

CROSS-CULTURAL STUDY OF NIGERIANS WORKING IN THE UK

By Student's Name

Course code + Name

Professor's name

University Name

City, State

Date of Submission

CHAPTER FIVE: DISCUSSION AND PRESENTATION OF FINDINGS

5.1 Introduction

After the conduct of every research, the next goal is to make sure that this research is analyzed so that it can be aligned with the goals and objectives that were set forth at the start (Balaji, 2010). According to Wang, Storey and Firth (1995) and Craft (2001), the main purpose of analyzing the results from the conducted study is to align the data to the objectives that were set out initially. Also, the hypothesis that had been formulated initially are attested against this analysis and proven null or otherwise.

The discussion of results, the analysis and presentation of these results form the last step in the progress of study. Here, critical analysis is conducted on the qualitative data given out in the preceding chapter, the data is presented in form of charts, graphs, tables or in other media format for quick study and understanding (Bachi nd). Data analysis is also a very crucial step for any study. It involves the methodological and systematic way of reviewing the data collected and decompressing or expanding it for a better understanding of the whole scenario. In this chapter, there will be a number of subtopics broken down into the various elements in which they shall represent. These subtopics include the actual discussion of the results in form of analysis and review of the data, both qualitatively and quantitatively, the presentation of the data, the conclusion and finally recommendations.

For ease of discussion and to avoid confusion, the two sources of data, that is, primary sources and secondary sources will be discussed separately. Breaking the course of work in a number of tasks eases the confusion and length of time taken to illuminate effectively on the work. It also increases the level of accuracy by concentrating on one thing at a time.

5.2 Primary sources

The primary sources of data that have been used in this research study include; direct interview, use of questionnaires and focus groups discussion. The responses from direct interviews were recorded in the researcher's note book. All the 40 questionnaires were filled and raw data from these questionnaires will be discussed here. A sample of the questionnaire that was used is given in the appendix section as Appendix I and Appendix II.

5.2.1 Distribution of Nigerians in UK by population

From the results given on the demographic distribution of the Nigerians in the United Kingdom, the following table can be used to give a summary of the population distribution over the years.

Year	2001 Census	2011 Census
No of Nigerians living in UK (But not working)	88,000	175,000
No of Nigerians living and working in the UK	-	25,000

From the table above, obtained from the Office for national statistics UK, (2011), the number of persons of Nigerian origin living in the U K has been on a stable increase over the last ten years from the year 2001 to year 2011. The percentage increase in the populations of the Nigerians living in the UK in these ten years is approximately 50%. Although the 2001 figures for the number of people of Nigerian origin living and working in the UK are not available, it is to be assumed that the figured also increased in accordance to the population increase and putting this rate at a 50% mark up, the number of people of Nigerian origin living and working in the United Kingdom can be estimated to be 12,571 people In 2001. This figure constituted of 14.3% of the total population in 2001. This means that over half the population living in the

country (85%) had no access to recognized formal employment. A number of reasons could have been attributed to this discrepancy. Some of the reasons are; the lack of skills and experience to handle good formal jobs and maybe the managers of different companies did not want to give them jobs. Majority of the 14% who got lucky and were given some form of employment were working in low profile jobs, mostly those that needed more muscle as opposed to skills. Examples are guards, construction workers and couriers. The others who had no formal employment had to rely on the 14 % or on other vices such as stealing or robbing.

By 2011, the figure of those Nigerians working in formal employment has increased to 25,000. However, this figure does not reflect an increase in the percentage of the Nigerians who are under formal employment. The percentage is still stagnated at 14% when leveled against the proportionate increase in the level of the population from 88,000 in year 2001 to 175, 000 in year 2011. The percentage of those unemployed still stands at 85% in year 2011. Some reasons for this stagnation could be formulated here. There could have been a stagnation of growth of the sector industries in which these people work, meaning that jobs were not being created at the same proportionate ratio as the increase in the population. When jobs are not created fast enough to cater for the growing population, there will always be a situation of employment (Bell & Blanchflower, 2010; Verdugo et al 2012).

