



Paschal Bafyau Labour House, Plot 820/821 Central Business District,
Federal Capital Territory, P.O.Box 10971, PMB 566 Garki, Abuja
Mobile: 08033084549 **Website:** www.nlcng.org



Morandum of Understanding (MoU) between the Nigeria Labour Congress and the General Federation of Bahrain Trade Unions (GFBTU) on advancing trade unions' effective contributions to the defence, protection and promotion of the human and labour rights of migrant workers

Preamble

The Nigeria Labour Congress (NLC), under the labour migration trend to the Middle East, sees itself as a trade Union from a Country of Origin (COO). Nigerian migrant workers go to Bahrain to live and work. The General Federation of Bahrain Trade Unions (GFBTU), is a trade Union organisation operating in Bahrain being one of the Middle East countries that labour migrants, including those from Africa and Nigeria live and work in. The GFBTU considers itself a trade union organisation in a Country of Destination (COD) of migrant workers across the globe, including Africa and Nigeria. The NLC and GFBTU have agreed to work together towards making effective and tangible contributions towards advancing the defence, protection and promotion of the Human and Labour Rights of migrant workers in general and for those from Africa and Nigeria to Bahrain in particular.

Living and working experiences from African migrant workers in the Middle East suggest that their human and labour rights have come under avoidable attacks in the entire recruitment and actual work stages. There have also been cases where the expectations of the employers of the migrant workers have not been met, especially in the areas of adequate work and communication skills and capacities. These have led to frustrations and disappointment that have ultimately negatively affected the work contract and employment relationship, which often weigh negatively against the migrant workers. Nevertheless, these two trade union organisations have agreed that retorting to the mere lamentation of the plight of the migrant workers will not solve the problem. Rather, they believe that well-organised and coordinated collaboration by their organisations can contribute meaningfully to reducing and ultimately eradicating the serious challenges African migrant workers face in the Middle East.

Further, the NLC and GFBTU understand that whilst their cultures and languages and industrial relations contexts are different, nonetheless, they see these differences not as



Paschal Bafyau Labour House, Plot 820/821 Central Business District,
Federal Capital Territory, P.O.Box 10971, PMB 566 Garki, Abuja
Mobile: 08033084549 **Website:** www.nlcng.org



barriers but opportunities to learn from one another as workers' organisations committed to working-class solidarity. They understand that migrant workers as workers must be protected irrespective of their race, culture, nationality, creed, gender and qualification.

Objectives of the Memorandum of Understanding

The following are the objectives of this MoU:

- i. To facilitate and enhance the understanding of the different historical and cultural backgrounds of the two organisations that would contribute to deepening working-class solidarity and actions across regions.
- ii. To provide the space and opportunity for formal collaboration between the two trade union organisations to work together to contribute tangibly and positively to the advancement of the human and labour rights of migrant workers.
- iii. To contribute to halt the abuses of the human and labour rights of labour migrants with considerable attention to domestic workers and to contribute to the advancement of their human and labour dignity
- iv. To promote genuine and pragmatic collaboration aimed at improving international labour migration premised on pro-rights approaches.
- v. To open the spaces for greater collaborations and the establishment of a working relationship between the two organisations that would be used to advance other mutual causes.

The initiatives under the Memorandum of Understanding

The NLC and GFBTU have, therefore, agreed to undertake the following efforts and initiatives together:

1. Be champions and advocates for fair and ethical recruitment that will contribute to the reduction and ultimately lead to the elimination of exploitation of migrant workers in the entire recruitment process.
2. Support and facilitate access to justice for migrant workers to seek and obtain redress against infractions that they would have suffered in the course of their labour migration work relations.



Paschal Bafyau Labour House, Plot 820/821 Central Business District,
Federal Capital Territory, P.O.Box 10971, PMB 566 Garki, Abuja
Mobile: 08033084549 Website: www.nlcng.org



3. To actively, visibly and effectively support migrant workers and members of their families in return and reintegration efforts in fair and humane ways.
4. Take actions to ensure that migrant workers, notably women and members of their families, especially children are not trapped and engaged in forced labour, child labour and human trafficking.
5. Use this collaboration to showcase and raise the visibility of trade unions as serious and credible non-state actors that can contribute tangibly to progressive labour migration governance practices and culture.

