



PROMOTING SOCIAL DIALOGUE IN NIGERIA THROUGH STAKEHOLDER ENGAGEMENT AND CAPACITY BUILDING

CONTEXT

Social dialogue is a key instrument for achieving a broad range of societal goals, including reducing poverty and inequality, improving the resilience of education and training systems, increasing productivity and fostering economic growth. As such, social dialogue plays a key role in realising decent work and advancing social inclusion worldwide.

In Nigeria, the Federal Ministry of Labour and Employment (FMLE) chairs the National Labour Advisory Council (NLAC), the highest tripartite body on labour matters. Bringing together the government and social partners, the NLAC is responsible for promoting and disseminating good practices of labour administration and advising the Parliament on the ratification of International Labour Standards (ILS).

The Nigeria Employers' Consultative Association (NECA), an organisation representing employers, is composed of 729 members and 32 sectoral associations, including individual companies as well as industrial/sectoral employers' organisations, industrial groups and trade associations. The Nigeria Labour Congress (NLC) and the Trade Union Congress (TUC), both affiliated to the International Trade Union Confederation (ITUC), represent the workers.

Nigeria's labour architecture also includes the Industrial Arbitration Panel (IAP), a tripartite body in charge of adjudicating trade disputes in both public and private sectors of the economy. It comprises a chairman, a vice-chairman, and at least ten members appointed by the Minister of Labour and Employment, with an equal balance of workers' and employers' representatives. The IAP works as an Alternative Dispute Resolution (ADR) institution providing a voluntary, free-of-charge and expeditious mechanism for labour disputes settlement.

Despite these strengths and positive frameworks, effective social dialogue is weakened by a large informal economy covering 93% of total employment and is further hampered by a lack in the technical capacity of social partners to negotiate in an environment of mutual trust.



THE PROJECT'S OBJECTIVES

In this context a new project under the [Global Deal for Decent Work and Inclusive Growth](#) aims at supporting the government and social partners in Nigeria to address these barriers, reduce gaps in decent work and improve working conditions. Funding for this Global Deal initiative is provided by the European Commission's Directorate-General for Employment, Social Affairs and Inclusion.

The project will:

- Increase the capacity of the NLAC and the IAP to assist employers and workers to resolve labour disputes, including through processes such as voluntary conciliation and arbitration.
- Generate evidence-based knowledge on the status and the effectiveness of social dialogue and industrial relations in Nigeria.
- Foster peer-learning among tripartite partners and raise awareness about the benefits of social dialogue for decent work and inclusive growth.

The project will leverage the Global Deal multi-stakeholder partnership, which includes over 135 governments, businesses and employers' organisations, trade unions and civil society organisations.

Nigeria is a beneficiary of the EU's Standard GSP tariff preference system. Strengthening social dialogue in Nigeria will also help the country to meet its GSP requirements in terms of advancing human and labour rights and contributing to sustainable development through promoting respect of core ILS.

KEY OUTPUTS

- A contextual study on the status of social dialogue and industrial relations in Nigeria, and two good practice case studies for the [Global Deal repository](#).
- An in-person training for NLAC's and IAP's members and staff to provide knowledge on modern trends and practices regarding labour disputes prevention and resolution.
- A final in-person high-level conference to raise awareness about the benefits of social dialogue, and to facilitate a tripartite commitment and action plan aimed at accelerating the ratification, implementation, and respect of ILS on social dialogue.

