who lost respect accorded to them by family and friends while 23.7% isolated themselves from participation in social life. The data also showed that 4.5% quarreled with people more often than the time they were still working while 12.5% had feelings that they were neglected, avoided, stigmatized and alienated by family members, friends, relatives and other people who were once close to them.

Table 3: Distribution of Respondents who had Problems of Relationship by Educational Qualification

Educational qualification	Respondents with relational problems				Total	
	Yes		No			
	Frequency	Percentage	Frequency	Percentage	Frequency	Percentage
Undergraduate qualifications	93	59.2	64	40.8	157	100.0
Graduates	127	56.4	98	43.6	225	100.0
Postgraduate	4	40.0	6	60.0	10	100.0
Total	224	57.1	168	42.9	392	100.0

Source: Field Survey, 2021

Table 3 shows the distribution of respondents who had relational problems with family and friends by educational qualification. The data presented in the table shows that a greater percentage of teachers who obtained undergraduate qualifications are more among respondents who have problems of relationships with families and friends compared with those who obtained graduate and postgraduate qualifications respectively. This shows that educational qualification have influence on the ability of a person to maintain cordial relationship with family members and friends.

5. Conclusion and Recommendations

Staff retrenchment is one of the major industrial activities which spur great concern in the field of labour relations globally. Even though it is often conducted to restructure

the work organization in a more profitable way, its effects are always very remarkable on the affected persons. The Kaduna State Government claimed that this retrenchment was necessary to revive the educational sector and make it more functional; however the act resulted to severe socio-economic hardship on the affected teachers. The retrenchment led to financial hardship among affected teachers and conversely their participation in community activities and projects. It also triggered variety of health problems ranging from shock, headache, insomnia, hypertension, strokes, among others. In addition, it initiated drug abuse among the affected teachers, and the most common drugs abused are alcohol, cigarettes, marijuana, sleeping tablets and so on. Finally, the retrenchment facilitated to problems of personal relationships comprising of self-isolation, loss of respect

from family members, reduction irregularity of visit to family members and friends, to mention a few.

In view of the above findings, a number of recommendations are made to ameliorate the harsh implications of this retrenchment on social wellbeing of affected workers and to also prevent its future occurrence. Results of studies demonstrate that improper planning by various stake holders is one of the reason causing financial hardships to retrenched workers. Any organization which intend to retrench its staff, being it public or private, should ensure that they are well furnished financially to enable them pay redundancy packages before they go ahead to carry out the exercise.

All workers should take adequate precautionary measures against any retrenchment that may crop-up. They should save part of their income so that they can have something to lean on after cessation at work. They should purchase income generating assets and acquire business skill to enable them establish self-reliant occupations immediately after job loss. They should also update their knowledge on continual basis to make them competent enough to secure new jobs as soon as they are retrenched.

References

- Abdullahi, S.K. (2012). The State, Globalization and Malnutrition: The Political Economy of Food and Nutrition Policy in Nigeria. ASUU Journal of Social Sciences, Volume1, Number 1, April, 2012
- Adakole, S.O. (2007). The Effects of Retrenchment of Workers on the Socio-economic Development of Nigeria: A Case Study of Benue State. An Undergraduate Thesis Submitted to the Dept. of Public Administration, ABU, Zaria.
- Aderere, O. (2002). The Effects of Retrenchment of Workers on the Socio-economic Development of Nigeria: A case Study of Kwara State. A Thesis Submitted to the Dept. of Public Administration, ABU, Zaria.
- Trade unions exist to ensure the welfare of members and to protect them from all forms of abuses by employers. All recognized trade unions should provide suitable counseling to member on how to develop saving schemes and utilize them at cessation of work. They should sponsor law makers to amend existing Labour Acts to make it difficult for employers to retrench its employees without justifiable reasons. They should also mobilize workers to resist any retrenchment that is not necessary.
- The government at all levels, Non-Governmental Organizations (NGO's) and private individuals should intensify their campaigns against drug abuse. These campaigns will enlighten the public on its dangers paving way for the public and people facing difficult situations, particularly the retrench to shun it. In addition, the treatment of certain substances, particularly alcohol and cigarettes dependence should remain a major priority.
- Under the context of African generosity, communities, families and friends should assist unfortunate members affected by retrenchment with relief materials; and enabling guidance and counseling that will help them to manage the effects of job loss. They should as well embrace them to feel being loved and cared for.
- Ahmad, R. (2020). NLC Seeks Reinstatement of Sacked Kwara Teachers. Business Post, Nigeria
- Ashgar A. A. M., Muhammad, N. I. J., Muhammad, H. A. and Arun, K. (2018). Genuine Redundancy and Retrenchment Compensation: An Analysis of Malaysian Law
- Baguley, P. (1991). From protest to Acquiescence? Political Movement of the unemployed. Macmillan Education Ltd. Beales, H.I. and Lambert, K.S. (1973). Memoir of the Unemployed. Wakefield Publishing Ltd.
- Dieckhof, V.G. and Gash, N. (2015). Unemployment Alone; Unemployment and Social Participation in Europe. International Journal of Sociology and Social Participation, VOL. 35

