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1919-2019

SOCIAL JUSTICE
DECENT WORK

FOREWARD:

The establishment of the ILO office in Lagos, Nigeria in 1959, formally marked the beginning of the ILO's partnership with Nigeria and the continent of Africa as a whole. Since 1959, ILO has actively collaborated with its tripartite partners (the government, employers and trade unions) with the united objective of promoting universal and lasting peace based on social justice in Nigeria.

Over the years, Nigeria has assumed and maintained its leadership position as one of the ILO's most important members. Nigeria has used this leadership position to work with other countries towards the promotion of decent work on the continent of Africa. Furthermore, Nigeria's support to the ILO has been unwavering despite its own decent work challenges. The Tripartite partners in Nigeria has worked tirelessly and remained resolute towards meeting their aspiration to achieve decent work for all Nigerians. The ILO commends these efforts and remains committed to supporting Nigeria in its quest to achieve this noble goal. The ILO therefore looks forward to its continued and strengthened collaboration with the Federal Government and its social partners in Nigeria

This brochure has been developed in commemoration of the ILO Centenary and 60th anniversary in Nigeria with the objective of highlighting some of the major achievements of the ILO and its tripartite partners in Nigeria. The brochure does this through pictures, and summaries of achievements from various stakeholders who have all contributed towards improving the world of work in Nigeria. We hope it will provide some useful information for everyone on the work of the ILO and its partners.

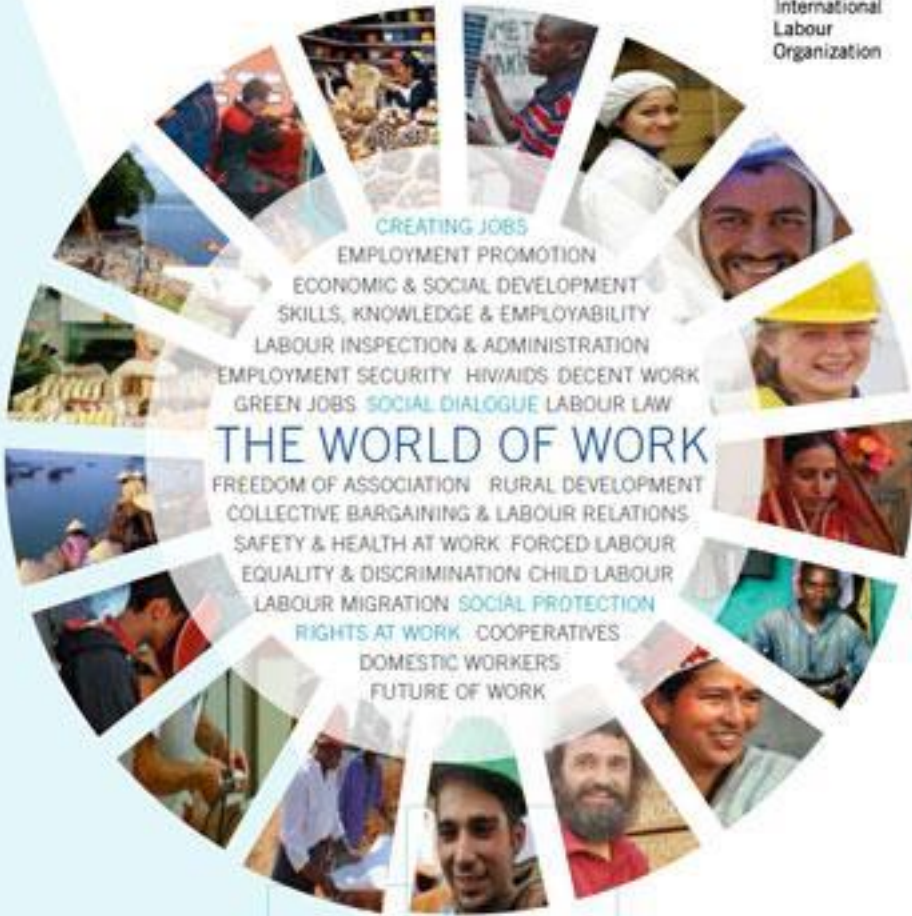
I wish to take this opportunity to extend my gratitude to the Federal Government of Nigeria, the Nigeria Labour Congress, the Trade Union Congress of Nigeria, the Nigeria Employers Consultative Association, the United Nations System in Nigeria, national and international development partners, and all ILO staff for having contributed and made this journey of over 60 years a worthwhile one. I also wish to recognise the contributions of my predecessors who have had the privilege of heading the ILO office in Nigeria. Thank you all for your relentless efforts and partnership.

