MEMORANDUM OF UNDERSTANDING BETWEEN THE NIGERIA EMPLOYERS' CONSULTATIVE ASSOCIATION (NECA), THE NIGERIA LABOUR CONGRESS (NLC) AND TRADE UNION CONGRESS OF NIGERIA (TUC)

This **Memorandum of Understanding** (MoU) is made this 15th day of JUNE 2020 between the ***Nigeria Employers' Consultative Association (NECA)*** and ***Nigeria Labour Congress (NLC)*** and **Trade Union Congress of Nigeria *(TUC)***, hereinafter jointly referred to as the ***"Parties"***.

WHEREAS,

1. The World Health Organisation (WHO) had designated Corona Virus (COVID-19) as a pandemic spreading all over the World with devastating effect on global economies and health systems.

2. On the 27th day of February, 2020, Nigeria recorded its first COVID-19 index case and has since then recorded increase in the number of COVID-19 cases across the country.

3. The rise in the number of confirmed cases has made it incumbent on the Nigerian Government, at the State and Federal levels, to take measures to curtail the spread of the virus. These measures included: lockdown of States, imposition of curfew, inter-State restriction on movements (Humans and Vehicular), closure of the country's borders (land, air and sea), and restriction on business activities, amongst many others.

4. These measures has and is still having devastating effect on Businesses and the economy at large, with serious consequential effects of unprecedented loss of jobs, closure of Businesses, loss of revenue to Government, individuals and households; and the near collapse of the Economy.

5. The Parties: having identified their crucial role on Labour and Socio-Economic issues in Nigeria; having the mandate to protect the

interest of their members; having agreed and identified their shared values/convictions to contribute towards the growth of the economy and the nation, have agreed to collaborate to promote enterprise sustainability and competitiveness, decent job creation and protection and economic recovery and renaissance of Nigeria.

6. The Coalition embodies the vision shared by the Parties, united in the same desire to pool reflections, initiatives, and actions in the fight against Covid-19 and any external threat to Organisations and Workers in the Private and Public Sectors.

WE HEREBY STATE AS FOLLOWS:

- As Social Partners, we are concerned about the rapid deterioration of the economic fabric of our nation since the incursion of Covid-19. Numerous survey and data have shown that over 90% of production units in the country are today, negatively impacted by the virus. The impact on SMEs is particularly significant.

- We welcome the initial and on-going measures taken by Government to curb the spread of the virus and protect the health of the population. Being aware of the difficulties to enforce some of these measures, we believe that the restrictions and other on-going measures imposed are necessary and we appeal for the vigilance and cooperation of employers, workers and other Stakeholders.

- We have taken note of the measures to reduce the effect of the Pandemic by the Government, the Employers, Labour Unions and other bodies. However, we state that Government should increase its efforts and take greater transparent responsibility in the areas of provision of equipment, food and drugs for the most vulnerable in the country.

- We are calling on Government to urgently put in place complementary measures to avoid further collapse of the economy and create a favourable condition for quick economic recovery. The focus should be to maintain enterprise competitiveness, protect employment and create decent jobs, which remains a major interest of the Parties.

- While we reiterate and reaffirm our commitment to the Tripartite social dialogue between the Social Partners (Employers, Workers and Government), which is fundamental in dealing with social, economic and industrial relations issues, this collaboration, a bi-partite is in no way a substitute for other Statutory platforms such as the National Labour Advisory Council (NLAC).

IT IS HEREBY AGREED AS FOLLOWS:

1. The parties agreed to work together for a collective understanding of the impact of the Pandemic on the health of Employees and Companies. And in doing so, identify joint actions and initiatives aimed at limiting the deterioration of economic activities and creating the conditions for a viable post Covid-19 rebound of businesses and avoid disaster in terms of Employment.

2. The parties agreed to work together to engage and prevail on Government to provide necessary economic stimulus packages to Businesses, particularly, in the most hit sectors of the economy, to wit; Aviation, Hospitality, Tourism, Manufacturing, and Transportation amongst others.

3. The parties agreed to jointly work with Government and Stakeholders on issues thrown up by the emerging new World of Work and Business in the fight against the Covid-19 Pandemic and its impact on Business.

4. The parties agreed to initiate joint reflections, accompanied by proposals on strategies for creating and developing employment in Nigeria for onward presentation to Government.

5. The parties agreed to jointly work together to prevent further loss of jobs in the private sector by engaging companies in a bid to get them to adopt more humane options, provided that, such engagement would be in tandem with social dialogue principles, respect for rights of each parties and in conformity with labour standard practices.

6. Social partners agreed to be committed to promoting Occupational Health and Safety at Work.

7. It is further agreed that the parties shall consult among themselves before taking any measure to prevent loss of jobs in the Private Sector.

8. The parties agreed to maintain this collaboration, post Covid-19 to address issues of joint concern to the parties for the promotion of enterprise competitiveness, decent job creation and protection, and the economic prosperity of our nation.

IN WITNESS WHEREOF, the parties append their signature in the manner below and the date first above written.

Signed:

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Dr. Timothy Olawale
Director General, NECA

Signed:

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Comrade Ayuba Wabba, MNI
President, NLC

Signed:

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Comrade Quadri Olaleye
President, TUC

In Witness thereof:

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Mr. Dennis Zulu
Director, ILO Abuja Office