Collins Publishers Ltd

- Dieter, H. (2011). Unemployment and Substance Use: A literature Review. Frankforth University of Applied Sciences. pubmed.ncbi.nlm.nih.gov >
- Donatus, P.(2013). Analysis of Coping Strategies Among Workers Affected by the 1997/1998 Retrenchment Exercise in Kaduna State, Nigeria. Kaduna Journal of Sociology, Kaduna State University, Kaduna, Vol 1 (1), July, 2013
- Etor, C., Mbon, U. and Ekanem, E. (2003). Primary School as a Foundation for Qualitative Higher Education in Nigeria. *Dol:10.5539/jel.v2n2p155*
- Faruk, J. (2019). Analysis of Coping Strategies Adopted by Retrenched Primary School Teachers in Sabon Gari Local Government Area, Kaduna State. An Undergraduate Thesis Submitted to the Department of Sociology, Kaduna State University, Kaduna
- Gan, E. (2018). Depression Caused by Job Loss or Changes Warrants Attention. Singapore. Channel News Online.
- Garba, M.J. (2019) “Kaduna State Staff Retrenchment: Where Next”. Nigeria. Daily Trust. Wed. January 23rd, 2019.
- Godfrey, A. A. (2012) Challenges Facing Primary Science: Implications on its Future and Science Education in Nigeria. Benue Journal of Education, Vol. 12(1) 69 -75
- Godwin, O. and Godwin, B. (2016) 3000 Dock Workers Retrenched as 20 Shipping Companies Shut Operation
- Gutkind, P.C.W. and Immanuel, W. (1976). Political economy of Contemporary Africa. Sage Publications Inc., 44 Harton Garden, London.
- Hallidu, A.A. (2003). Outreach Strategies for Curbing Drug Abuse Among Youths in Nigeria.
- Haralambos, M. and Holborn, M. (2004). Sociology: Themes and Perspectives. London. Harper
- Horowitz, I.L. (1964). The New Sociology. Oxford University Press, New York
- Hornby, A.S. (2000) Oxford Advance Learner's Dictionary. Oxford University Press, New York.
- Israelstam, I. (2012). Retrenchment Myth: Companies Feed Employees. The South Labour Guide of 04 April, 2013. Issues vol. 3 No.2 December, 2015.
- Jekings, S.P. and Cappellari, I. (2007). Summarizing Multiple Deprivation Indicators. Micklewright, J. (ed), Poverty Reduction Re-examined. Oxford, Oxford University Press
- John, P. and Cunha, D.O. (2020). What is shock? Shock (med) Centre. www.medcinet.com
- Kochanek, KD; Murphy, SL; Xu, J; and Arias, E. (2019). Deaths: Final Data for 2017. National Vital Statistics Report.
- Maliya, V., Laporsek, S., Store, J. and Vodopivec, M. (2021). The Effects of Unemployment on Health, Hospitalization and Mortality – Evidence from Administrative Data. IZA Institute of Labour Economics.
- Modise, S. (2002). “The Impact of Retrenchment of Employees and Measures to Alleviate it”. Quarterly Bulletin, South African Reserve Bank, March, 2003.
- Momoh, A. (2002). “The Effects of Unemployment on Family Stability: A Case Study of Idah Local Government, Kogi State. An Undergraduate Thesis Submitted to the Department. of Sociology, ABU, Zaria.
- Mustapha, G.J.M. (2019). Kaduna State Staff Retrenchment: Where Next? Daily Trust. Nigeria. Wednesday, 23rd Jan, 2018. <https://www.dailytrust.com.ng/kadunastate>

- Ochir, A.S. (1999). The Effects Retrenchment of Workers on Benue State Public Services on Economy. An Undergraduate Thesis Submitted to the Dept. of Public Administration, ABU, Zaria.
- Ogheechi, R. (2015). "An Exploration into the Socio-Economic Effects of Retrenchment". Journal of Economic and Sustainable Development Vol. 6, No 18
- Okoh, C. (2012). Assessing Teachers Awareness and Use of Communicative Language Teaching Approach in Primary Schools of River State. Nigerian Journal of Education, vol. 5 no. 1, October, 2012
- Olarenwaju, E. (2018). 3.67 Millions of Nigeria Loss Their Jobs between 2015 and 2016. www.combil.com.lifestyle>according....
- Rama, R. (2010). "Dismissal and Retrenchment Effects." Retrieved June 20, 2010 from <http://www.citeman.com/10981-dismissal-and-retrenchment-effect.html>
- Robertson, J. (1985). Future work: Job, Self-Employment and Leisure After the Industrial Age. Gower Publishing company Ltd.
- Srilakshmi, B. (2010). Food Science. New Delhi. New Age International (P) Publishers Limited
- Vertara Health (2021). Unemployment and Substance Abuse. Cummingtown, Massachusetts. Vertara Health. vertahealthmassachusetts.com>u....
- Yero, A. (2012). Community Policing and the Nigerian Case. KASU Journal of Social Sciences. Vol. 2, December, 2012.