



# NIGERIA LABOUR CONGRESS

**MOTTO: LABOUR CREATES WEALTH**

**NATIONAL HEADQUARTERS:**

Paschal Bafyau Labour House  
Plot 820/821 Central Business District  
Federal Capital Territory,  
P.O.Box 10971 PMB 566 Garki, Abuja  
Tel: 08022772299, 08073015037  
E-mail: gsec@nlcng.org, Website: www.nlcng.org

**LAGOS OFFICE::**

29, Olajuwon Street,  
Off Ojuelegba Road,  
P.O.Box 620, Yabba  
Lagos - Nigeria

3<sup>rd</sup> June 2021

President Muhammadu Buhari, GCFR  
President and Commander in Chief  
of the Armed Forces  
Federal Republic of Nigeria  
Aso Rock Presidential Complex  
Asokoro – Abuja

Through: The Chief of Staff to Mr. President

*Dear Mr. President,*

**RE: REFUSAL OF THE KADUNA STATE GOVERNMENT TO HONOUR AND RESPECT THE MEMORANDUM OF UNDERSTANDING SIGNED AT A MEETING BROKERED BY THE MINISTER OF LABOUR AND EMPLOYMENT**

I bring you fraternal greetings from the Nigeria Labour Congress.

We write to convey the deepest appreciation of the entire workforce in Nigeria for the gracious intervention of Mr. President to the recent industrial dispute in Kaduna State occasioned by the decision of the Kaduna State Governor, Mr. Nasir El-Rufai, to arbitrarily sack thousands of workers in the State Public Service without recourse to the provisions of Nigerian laws.

Given the fatherly intervention of Your Excellency, Mr. President, the Nigeria Labour Congress immediately suspended our warning strike and embraced the conciliation process brokered by your directives and facilitated by the Federal Ministry of Labour and Employment.

Sequel to a letter addressed to us by the Honourable Minister of Labour and Employment and dated May 20, 2021, herewith attached, we wish to draw the attention of Your Excellency, Mr. President, to the following concerns:



Your Excellency, Mr. President, may recall that the first conciliatory meeting between the Nigeria Labour Congress and the Kaduna State Government took place on May 20, 2021. A major outcome of that meeting was a Memorandum of Understanding (MoU) signed by the Nigeria Labour Congress and the Kaduna State Government. The MoU specifically provided that there should be no further victimization and harassment of workers and trade union leaders in the state especially workers who participated in the warning strike. The Nigeria Labour Congress was also expected to maintain the suspension of the strike action while negotiations continued.

To our greatest surprise, after signing the MoU with workers, the Kaduna State Government has gone ahead to impugn all the clauses in the agreement freely entered with the Nigeria Labour Congress. Some of the violations by the Kaduna State Government include as follows:

1. Refusal of the Kaduna State Government to honour/respect the Memorandum of Understanding signed at a meeting brokered by the Minister of Labour and Employment;
2. Continuous violation of workers' rights as provided in our labour laws;
3. Punitive transfer of the State Chairperson of the NLC;
4. Workers' victimization by sack for participating in the warning strike;
5. Violation of the "no victimization" clause in the signed agreement;
6. Non-adherence and respect for the rule of law;

Your Excellency, Mr. President, the National Executive Council (NEC) of the NLC on May 25, 2021 resolved that in case the Kaduna State Government remain adamant and recalcitrant or continues to pursue the path of war, threat and punitive actions against workers and their interests, that it had given the National Administrative Council (NAC) the power to re-activate the suspended industrial action in Kaduna State and also call for the withdrawal of services of all workers in Nigeria without any further notice.

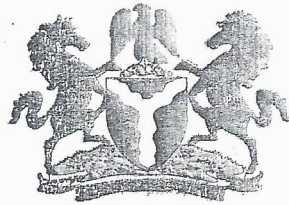
*Yours sincerely,*

**Comrade Ayuba Wabba, mni**  
President

**Cc: Secretary to the Government of the Federation  
Honourable Minister of Labour and Employment  
Inspector General of Police  
Director, State Security Services  
All Affiliate Unions of the NLC ✓  
The Press**







# FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT

Trade Union Services and Industrial Relations Department

Federal Secretariat, Shehu Shagari Way, Abuja.

MLIB/72/IV/74

26<sup>th</sup> May, 2021

The President  
Nigeria Labour Congress (NLC)  
Paschal Bafyau Labour House  
Plot 820/821, Central Business District  
FCT Abuja.