5.2.2 Sector industries where the Nigerians work in the UK

The table below shows a summary of the various sector industries under which these employees work. This table is an excerpt from the sample questionnaire in the Appendix I.

INDUSTRY/SECTOR	Number of workers	Distribution by percentage
Mining & Construction	13	32%
Manufacturing	12	30%
Services	5	12.5%

Processing (packaging, on loading & off-loading)	8	20%
Transport services	1	2.5%
Other (Specify)	1	2.5%
Total	40	100%

From these results, it is observed that the majority of these workers are concentrated in the Mining and construction as well as manufacturing industries. These two sectors comprise over 62% of the sample size interviewed. The processing industry follows close with 20% of the sample interviewed. It should be noted that the top three industries and sectors that offer the majority of these Nigerian workers jobs are companies that are labour intensive as they rely on manual labour. From these results, a number of implications could be made as follows;

- That most of these workers from Nigerian origin do not own the necessary skills to have them acquire white collar jobs
- The jobs given to them are the only jobs that their English managers could preserve for them
- There are not enough white collar jobs to fit the demands of the skilled Nigerian workers

Most of these jobs are lowly paid. The establishment of the payment was conducted in the interview section using the following rubric;

Grading rubric of compensation	Number of employees	Percentage representation
Very poor pay (the amount of money paid for services rendered not enough to cater for needs)	16	40%
Poor	14	35%

(amount paid for rendered services barely enough to cater for their needs)		
Fair (the amount paid is just enough to cater for their needs)	6	15%
Good (the amount paid to the workers is in slightly excess of their demands)	2	5%
Very good (the amount paid for work done exceeds the needs of the workers by far. Workers are able to save a little money)	1	2.5%
Excellent (The amount paid for work done is way above the needs of the workers. Workers are capable of saving a little money as well as buy luxury goods)	1	2.5%
Totals	40	100%

From this table, it is evident that most of the workers of Nigerian descent in United Kingdom are being paid wages that are below average. Most of them barely survive. The majority of the workers (40%) earn incomes that are barely enough to get them through the day. Most of them complain of being underpaid and overworked. This poor pay could have resulted from a number of factors. The economy could be undergoing a recession or a tumult that could force the sector industries to cut back on the salaries of majority of the workers. These employees of Nigerian descent could be lacking the necessary skills required by the market and hence they find that they are lowly paid when this match is conducted. This forces the workers to take double and some

even triple shifts to cover for this economic void and try to make their ends meet. Only a very small percentage is comfortable with what they get. Out of the sample population of 40 respondents, only one person (2.5%) felt that the compensation received for his wages was more than enough to sustain him, enable him to do some investment and maybe even buy some luxurious goods.

5.2.3 Inter-cultural interactions at home and workplaces

From the results, the concentration of people of Nigerian origin in one area, Peckham in the United Kingdom points out to their reluctance to accept inter-cultural interactions with other communities and races. The Nigerians in UK, as the results indicate are still very much in touch with their culture and national heritage back at home in Nigeria. This is observed and evident where the majority of the Nigerians living in cities in UK speak the Yoruba language, their native tongue. This distinction puts invisible barriers between the Nigerians living and working in the UK with the other people of different origins and ethnic groups in the country.

Another cultural difference between the Nigerians and other ethnic groups in the cities is the religion. The Nigerians are predominantly Muslims while most of the other people they interact with belong to other denominations such as Christianity. This has led to these Nigerians building mosques as their places of worship in the neighborhoods where their population is abundant. The following rubric was also used among the sample population of 40 Nigerians in UK to determine how they perceived the inter-cultural relations between themselves and other people in the United Kingdom at the places of work and residence;

Grading Rubric – inter cultural relations	Number of workers	Percentage composition
Very constrained	2	5%

Fairly constrained	17	42.5%
Moderately constrained	9	22.5%
Not constrained	9	22.5%
Very comfortable	3	7.5%
Totals	40	100%

From this table, it is evident that there definitely exists a difference and constrain in the interaction of the Nigerian workers and other workers in the United Kingdom. The responses of the sample population put the percentage of those who thought that the relationships were constrained at a whopping 70%. 9 persons out of 40 thought that the relationship between them and other people of other origin was okay. Only 3 persons, comprising 7.5% of the sample population were feeling that the relationship was very comfortable and not at all constrained by any factors whatsoever (Oskamp 2000).