Dennis Zulu
Director

ILO Office for Nigeria, Ghana, Liberia, Sierra Leone, and Liaison Office for ECOWAS



International
Labour
Organization



INTERNATIONAL LABOUR ORGANIZATION

The UN agency for the world of work

Since 1919 the ILO, the only tripartite U.N. agency, brings together governments, employers and workers of 187 member States, to set labour standards, develop policies and devise programmes promoting decent work for all women and men.



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400

The ILO has adopted 400 instruments since inception.

The International Labour Organization has maintained and developed a system of international labour standards aimed at promoting opportunities for women and men to obtain decent and productive work, in conditions of freedom, equity, security and dignity.

Conventions: 189

Protocols: 6

Recommendations: 205



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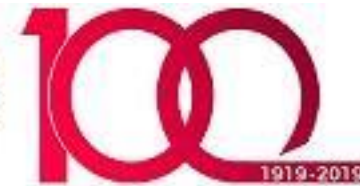
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International Labour Standards on Freedom of association & Collective Bargaining



The principle of freedom of association is at the core of the ILO's values.

The principle of freedom of association and the right to collective bargaining is enshrined in the ILO Constitution (1919), the ILO Declaration of Philadelphia (1944), and the ILO Declaration on Fundamental Principles and Rights at Work (1998). It is also a right proclaimed in the Universal Declaration of Human Rights



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Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)

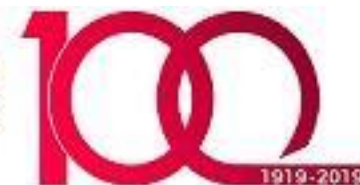
This fundamental convention sets forth the right for workers and employers to establish and join organizations of their own choosing without previous authorization. Workers' and employers' organizations shall organize freely and not be liable to be dissolved or suspended by administrative authority, and they shall have the right to establish and join federations and confederations, which may in turn affiliate with international organizations of workers and employers

Ratifications: This convention has been ratified by all countries covered by ILO Nigeria

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

This fundamental convention provides that workers shall enjoy adequate protection against acts of anti-union discrimination, including requirements that a worker not join a union or relinquish trade union membership for employment, or dismissal of a worker because of union membership or participation in union activities.

Workers' and employers' organizations shall enjoy adequate protection against any acts of interference by each other, in particular the establishment of workers' organizations under the domination of employers or employers' organizations, or the support of workers' organizations by financial or other means, with the object of placing such organizations under the control of employers or employers' organizations. The convention also enshrines the right to collective bargaining.



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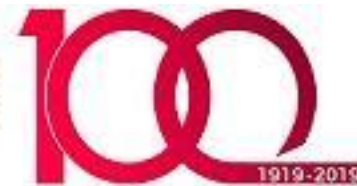
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International Labour Standards on Employment policy



Employment Policy Convention, 1964 (No. 122)

This governance convention requires ratifying states to declare and pursue an active policy designed to promote full, productive and freely chosen employment. Such a policy shall aim to ensure that there is work for all who are available for and are seeking work; that such work is as productive as possible; and that there is freedom of choice of employment and the fullest possible opportunity for each worker to qualify for, and to use his or her skills and endowments in, a job for which he or she is well suited, irrespective of race, colour, sex, religion, political opinion, national extraction or social origin.



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International Labour Standards on Social Dialogue and Tripartite Consultation



*The ILO is based on the principle of tripartism - dialogue and cooperation between **governments, employers, and workers** - in the formulation of standards and policies dealing with labour matters.*



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Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

This governance convention sets forth the meaning of "representative organizations" of employers and workers and requires ratifying states to operate procedures that ensure effective consultations between representatives of the government, of employers and of workers on matters regarding items on the agenda of the International Labour Conference, submissions to competent national authorities of newly adopted ILO standards, re-examination of unratified conventions and recommendations, reports on ratified conventions, and proposals for denunciations of ratified conventions. Employers and workers shall be represented on an equal footing on any bodies through which consultations are undertaken, and consultations shall take place at least once every year.