## RE: INVITATION TO AN INDUSTRIAL DISPUTE CONCILIATION EMERGENCY MEETING BETWEEN THE KADUNA STATE GOVERNMENT AND NIGERIA LABOUR CONGRESS (NLC)

The Honourable Minister is in receipt of a letter with Ref. No. S/LAB.7/T1/42 dated 21<sup>st</sup> May, 2021 from the Head of Service of the Kaduna State Government (copy attached) informing him that the date scheduled in the MOU of 20<sup>th</sup> May, 2021 between the Kaduna State Government and the NLC for the Committee to revert with a workplan that would lead to a peaceful resolution of the issues responsible for the recent crisis in Kaduna State which is 25<sup>th</sup> May, 2021 is unrealistic.

2. The letter further stated that this was due to the inability of the State Executive Council to meet and consider the MOU for the purpose of implementation.

3. Consequently, I am directed to inquire whether the Kaduna State Government carried you along in this regard.

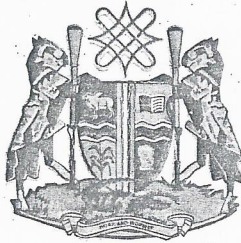
4. Please accept as always, the best wishes of the Honourable Minister.

Mrs O.U Akpan

Director Trade Union Services and Industrial Relations

For: Honourable Minister

P.T.O.

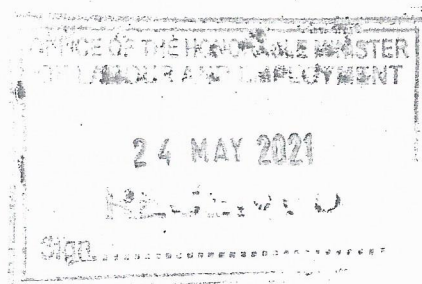


GOVERNOR'S OFFICE  
KADUNA STATE

S/LAB-7/T<sup>1</sup>/42

21<sup>st</sup> May, 2021

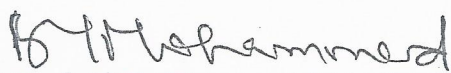
The Hon. Minister of Labour and Employment,  
Federal Ministry of Labour and Employment,  
Abuja.



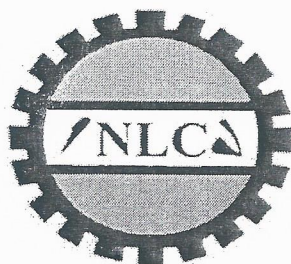
**RE: INVITATION TO AN INDUSTRIAL DISPUTE CONCILIATION  
EMERGENCY MEETING BETWEEN THE KADUNA STATE GOVERNMENT  
AND NIGERIA LABOUR CONGRESS (NLC)**

Sequel to the meeting held on Thursday 20<sup>th</sup> May, 2021 and the Memorandum of Understanding signed between the NLC and Kaduna State Government, it has become necessary to inform you that the next meeting of the State Executive Council is scheduled to hold on Monday 24<sup>th</sup> May, 2021.

2. In view of the above, constituting the Committee within the time allotted being Tuesday 25<sup>th</sup> May, 2021 may not be realistic. We will address the Minister as soon as the Executive Council sets a date, please.

  
MRS. BARIATU Y. MOHAMMED  
HEAD OF SERVICE





## **A Communique**

### **Preamble**

The National Executive Council (NEC) of the Nigeria Labour Congress (NLC) held a virtual meeting on Tuesday, 25th May 2021. The virtual meeting was anchored from NLC National Headquarters, Abuja. The NEC comprises all Presidents, General Secretaries and Treasurers of NLC's affiliate unions; Chairpersons and Secretaries of State Councils and the FCT; and members of the National Administrative Council.

The National Executive Council of the NLC considered three major issues during its meeting. The issues considered by NEC include the review of the recent industrial action and protests in Kaduna State against the mass sack of workers by the Kaduna State Government, the recent proposal by the Nigeria Governors Forum for an astronomical hike in the price of refined petroleum products by about three hundred percent and also the preparations of Congress for participation in the Zonal Public Hearing for the Review of the 1999 Constitution of the Federal Republic of Nigeria.