The differences in the relationship between the Nigerians working in the UK and other workers could have arisen from several dimensional areas. First, the adoption of the direct and uncut culture from Africa in the distant land of UK has led to these Nigerians being branded as being primitive and outdated. The common African language of Yoruba, practiced widely among the many Nigerian people in the UK also alienates the Nigerian workers from their counterparts at work.

5.2.4 Challenges at work

There are quite a number of challenges that these persons of Nigerian origin face in their places of work in the United Kingdom as seen in the results chapter. One of the major challenges

as noted by the results of the conducted study is discrimination. Discrimination here occurs on a number of levels namely religious, racial, descent and even gender.

This discrimination is felt, as many of the respondents believe mostly among the female gender. Out of the 40 respondents interviewed, only 9 of them were females. The figures from the statistics board of the United Kingdom show that in the year 2001, the number of female employees was approximately 1100 out of the 14000 employed in these industries in the country. This forms an approximated 8% of the total numbers of Nigerians working in the different industries in the United Kingdom. The following table offers a quick breakdown of the scenario.

Gender of workers in UK	Male	Percentage of males	Female	Percentage of females
2001	12,900	92%	1100	8%
2011	21,350	85.4%	3650	14.6%

From the table, the number of females employed in the various industries in the United Kingdom has seen a rise from the figure in the 2001 census from 1100 to 3650 bringing about a percentage increment of about 6.6%. However the number of males is still high and dominant at 85.4% down from 92% in 2011 and 2001 respectively.

This increase in the male numbers of the Nigerian workers in UK could be attributed to the increase in the population over the decade (Kotler and Keller 2009). The population increase has however not had a major impact on the female gender. This discrepancy between employment where the male gender is preferred over the female gender results into discrimination on the basis of gender (Hernández-Coss.R & Bun 2007).

The other male employees also felt that they were being passed on for promotions that were due to them. According to most of them, 17 out of the 27 interviewed, felt that they have

been caught in the same position at work for a long time. They felt that promotions were overdue. The good and high ranking jobs in these companies were being given to other people of other races who didn't have enough experience. Priority was given to these people at the expense of the Nigerians living and working in the United Kingdom.

This was interpreted as discrimination over the color of their skins. The Britons felt more comfortable with having a close working relationship with the persons of their own country or skin color.

Majority of these Nigerian immigrants living and working in the United Kingdom feel that they are sidelined when it comes to the job placements, promotions and even remuneration. According to Hannay (n.d), most times people who go to work into other countries to seek employment opportunities are faced with the barriers of full recognition, especially if they are coming from a third world nation to work in a more economically powerful state. This situation is what most of these Nigerians are faced with. Despite having the same qualifications and even experience as the other workers in the United Kingdom, they are still paid relatively lower than those of the UK origin. Basabe&Ros (2005) argue that equal compensation for work or activity done should always be upheld at all levels. There should be no discrimination in the places of work resulting from cultural, religious or racial diversities (Lubeck, Lipschutz, & Weeks, 2003; Wu, 2006). Manrai (2011) supports this argument postulated by his fellow scholars and goes on to demonstrate that religion or culture has no direct implications on the service delivery of a particular person except maybe in a very extreme case scenario. The same case applies to the racial and religious concepts. Boone & Kurtz (2012) state that all races in the world are equal and if they have the same levels of qualification and work in the same level of employment, then they should be compensated competitively using the particular grade and standards of

employment formally stipulated by the company in which they work. All workers at the same grade and level should be compensated equally regardless of the color of their skin, the dialect, the country of origin, their cultural diversity and their political dispositions (Hox & Boeije 2005).