Collective Bargaining Convention, 1981 (No. 154)

This governance convention sets forth the term "collective bargaining" as all negotiations which take place between an employer, a group of employers or one or more employers' organisations, on the one hand, and one or more workers' organisations, on the other, for

- (a) determining working conditions and terms of employment; and/or;
- (b) regulating relations between employers and workers; and/or;
- (c) regulating relations between employers or their organisations and a workers' organisation or workers' organization

It provides that collective bargaining should be made possible for all employers and all groups of workers in the branches of activity covered by the Convention; the establishment of rules of procedure agreed between employers' and workers' organisations be encouraged; collective bargaining should not be hampered by the absence of rules governing the procedure to be used or by the inadequacy or inappropriateness of such rules.



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International Labour Standards on Equality of opportunity and treatment.



ILO standards on equality provide tools to eliminate discrimination in all aspects of the workplace and in society as a whole. They also provide the basis upon which gender mainstreaming strategies can be applied in the field of labour.



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Equal Remuneration Convention, 1951 (No. 100)

This fundamental convention requires ratifying countries to ensure the application to all workers of the principle of equal remuneration for men and women for work of equal value.

The term "remuneration" is broadly defined to include the ordinary, basic or minimum wage or salary and any additional emoluments payable directly or indirectly, whether in cash or in kind, by the employer to the worker and arising out of the worker's employment.



Discrimination (Employment and Occupation) Convention, 1958 (No. 111)

This fundamental convention defines discrimination as any distinction, exclusion or preference made on the basis of race, colour, sex, religion, political opinion, national extraction or social origin, which has the effect of nullifying or impairing equality of opportunity or treatment in employment or occupation. It requires ratifying states to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in these fields. This includes discrimination in relation to access to vocational training, access to employment and to particular occupations, and terms and conditions of employment.



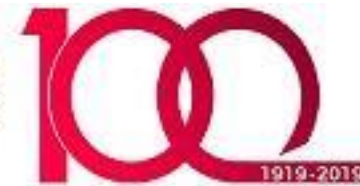
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International Labour Standards on Labour Inspection



The ILO standards ensures that labour law is applied equally to all employers and workers and supports the development and implementation of labour legislation and effective labour inspectorate in member states.



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Labour Inspection Convention, 1947 (No. 81)

This governance Convention requires ratifying states to maintain a system of labour inspection for workplaces in industry and commerce; states can make exceptions with regard to mining and transport. It sets out a series of principles respecting the determination of the fields of legislation covered by labour inspection, the functions and organizations of the system of inspection, recruitment criteria, the status and terms and conditions of service of labour inspectors, and their powers and obligations. The labour inspectorate has to publish and communicate to the ILO an annual report indicating the general functioning of its services on a number of issues.

Labour Inspection (Agriculture) Convention, 1969 (No. 129)

This governance Convention requires ratifying Member States for which this Convention is in force to maintain a system of labour inspection in agriculture. The system of labour inspection in agriculture shall apply to agricultural undertakings in which work employees or apprentices, however they may be remunerated and whatever the type, form or duration of their contract.



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International Labour Standards on Child labour



Child labour is a violation of fundamental human rights and has been shown to hinder children's development, potentially leading to lifelong physical or psychological damage.



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Minimum Age Convention, 1973 (No. 138)

This fundamental convention sets the general minimum age for admission to employment or work at 15 years (13 for light work) and the minimum age for hazardous work at 18 (16 under certain strict conditions). It provides for the possibility of initially setting the general minimum age at 14 (12 for light work) where the economy and educational facilities are insufficiently developed.



Worst Forms of Child Labour Convention, 1999 (No. 182)

This fundamental convention defines as a "child" a person under 18 years of age. It requires ratifying states to eliminate the worst forms of child labour, including all forms of slavery or practices similar to slavery, such as the sale and trafficking of children, debt bondage and serfdom and forced or compulsory labour, including forced or compulsory recruitment of children for use in armed conflict; child prostitution and pornography; using children for illicit activities, in particular for the production and trafficking of drugs; and work which is likely to harm the health, safety or morals of children. The convention requires ratifying states to provide the necessary and appropriate direct assistance for the removal of children from the worst forms of child labour and for their rehabilitation and social integration. It also requires states to ensure access to free basic education and, wherever possible and appropriate, vocational training for children removed from the worst forms of child labour.