### **Considerations of NEC:**

#### **1. Review of the Recent Industrial Action and Protest in Kaduna State over the Mass Sack of Workers by Kaduna State Government**

The NEC considered as successful the recent industrial action and protest against the illegal mass sack of workers by the Kaduna State Government. The NEC commended the unprecedented solidarity by workers all over the country. The NEC also noted the willingness of workers all over the country to continue to show solidarity with the workers of Kaduna State in the spirit of "Injury to one is injury to all".



The NEC also noted with dismay the following infractions on workers and trade union rights since the suspension of the warning strike:

1. Refusal of the Kaduna State Government to honour/respect the Memorandum of Understanding signed at a meeting brokered by the Minister of Labour and Employment;
2. Continuous violation of workers' rights as provided in our labour laws;
3. Punitive transfer of the State Chairperson of the NLC;
4. Workers' victimization by sack for participating in the warning strike;
5. Violation of the "no victimization clause in the signed agreement;
6. Non-adherence and respect for the rule of law;

The NEC-in-Session also viewed the proposal by the Nigeria Governors Forum for a three hundred percent increase in the price of petrol as the height of provocation, arbitrariness, detachment and insensitivity to the current economic realities in the country and the extreme hardship that Nigerians especially workers are going through. The NEC also noted that there is currently no negotiation with government over fuel price increase. The NEC recalled that the last meeting with Government in February 2021 was adjourned sine die. Since then, no other meeting has been called by government. The NEC recalled and reiterated the decision it took on 17<sup>th</sup> February 2021 after the last meeting between labour and the Federal Government team on fuel price increase.

The NEC reviewed the preparation of Congress for appearance and presentation of workers' demands at the Zonal Public Hearings on the Review of the 1999 Constitution of the Federal Republic of Nigeria. The NEC re-echoed the resolve of Nigerian workers to steadfastly defend the retention of the core Labour issues of Labour administration, the National Minimum Wage, Pension and Industrial Relations in the Exclusive Legislative List of the Nigerian Constitution. The NEC also deliberated on how to robustly promote autonomy for local government, autonomy for the judiciary and autonomy for the state legislatures during its engagement at the Zonal hearings. The NEC also stated that issues including those canvassed in the foregoing and others that promote good governance and inclusive national development and as already captured in a published Memorandum to be submitted by representatives of Congress at the Zonal Public Hearings would be strongly advocated for at the Zonal Public Hearings.



## **Resolutions of the National Executive Council**

### **A. Industrial Crisis in Kaduna State:**

1. The NEC resolved to continue to keep its doors open for dialogue and amicable resolution of the industrial crisis occasioned by the insensitive and illegal mass sack of workers by the Kaduna State Government; and
2. The NEC resolved that in case the Kaduna State Government remained adamant and recalcitrant or continues to pursue the path of war, threat and punitive actions against workers and their interests, that it had given the National Administrative Council (NAC) the power to re-activate the suspended industrial action in Kaduna State and also call for the withdrawal of services of all workers in Nigeria without any further notice.

### **B. Proposal by Nigeria Governors Forum to Increase the Price of Fuel**

1. The NEC reiterated that it still stands solidly by its decision taken at its meeting which took place on 17<sup>th</sup> February 2021 to reject further increases in the price of refined petroleum products particularly the Premium Motor Spirit (PMS); The NEC also re-echoed its decision that the only sustainable way out of the crisis of fuel importation and associated dislocations in the downstream petroleum sub sector is for government to rehabilitate all four public refineries in Nigeria and build new ones;
2. The NEC resolved that any decision to increase by even one cent the price of refined petroleum products especially PMS will attract an immediate withdrawal of services by Nigerian workers all over the country without any further notice; and
3. The NEC resolved to write officially to the Federal Government of Nigeria conveying the plight of Nigerian workers, the concerns of Congress and the resolutions of the NEC on the matter of fresh proposals for an increase in the pump price of fuel especially as informed by the stance of the Nigeria Governors Forum.

**C. Review of the 1999 Constitution of the Federal Republic of Nigeria**

- 1. The NEC called on the National Assembly to retain Labour administration, National Minimum Wage, Pension and Industrial Relations in the Exclusive Legislative List of the Constitution.**
- 2. The NEC directed the full mobilization of workers at all the Zonal Public Hearings to lend weight to the demands and aspirations of Nigerian workers in the ongoing review of the 1999 Constitution.**

**Signed**



**Comrade Ayuba Wabba, mni  
President**



**Comrade Ismail Bello  
Ag. General Secretary**

**25<sup>th</sup> May 2021**