



Collective Bargaining and Industrial Relations Management Workshop

February 9 – 13, 2026, 1st Run: Lagos & Port Harcourt

August 10 – 14, 2026, 2nd Run: Lagos & Abuja

For Tutor -Led Class: 9am – 4:30pm

Workshop fee: Lagos: N350, 000,

Abuja / Port Harcourt: N400, 000 per Participant

Delivery Mode: In-person / Live Virtual / Hybrid

Online course fee: N300, 000 per Participant

Available for In-plant Training

**700 USD for foreign
Participants**

Program overview:

This course “Collective Bargaining and Industrial Relations Management is designed to help promote harmony in worker-employer relations as a pre-requisite for increased productivity and profitability.

It delves into the principles, practices, and strategies involved in collective bargaining and the management of industrial relations within organizational contexts. It provides a comprehensive understanding of how labor and management interact to negotiate terms and conditions of employment, resolve conflicts, and foster productive working relationships.

At the end of this course, participants will possess the knowledge and skills necessary to effectively navigate and contribute to the collective bargaining process, manage industrial relations issues, and foster a cooperative and productive work environment within their organizations.

For whom:

This course is designed for HR professionals, labor relations specialists, managers, and anyone interested in understanding and mastering the complexities of collective bargaining and industrial relations management.

Learning objectives:

At the end of the program, participants will be able to:

- explore the concept, history, and legal framework of collective bargaining.
- learn effective negotiation strategies and tactics used by both labor and management representatives.
- gain insight into relevant labor laws, regulations, and governmental policies that influence collective bargaining and industrial relations practices.
- design methods for identifying, managing, and resolving conflicts that arise in labor-management relations.
- explore the role of mediation, arbitration, and other dispute resolution mechanisms.
- evaluate the roles and responsibilities of unions, management, and other stakeholders in the collective bargaining process.
- learn the components of collective agreements, including wages, benefits, working conditions, and grievance procedures.
- foster positive labor relations, enhancing communication, and maintaining productive workplaces.
- explore proactive approaches to prevent conflicts and promote collaboration.

Course outline:

Day 1: The Nigerian Labour Act: An Overview

- Statutes, legislations & enactments
- The rights and duties of employers and employees
 - The Psychological Contract
 - Contract of Employment
 - Terms and Conditions
 - Protection of Special Persons

Human Capital Associates Global Consult Ltd is Accredited by Nigeria Council for Management Development (NCMD)

Lagos: Human Capital Associates Global Consult Ltd: Acme House 2nd Floor, Ogba Industrial Scheme, Ogba, Ikeja – Lagos

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Day 2: Statutes & Legislation

- Labour Act - Cap 198
- - Trade Union Act - Cap 437
 - Formation / Registration of Union
- - Trade Disputes Act - Cap 432
 - Workmen's Compensation Act - Cap 470
- - Factories Act - Cap 126

Day 3: ILO Conventions and Recommendations

- Trade Disputes Act
 - Definition of Trade Dispute (Sec. 37)
 - Implications of Sec. 32A
- Rights & Duties of Parties in Industrial Relations
 - Basis of Rights and Obligations
 - Employee Rights and Duties
 - Employer's Rights and Duties
 - Controversial Areas and the Collective Bargaining Option

Day 4: Techniques of Collective Bargaining

- Collective Bargaining Process
- Bargaining structure (Determinants of Bargaining structure)
 - Market factors - Nature of Bargaining issues
 - Representational factors – Government policies
 - Power tactics
 - Bargaining level & units
 - Bargaining scope
 - Bargaining procedure
 - Bargaining Power.
- Collective Agreement and Imposition of Sanctions such as;
 - Strikes-overtime bonus- work-to-Rule-Sit-Ins-Blackings
- The Roles of Government in Industrial Relations.
- Argument in favor of Government intervention
 - Economic
 - Historical and international imperatives
 - Obligation of the state as the dominant employer
 - Political and social imperatives

Day 5: Dispute Settlement Mechanism in Industrial Relations

- Procedure and Process of agreement
- The role of National Labour Commission in industrial relations management
- The role industrial arbitration courts
- Managing redundancy and lay off under the Nigerian Labour Law

LOCATIONS

1 - HCA Learning Centre. Acme House 2nd Floor, 23, Acme Road, Ogba, Industrial Scheme, Ikeja, Lagos, Nigeria

2 – FAB By Toprank Hotel, Opposite Old Federal Secretariat Area 1, Garki, Abuja.

3 – Pakiri hotel Ltd., 4 Okwuruola Street, off Stadium Road, Rumuola, Port Harcourt, Rivers State.

In-plant Fee Negotiable

WORKSHOP FEE:

**Workshop fee: Lagos: N350, 000 per Participant, VAT-N26,250
Abuja / Port Harcourt: N400, 000 per Participant, VAT-N30,000**

Note: this covers Workshop Fee, Tea/coffee break, Lunch, course materials and certificate of attendance.

Payment should be made into our Accounts:

Account Name: Human Capital Associates Global Consult Ltd.

Union Bank of Nig. PLC: Account No: 0097961537

First Bank of Nig. PLC: Account No: 2033683960

Keystone Bank Ltd.: Account No: 1007150325

**For Booking / Enquiry, Call: 234-8051365946, 234-7087578814
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Training Methodology: Lectures, discussions, exercises, and case studies will be used to reinforce these teaching/learning methods.

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