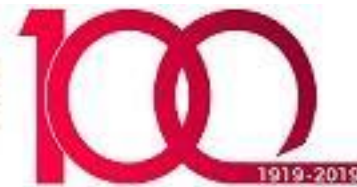
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International Labour Standards on Labour Administration



ILO provides support for member states to promote labour administration systems, and assist with the collection of labour statistics; which are invaluable in identifying needs and formulating labour policy, at both national and international levels.

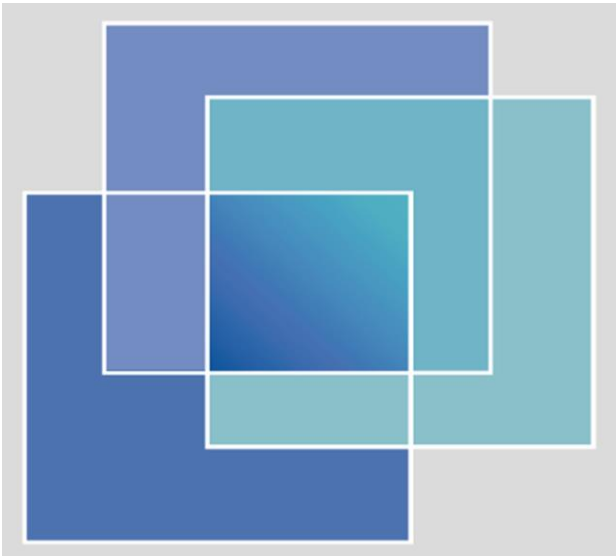


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Labour Administration Convention, 1978 (No. 150)

Ratifying countries are required to ensure, in a manner appropriate to national conditions, the organization and effective operation in their territory of a system of labour administration, the functions and responsibilities of which are properly coordinated. The labour administration system shall be responsible for the formulation, implementation and supervision of national labour standards; employment and human resources development; studies, research and statistics on labour; and shall provide support for labour relations. Participation by workers and employers and their respective organizations in relation to national labour policy shall be ensured as well.



Labour Statistics Convention, 1985 (No. 160)

Ratifying countries are required to regularly collect, compile and publish basic labour statistics, which shall be progressively expanded in accordance with their resources, on the economically active population, employment, unemployment, and where possible visible underemployment; structure and distribution of the economically active population, average earnings and hours of work (hours actually worked or hours paid for) and, where appropriate, time rates of wages and normal hours of work; wage structure and distribution; labour cost; consumer price indices; household expenditure or, where appropriate, family expenditure and, where possible, household income or, where appropriate, family income; occupational injuries and, as far as possible, occupational diseases; and industrial disputes.



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International Labour Standards on Forced labour



ILO standards on forced labour and the comments of the supervisory bodies, in combination with experience from technical assistance and cooperation, have provided important guidance to member States to develop a comprehensive response to forced labour.

20.9 million

Although forced labour is universally condemned, ILO estimates show that 20.9 million people around the world are still subjected to it.



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Forced Labour Convention, 1930 (No. 29)

This fundamental convention prohibits all forms of forced or compulsory labour, which is defined as "all work or service which is exacted from any person under the menace of any penalty and for which the said person has not offered himself voluntarily." Exceptions are provided for work required by compulsory military service, normal civic obligations, as a consequence of a conviction in a court of law (provided that the work or service in question is carried out under the supervision and control of a public authority and that the person carrying it out is not hired to or placed at the disposal of private individuals, companies or associations), in cases of emergency, and for minor communal services performed by the members of a community in the direct interest of the community. The convention also requires that the illegal extraction of forced or compulsory labour be punishable as a penal offence, and that ratifying states ensure that the relevant penalties imposed by law are adequate and strictly enforced.

Abolition of Forced Labour Convention, 1957 (No. 105)

This fundamental convention prohibits forced or compulsory labour as a means of political coercion or education or as a punishment for holding or expressing political views or views ideologically opposed to the established political, social or economic system; as a method of mobilizing and using labour for purposes of economic development; as a means of labour discipline; as a punishment for having participated in strikes; and as a means of racial, social, national or religious discrimination.