5.3 Conclusion

From the research study conducted here in trying to establish the relationship between the United Kingdom and the Nigerian Immigrants, a conclusion can be made here in the following paragraphs.

The variations of the culture of the Nigerian immigrants and the managers in the United Kingdom have a profound effect on the way these Nigerians work and relate with others in the country and places of work (Polkinghorne 2005). From the results of the study carried out in this research paper, it is evident that Nigerians in the UK have their own unique close knit culture despite being so far from home. This variation in culture, though it does not really affect the way they conduct their work, it definitely has an implication on the relationship with other work mates of different cultures (Wickens 1941). They do not feel fully comfortable and assimilated into the work setups of these companies they work in as such they may not feel very motivated enough to work as hard as the other employees from the UK. This slowness, though mild now, may have an adverse effect in the long run production of the company (Miner 1985).

The variations of culture in the United Kingdom have a mild effect on the foreign employment. Despite the presence of the discrimination and other inequalities among the different groups of workers from different ethnic, religious and even racial backgrounds, the country is still considered to be among one of the favored nations to work with by many nationals. This is evidenced by the high number of immigrants into the country from other

places. Hofstede & Bond (1984) argue that this arises from the need of the different workers to better their lives and explore new grounds away from what they are used to.

From the study carried out with reference and respect to the Nigerians living and working in the United Kingdom, it is obvious that most of them are faced with many challenges as they try to adapt to the working environment and structure of the UK in form of cultural diversity and the notion of discrimination based on gender, race, religion, Country of origin or even culture (Salway et al 2011). The whites who come into contact with the different immigrants who live and work in the country consider their values and culture to be primitive and backward. An unpronounced divide will always be present in such a scenario and in the UK this is evident in the cases where the whites and residents are given preference over other immigrants in the work place and even in promotions at the work place (Wu 2006). From the responses of the managers in regard to their perception of the Nigerians and other African immigrants working in the country, it shows that these managers perceive the immigrants as persons not capable of being placed in leading roles in the different organizations in which they are employed in. They judge them from the country of origin and find them somehow not fully cut for such leading roles. As such, they are always passed over when it comes to recruitments with the native whites being given preference despite having same qualifications and skills level.

5.4 Recommendations

From the findings, discussion and the conclusion made on this study, the researcher feels that there is a large avenue for growth and resolution of conflicts here. The researcher believes that if these organizations found a way in which they could solve their conflicts and adapt the immigrants to work for them on an equal level, the objectives of the companies could be

achieved in a better way through team work (Onwuegbuzie et al 2010). Team work makes the work easier and takes a shorter period of time as compared to working on individual basis (Kotler& Keller, 2009). The researcher had made a number of recommendations on this case and these are outlined briefly below.

The managers in the different companies need to appreciate the input of these Nigerians and other foreign immigrants because they help drive the system and the economy of the country (Lubeck et al 2003). They should offer equal compensation for equal work done without any form of discrimination on the basis of gender, race, religion or even cultural diversity. Remuneration packages and promotion chances should also be rationalized to make sure everybody has an equal opportunity for career advancement despite where he or she comes from (Sidanius and Veniegas 2000).

The government could maybe enact some laws and regulations for the governance of these employments and remuneration packages for workers in the country. Also, emphasis should also be put on the employment of the female gender who are left out in the employment especially if they are immigrants. They should be given equal chances if they are as equally qualified as the men. If these issues are not handled right, the workers wont feel so motivated to work harder and this may result in loss of production in the long run (Manrai 2011).

Lastly, the Nigerian workers themselves as well as other foreign immigrants should also try to embrace the culture of their hosts and other nationalities and try to work together for the accomplishment of the company's goals and objectives. They should try to have a harmonious correlation with these workers so as to ensure they fulfill the goals and objectives of the company collectively as a team (Ying and Lee 2000).

