

Committee on the Application of Standards

Date: 18 May 2026

If they so wish, Governments appearing on the preliminary list of individual cases have the opportunity to supply on a purely voluntary basis, written information before 18 May 2026.

► Information on the application of ratified Conventions supplied by governments on the preliminary list of individual cases

Nigeria (ratification: 1960)

Right to Organise and Collective Bargaining Convention, 1949 (No. 98)

The Government has provided the following written information as well as copies of the National Industrial Relations Policy (NIRP) for Nigeria and the guideline on Labour Administration issues in Outsourcing/Casual/Fixed-Term Contract/ Contract Labour of Third Party Employees in the Hotels, Hospitality, Tourism and Catering Industry.

The Government notes the observations of the Committee of Experts with regards to the allegations made by the Nigeria Labour Congress (NLC) with regards to the absence of adequate dispute resolution mechanisms, interference in the collective bargaining process and failure to implement collective bargaining agreements. The Federal Government of Nigeria has put in place various legal and institutional frameworks for dispute resolution. These include:

- (i) The Trade Dispute Act;
- (ii) The National Joint Industrial Negotiating Council;
- (iii) The Industrial Arbitration Panel;
- (iv) The National Industrial Court; and
- (v) The Appeal Court.

These frameworks provide for negotiation, mediation, conciliation, arbitration and adjudication at all levels.

The Government does not interfere in the process of collective bargaining since the process is between the employer and the worker or workers' organization concerned. Although the Government is not involved in the implementation of collective agreements between employer(s) and worker(s), the laws provide for the implementation of collective agreements as binding.

As requested, a copy of the National Industrial Relations Policy will be submitted to the International Labour Standards Department for onward transmission to the Committee of Experts.

Articles 1 and 2 of the Convention: Adequate protection against acts of anti-union discrimination and interference.

The Government notes the observations and comments of the Committee of Experts and will take measures to ensure that reported allegations on anti-union discrimination are investigated, and information of outcomes provided accordingly.

As requested, hard copies of the sectoral guidelines for the banking and finance, food and beverage, and hotel and personnel services sectors will be submitted to the International Labour Standards Department of the ILO for onward transmission to the Committee of Experts.

Labour Law reform

The Government notes the comments of the Committee of Experts with regards to ensuring that the Collective Labour Relations Bill conforms with the Convention.

The Government is pleased to inform the Committee that it is in the process of obtaining technical assistance from the ILO Country Office in Abuja to convene two (2) legal drafting retreats to further the labour law reform process. It is hoped that these retreats will conclude the legal drafting process and hopefully prepare the Collective Labour Relations Bill, the Labour Standards Bill and other Bills for final tripartite validation and legislative action.

Collective bargaining in practice.

There are at least 130 collective agreements concluded and in force in the country. Collective bargaining agreements cover a minimum of 4.6 million workers across various sectors.