Ratifications: This convention has been ratified by all countries covered by ILO
Nigeria

Protocol of 2014 to the Forced Labour Convention, 1930 & Forced Labour (Supplementary Measures) Recommendation, 2014 (No. 203)

A new legally binding Protocol on Forced Labour, supported by a Recommendation (No. 203), aiming to advance prevention, protection and compensation measures, as well as to intensify efforts to eliminate all forms of forced labour, including trafficking in persons.



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Total Number of Ratification


- **40 Conventions :**
- **Fundamental Conventions: 8 of 8;**
 - C029 - Forced Labour Convention, 1930 (No. 29)- 17 Oct 1960
 - C087 - Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87)- 17 Oct 1960
 - C098 - Right to Organise and Collective Bargaining Convention, 1949 (No. 98)- 17 Oct 1960
 - C100 - Equal Remuneration Convention, 1951 (No. 100)- 08 May 1974
 - C105 - Abolition of Forced Labour Convention, 1957 (No. 105)- 17 Oct 1960
 - C111 - Discrimination (Employment and Occupation) Convention, 1958 (No. 111)- 02 Oct 2002
 - C138 - Minimum Age Convention, 1973 (No. 138) Minimum age specified: 15 years- 02 Oct 2002
 - C182 - Worst Forms of Child Labour Convention, 1999 (No. 182)- 02 Oct 2002
- **Governance Conventions (Priority): 2 of 4;**
 - C081 - Labour Inspection Convention, 1947 (No. 81) Excluding Part II- 17 Oct 1960
 - C144 - Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)- 03 May 1976
- **Technical Conventions: 30 of 177**





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Total Number of Ratifications : Fundamental and Governance conventions

 **10 Conventions** : Fundamental Conventions: 8 of 8; Governance Conventions (Priority): 2 of 4

 **10 Conventions:** Fundamental Conventions: 8 of 8; Governance Conventions (Priority): 2 of 4

 **8 Conventions** : Fundamental Conventions: 6 of 8; Governance Conventions (Priority): 2 of 4

 **10 Conventions:** Fundamental Conventions: 8 of 8; Governance Conventions (Priority): 2 of 4

 Nigeria

 Ghana

 Liberia

 Sierra Leone

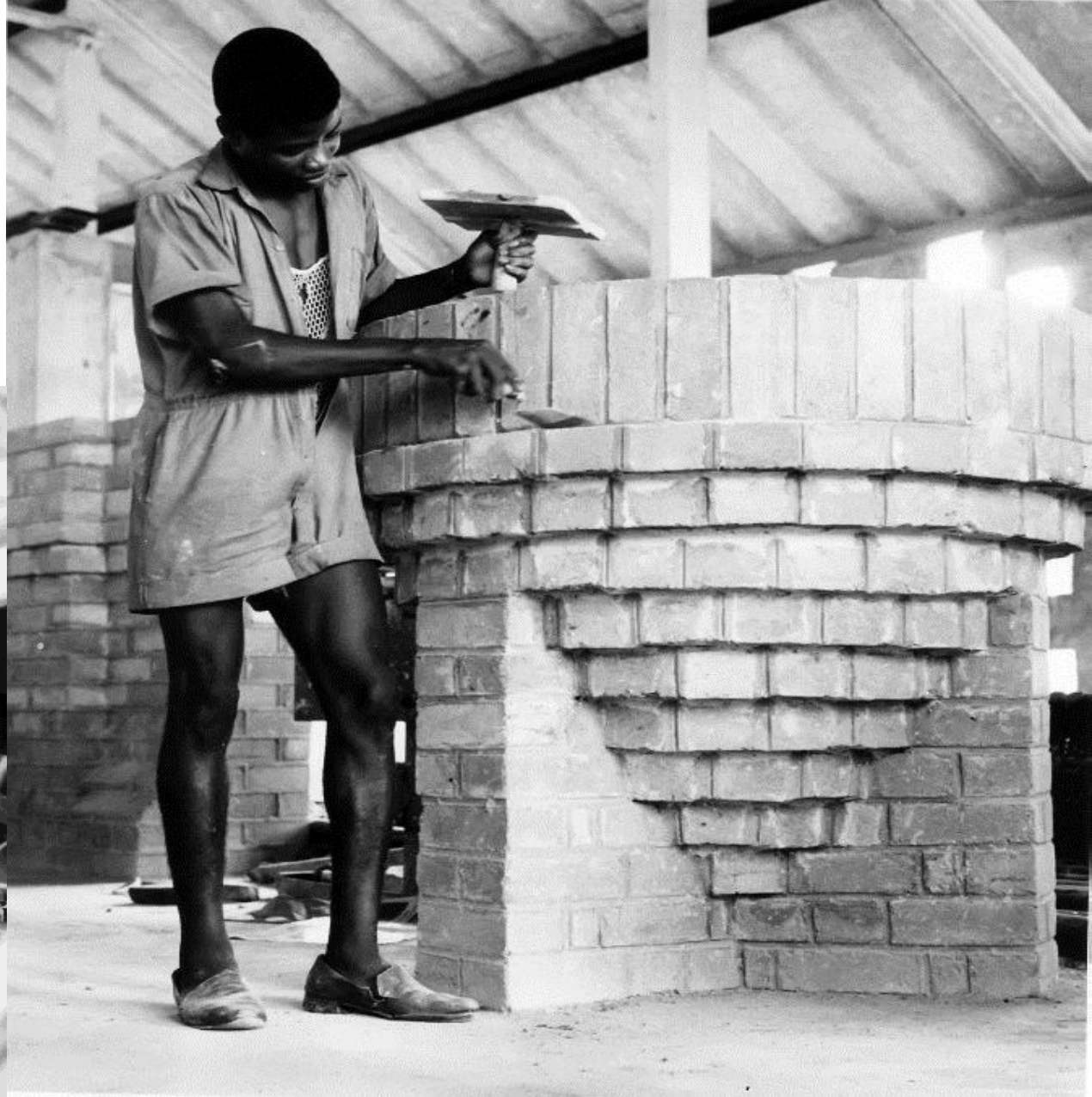


1960: First African Regional Conference (Nigeria)

The ILO was called in by the Nigerian Government to co-operate in the establishment and initial operation of a National Training Scheme for Vocational Instructors and Foremen, launched with the support of the United Nations Special Fund



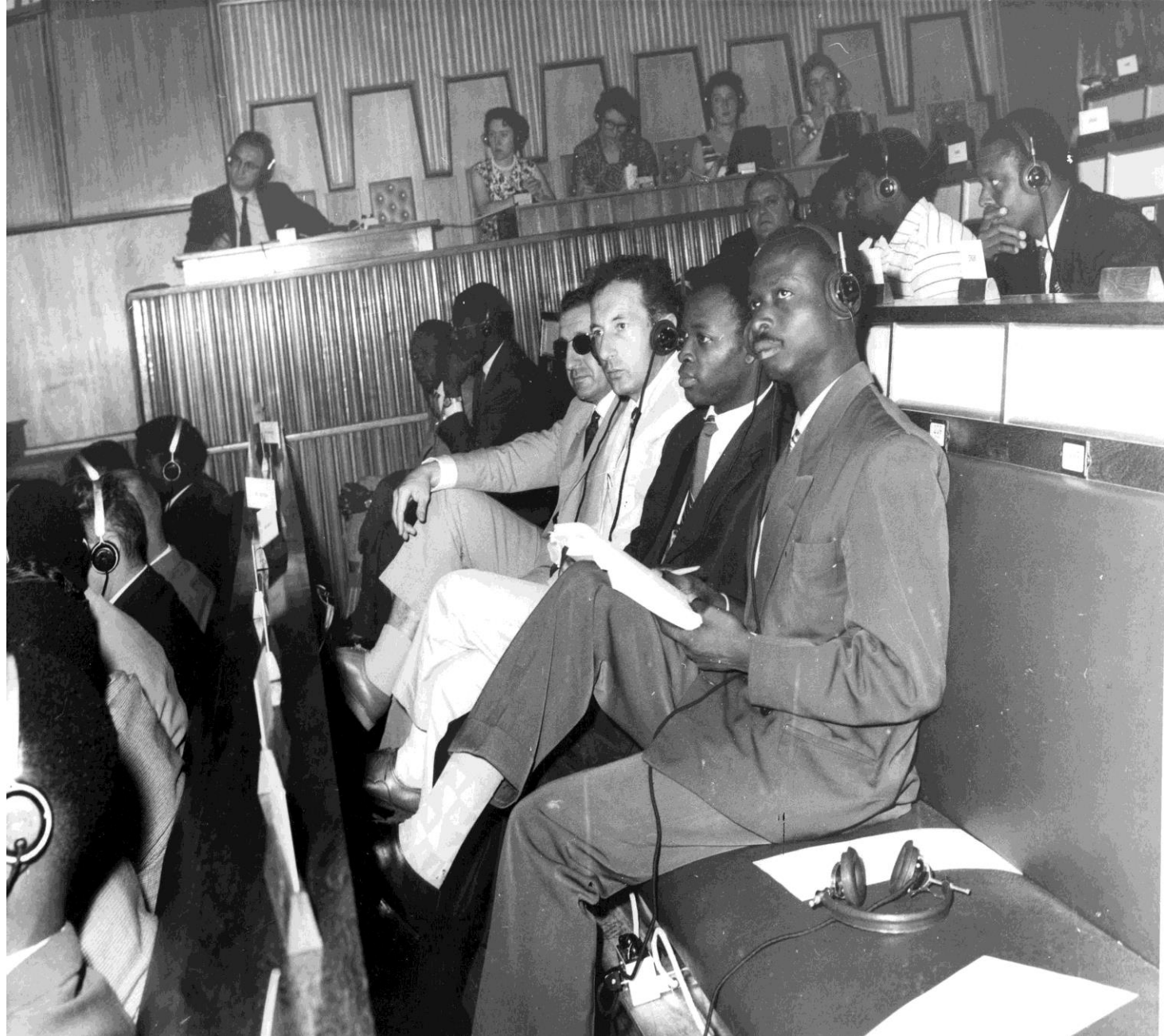
Foreman-training was started at the Kaduna Technical Institute. Patrick Ochiga, ILO-trained foreman, helps one of the workers of Kaduna Textiles Limited to set his machine.