If these recommendations are effected and utilized effectively, immigrants working in foreign nations like UK will find their stay more fulfilling and more rewarding.

References

- Bachi, R.,nd, Graphical methods for presenting statistical data: progress and problems,
Jerusalem: Hebrew University
- Boone, L.E., & Kurtz, D.L., (2012). Contemporary business (14th Ed.).Hoboken, New Jersey:
John Wiley & Sons
- Change institute, 2009,The Nigerian Muslim Community in England Understanding Muslim
Ethnic Communities, Retrieved November 12, 2012 from
<http://www.communities.gov.uk/documents/communities/pdf/1203232.pdf>

- Elvins, T.T., 1997, Presentation techniques for time series data- Computer graphics.
San Diego: San Diego supercomputer center.
- Elwood, S.A & Martin, D.G., 2000, “Placing” interviews: locations and scales of power in Qualitative Research,*Association of American geographers*, 52 (2), 649-57
- Hernández-Coss.R & Bun. C.E.,2007.The UK-Nigeria Remittance Corridor Challenges of Embracing Formal Transfer Systems in a Dual Financial Environment,*Working paper 92*, Washington: The World Bank
- Hofstede, G. & Bond, M. H.,1984, Hofstede’s Culture Dimensions: An Independent Validation Using Rokeach’s Value Surve, *Journal of Cross-Cultural Psychology*, 15(4), 417-433.
- Hox, J.J &Boeije, H.R., 2005, Data collection: primary versus secondary, Encyclopedia of Social Measurement, Vol. 1, 593-98
- Kotler, P., & Keller, K. L. (2009).*Marketing Management* (13th Ed.). Upper Saddle River: Prentice Hall.
- Lubeck, P.,Lipschutz, R & Weeks, E., 2003,TheGlobality of Islam: Sharia as a Nigerian “Self-Determination” Movement, *Working paper* no. 106, April, Retrieved November 12, 2012 from<http://www3.qeh.ox.ac.uk/pdf/qehwp/qehwps106.pdf>
- Malhotra, N.K.,nd, Questionnaire design and scale development. Georgia: Georgia Institute of Technology
- Manrai, L. A., (2011), Current Issues in the Cross-cultural and Cross-national Consumer Research in the Global Economy of the Twenty first Century, *Journal of International ConsumerMarketing*, 23(3), 167-80.
- Miner, E., 1985, The importance of listening in the Interview and interrogation process, Quantico: FBI Academy

- Onwuegbuzie et al., 2010, Innovative Data Collection Strategies in Qualitative Research, *The Qualitative Report*, 15(3), 696-726
- Oskamp, S., 2000. Reducing Prejudice and Discrimination -The Claremont Symposium on Applied Social Psychology, New Jersey: Lawrence Erlbaum Associates:
- Polkinghorne, D.E., 2005, Language and Meaning: Data Collection in Qualitative Research, *Journal of Counseling Psychology*, 52 (2) 137-45.
- Salway et al., 2011, Ethnic diversity and inequality: ethical and scientific rigour in social Research, Oxford: Joseph Rowntree foundation
- Sidanius, J&Veniegas, R.C., 2000, Gender and Race Discrimination: The Interactive Nature of Disadvantage, Berkeley: UCLA.
- Wickens, D.L., 1941, Residential Real Estate: Its Economic Position as Shown by Values, Rents, Family Incomes, Financing, and Construction, Together with Estimates for All Real Estate, Retrieved November 12, 2012 from <http://www.nber.org/books/wick41-1>
- Wu, M., 2006, Hofstede's Cultural Dimensions 30 Years Later: A Study of Taiwan and the United States, *Intercultural Communication Studies*, 15 (1)
- Ying, Y& Lee, P.A., 2000, Cultural orientation and racial discrimination: predictors of coherence in Chinese American young adults, *Journal of community psychology*, 28 (4), 427- 42