



Collective Bargaining and Industrial Relations Management Workshop

January 17 – 21, 2022, 1st Run: Lagos & Port Harcourt

July 18 – 22, 2022, 2nd Run: Lagos & Abuja

For Tutor -Led Class: 9am – 4:30pm

Workshop fee: N180, 000 per Participant

For online: Delivery via Zoom

Time: 9am – 4:00pm everyday

Online course fee: N150, 000 per Participant

Available for In-plant Training

**USD Equivalent for foreign
Participants**

Program overview:

This workshop “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.

For whom:

This program is designed for Human Resource Managers. Senior Union Officers and other key organizational leaders who helps in the management of Employers / Employee relationships for industrial harmony

Learning objectives:

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

- evaluate the legal framework for labour - management relations
- develop effective strategies for addressing employees’ welfare
- develop strategies for motivating, coaching and counseling employees/members to achieve common purpose and objectives
- develop effective team spirit and interpersonal skills needed to turn union members to formidable teams with common purpose and interest
- develop effective strategies for handling grievances and conflict resolution in your organization.

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

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

3 – Pakiri Hotel, 4 Okwuruola Street,
Off Stadium Road, Rumuola, Port Harcourt

Open Course Fee: N180, 000

In-plant Fee Negotiable

WORKSHOP FEE:

N180, 000 per participant, VAT –N13, 500

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: 234-8145745664, 234-8184727337

24/7 Lines: 234-8068933608, 234-8029170491 & 234-8051365946

Training Methodology

Lectures, discussions, exercises, and case studies will be used to reinforce these teaching/learning methods.