Instructor-training was done at the Yaba Trade Centre near Lagos. A young instructor-trainee at the Yaba Trade Centre puts the finishing touches to a complicated bricklaying test.



1960: 1st African Regional Conference, Arrival of David A Morse, 5th ILO Director General, in Lagos (Nigeria). ILO historical archives.



1960: 1st African Regional Conference, Delegates in session, Lagos (Nigeria).



1926: First ILO headquarters



1960: 1st African Regional Conference. From left to right: Mr. Johnson, Labour Minister of Nigeria and Chairperson of the Conference, Dr. Azikiwe, Governor-General of Nigeria, Mr. Demby, Labour Minister of Sierra Leone, and David A. Morse, ILO Director-General, Lagos (Nigeria).

Nigeria

Policy Development

Technical support for the development, adoption and launch of:

- ★ *Nigerian National Employment Policy: 2002, 2017*
- ★ *Social Protection Policy: 2017*
- ★ *National Workplace Policy on HIV/AIDS and its implementation guideline developed; 2013*
- ★ *The Nigerian HIV/AIDS (Anti-Discrimination) Act, 2014.*
- ★ *Nigerian Youth Employment Action Plan (NIYEAP): 2009-2011, under revision for 2018-2020*
- ★ *National Policy on Child Labour in 2013*
- ★ *National Action Plan for the Elimination of Child Labour in Nigeria (NAP) 2013 – 2017*
- ★ *Occupational Safety and Health Policy 2006 and currently being reviewed*
- ★ *National Industrial Relations Policy (Under development)*
- ★ *Nigerian Labour Migration Policy, 2014.*



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Labour Laws and Regulations Reforms

Technical support for:

- ★ *The development of the National Occupational Safety and Health Profile 2016.*
- ★ *Development of People Living with HIV Stigma Index 2015*
- ★ *Development and publishing of the List of Hazardous Child Labour in Nigeria in 2013.*
- ★ *The review of Nigeria's Extant Labour Laws and the development of the following Bills in 2005:*
 - *Employees' Compensation Bill (Now Employees' Compensation Act 2011)*
 - *Labour Standards Bill*
 - *Collective Labour Relations Bill*
 - *Occupational Safety and Health Bill*
 - *Labour Institutions Bill- Transforming Industrial Arbitration Panel*



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Nigeria

Promotion of Employment & Entrepreneurship

Technical support for:

- ★ Establishment of the first two Skills Upgrading Training Centres in Nigeria (Ibadan, Oyo State and Kaduna, Kaduna State) in the early 1980s.
- ★ The development of the National Action Plan on Employment Creation (NAPEC), 2009 - 2020.
- ★ Establishment of NECA's Network of Entrepreneurial Women (NNEW)
- ★ Promoting Youth entrepreneurship and employment programmes using the ILO Start and Improve Your Business Programme
- ★ Building capacity of institutions on ILO Start and Improve Your Business Programme
 - ITF
 - NYSC
 - Ministry of Youth and Sports Development



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National Institution Development

Technical support for the strengthening /establishment of:

- ★ **The Industrial Training Fund (ITF), established in 1971**
- ★ **The National Directorate of Employment (NDE), established in 1986**
- ★ **National Productivity Centre (NPC), established by ACT CAP.70 LFN 2004**
- ★ ***Nigeria Social Insurance Trust Fund (NSITF)*, established by an Act of Parliament in 1961 as required by convention No.102 of the International Labour Organization (ILO)**
- ★ ***Michael Imoudu National Institute for Labour Studies*, established in 1990**
- ★ ***National Institute for Hospitality and Tourism (NIHOTOUR)*, established in 1988**
- ★ **Skill Acquisition and Entrepreneurship Development (SAED) Department of NYSC, established in 2012**



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Labour Migration

Technical support for the :

- ★ Establishment of the International Labour Migration Desk at the Ministry, 2008
- ★ Development of a Code of Conduct for Private Employment Agencies in collaboration with the FMLE, the Human Capital Providers Association of Nigeria (HuCaPAN) and NECA.
- ★ Publication of 4 Training Manuals - 'Trafficking for Forced Labour: How to monitor the recruitment of migrant workers'; 'Forced Labour and Human Trafficking: A Toolkit for Trade Unions in Nigeria'; 'Training Manual on Human Trafficking for Law Enforcement Agents "Victims Focused" and 'Forced Labour and Human Trafficking: Handbook for Labour Officers/Inspectors in Nigeria'
- ★ Publication on 'Desk Research to identify available Statistical Data on Labour Migration and Human Trafficking in Nigeria'
- ★ Publication on 'Shattered Hopes; Cases of severely exploited Nigerian citizens and other forms of exploitation'




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Ratified Instruments on Freedom of Association & Collective Bargaining

 Freedom of Association and Protection of the Right to Organise Convention, 1948 (No. 87);
Right to Organise and Collective Bargaining Convention, 1949 (No. 98),

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

 Nigeria

 Ghana

 Liberia

 Sierra Leone

Ratified Instruments on Forced Labour



Forced Labour Convention, 1930 (No. 29) ;
Abolition of Forced Labour Convention, 1957 (No. 105)



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Abolition of Forced Labour Convention, 1957 (No. 105)



Ratified Instruments on Child Labour



Minimum Age Convention, 1973 (No. 138) ;
Worst Forms of Child Labour Convention, 1999 (No. 182)



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Worst Forms of Child Labour Convention, 1999 (No. 182)



Minimum Age Convention, 1973 (No. 138) ;
Worst Forms of Child Labour Convention, 1999 (No. 182)



Ratified Instruments on Equality



Equal Remuneration Convention, 1951 (No. 100) ;
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)



Equal Remuneration Convention, 1951 (No. 100) ;
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)



Discrimination (Employment and Occupation) Convention, 1958 (No. 111)



Equal Remuneration Convention, 1951 (No. 100) ;
Discrimination (Employment and Occupation) Convention, 1958 (No. 111)



Ratified Instruments on Tripartite Consultation

 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144))

 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

 Tripartite Consultation (International Labour Standards) Convention, 1976 (No. 144)

 Nigeria

 Ghana

 Liberia

 Sierra Leone

Ratified Instruments on Labour Administration



Nil



Labour Administration Convention, 1978 (No. 150)



Labour Administration Convention, 1978 (No. 150)



Nil



Nigeria



Ghana



Liberia



Sierra Leone

Ratified Instruments on Labour Inspection



Labour Inspection Convention, 1947 (No. 81) (excluding Part II)



Labour Inspection Convention, 1947 (No. 81)



Labour Inspection Convention, 1947 (No. 81)



Labour Inspection Convention, 1947 (No. 81) (excluding Part II)



Nigeria



Ghana



Liberia



Sierra Leone

Ratified Instruments on Employment Policy





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