



## **Workshop on Labour Laws and Industrial Relations Management in the Public Sector**

April 15 – 19, 2024, 1<sup>st</sup> Run: Lagos & Abuja

October 21 – 25, 2024, 2<sup>nd</sup> Run: Lagos & Port Harcourt

**Tutor -Led Class:** 9am – 4:30pm

**Workshop fee:** N250, 000 per Participant

**For online:** Delivery via Zoom

**Online course fee:** N200, 000 per Participant

**Available for In-plant Training**

**500 U\$D for foreign  
Participants**

### **Program overview:**

Industrial relations management in the public sector has become one of the most delicate and complex problems of modern industrial societies. Industrial progress is impossible without cooperation of governments and their employees forging harmonious relationships in order to deliver good services to their citizens. Therefore, it is in the interest of all to create and maintain good relations between government and her employees.

### **For whom:**

Employee Relations Officers and Executives, Human Resources Personnel and Executives, Administrative Officers and Executives, Trade Union Officers and Executives in ministries, departments, agencies, and Local Government Councils

### **Learning objectives:**

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

- \* analyze the ILO conventions as it applies to labour and employment laws in government establishments;
- \* appraise the concepts and theories of labour relations;
- \* identify the causes of conflicts in organizations;
- \* develop effective collective bargaining skills;
- \* develop effective ways of handling employees' grievances; and
- \* develop strategies for addressing employees' welfare

### **Course outline:**

#### **Day 1: The concept of the public service**

- Labour relations and the public sector
- ILO standards and principles

#### **Day 2: Recognition of the right to organize workers in the public sector: Convention No. 87**

- Promotion of collective bargaining and applicability of Convention No. 98
- The public sector Collective agreements: Recommendation No. 91
- Settlement of disputes (conciliation and arbitration): Recommendation No. 92
- Determination of terms and conditions of employment in the public service:

- Convention No. 151 and Recommendation No. 159

**Day 3: Collective bargaining: Convention No. 154  
Recommendation No. 163**

- Principles on Freedom of Association collective bargaining in the public sector
- Legal basis of the right to collective bargaining
- Workers covered by the right to collective bargaining
- Representation of workers in the collective bargaining process
- Subjects covered by collective bargaining
- Intervention by the public authorities in collective bargaining
- Legislative follow-up of the outcome of collective bargaining

**Day 4: The right to strike: Position of the Committee of Experts  
and principles of the Committee on Freedom of Association**

- Categories of public servants who may be denied the right to strike
- Workers in essential services
- Compensatory guarantees in the event of the prohibition of strikes
- Requisitioning orders and the hiring of workers during a strike
- Other international standards

**Day 5: Standards adopted in the context of the United Nations**

- National situations:  
(Ghana, Nigeria, South Africa, Uganda, etc. Case Studies)
- Legal Framework (Industrial Relations Act)
- Parties to public service collective bargaining:
  - Workers' organizations, Employers' associations
- Structure and levels of collective bargaining
- Contents of collective bargaining agreements
- Labour dispute resolution
  - The National Labour Commission
- Changing trends in labour relations in Sub Sahara Africa

**LOCATIONS**

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

2 - Green-Minds Hotel, Plot 764, Cadastral Zone B05, E. Ekukinam Street, Utako District, Abuja

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

**Open Course Fee: N250, 000**  
In-plant Fee Negotiable

**WORKSHOP FEE:**

**N250, 000 per participant, VAT –N18, 750**

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**

**24/7 Lines: 234-8068933608, 234-8029170491,  
234-8145745664, & 234-9112830607**

**Training Methodology**

Lectures, discussions, exercises, case studies, audio-visual aids will be used to reinforce these teaching/learning methods.