Actions that will drive the initiatives

The NLC and GFBTU will individually and collectively undertake the following actions that will lead to the attainment of the objectives of the initiatives outlined above:

- a. Develop and deploy fair recruitment awareness and education joint campaigns that will target potential labour migrants, migrants' communities and recruitment agencies and governments.
- b. The NLC to establish a migrants' committee that will include and work with migrants in providing departure orientation and education training for migrants in Countries of Origin that which is from Nigeria.
- c. The GFBTU to establish a migrants' committee that will include and work with migrants in providing reception and welcome orientation and education training for migrants in Countries of Destination that is from Bahrain.
- d. Be active participants in the development, signing and monitoring stages of Bilateral Labour Migration Agreements (BLMAs).
- e. Organising migrant workers into trade unions to give them a voice and representation and to support integration of migrants' workers from Nigeria in Bahrain and for their return and reintegration in Nigeria
- f. The GFBTU to assist with the provision, where needed and sought, support services such as language and communication training, consular and legal assistance to migrant workers, as well as helping to ensure that the employer is responsible for repatriation and re-integration assistance.
- g. Jointly undertake ratification campaigns to improve the body of labour standards necessary for the protection of migrant rights. Efforts will be made to achieve the



ratification of C.143, 189 and 190 by both organisations in their respective countries.

- h. Build capacities of trade unions and activists of both organisations to better understand the dynamics of labour migration industrial relations practices and milieu.

Some Possible Activities to be Implemented

The following activities will be implemented in furthering the actions aimed at achieving the objectives of the initiatives of the collaboration:

1. Each organisation will formally appoint and designate focal persons responsible for managing the collaboration.
2. These persons will facilitate the communication and coordination of the collaboration engagement.
3. Organise periodic meetings of the Implementation of the Standing Committee¹ of the MoU for planning and coordination of the activities under this collaboration agreement.
4. Consciously seek interface and involvement of the labour migrants themselves in the activities of the collaboration.
5. Facilitate and organise exchange meetings between the two organisations of the countries as part of the process of improving understanding, cooperation and synergy.
6. Organise webinars and physical workshops on related issues of labour migration to provide opportunities for advancing the understanding and capacities of responsible persons and activists.
7. Utilise the media for growing the publicity and visibility of the actions and activities of the joint collaboration.
8. Issue joint statements on relevant labour migration issues where necessary.

¹ This committee is charged with the administration of the MOU. It is suggested that the Committee should be composed of a maximum of 10 persons (5 persons from each organisations) and a minimum of 6 persons with 3 persons from each organisations. It is advised that the composition should consider gender and inclusion of affiliates of the two national organisations to this MOU that organise migrant workers. The Committee should have a Chairperson and a Secretary. These positions should be on a rotational basis between the two organisations every year. It is this committee that ensures that leaders of the two organisations meet periodically as agreed. It is suggested that meeting between the two organisations should be twice a year. One meeting can be physical for field visit and the other can be virtual for administrative and planning purposes.



This joint collaboration will be for 2 years and reviewed with the possibility to renew the collaboration.

Both parties will seek and mobilise internal and external resources for the effective implementation of the MoU.

The ILO Fairway Project has been supportive of this process. The two trade unions, especially the Nigeria Labour Congress (NLC) appreciates this support. It is, therefore, proposed that the ILO will serve as the Technical Adviser to this collaboration, whilst the ITUC-Africa and ITUC will provide political and institutional support.

This Memorandum of Understanding is signed by:

Name: Ayuba Wabba, NLC

For the Nigeria Labour Congress (NLC)

Name: HASSAN AL HALWACHI

6.6.2022

For the General Federation of Bahrain Trade Unions (GFBTU)

Witnesses

6/6/22

1. Name: EMMANUEL UGROA SA

Position: GENERAL SECRETARY NLC

2. Name: Aqeel Abdulla

Position: