

NECA NEWSLETTER

JANUARY 2026 EDITION

POLICY, LABOUR, ESG, EMPLOYERS' UPDATES



HOW AI IS SHAPING THE WORKPLACE AND WORKFORCE DEVELOPMENT

Exploring how artificial intelligence is redefining jobs, skills and employer responsibilities in Nigeria

FREEDOM OF ASSOCIATION: WHAT EMPLOYERS SHOULD KNOW

ESG Updates in Nigeria
Tax Reforms and implications for Employers

ARTIFICIAL INTELLIGENCE

HOW AI IS SHAPING THE WORKPLACE AND WORKFORCE DEVELOPMENT

OVERVIEW

Artificial Intelligence is no longer a future concept. It is already influencing how work is organised, how decisions are made, and how skills are valued across industries. For Nigerian employers, AI presents both an opportunity to improve productivity and a responsibility to manage workforce transitions thoughtfully. The International Labour Organization (ILO) emphasizes that AI's true value lies not only in efficiency and innovation, but in how it is governed to promote decent work, fairness, and inclusion.

AI AND THE CHANGING NATURE OF WORK

Artificial Intelligence is no longer a future concept. It is already influencing how work is organised, how decisions are made, and how skills are valued across industries. For Nigerian employers, AI presents both an opportunity to improve productivity and a responsibility to manage workforce transitions thoughtfully. The International Labour Organization (ILO) emphasizes that AI's true value lies not only in efficiency and innovation, but in how it is governed to promote decent work, fairness, and inclusion.

HOW WILL AI AFFECT JOBS AND THE ECONOMY?

Studies by the McKinsey Global Institute indicate that artificial intelligence could add about 13 trillion dollars to global economic output by 2030, increasing cumulative global GDP by roughly 16 percent.

This equates to an additional 1.2 percent GDP growth per year, placing AI among the most transformative technologies in economic history.

This growth will largely result from automation of routine tasks, productivity gains, and innovation in products and services. By 2030, about 70 percent of companies are expected to have adopted at least one AI technology, though fewer than half will have fully integrated AI across their operations.

Forbes similarly notes that AI has the potential to become one of the most disruptive technologies ever developed, with significant implications for jobs and global economies.

WORKFORCE DEVELOPMENT AND SKILLS TRANSITION

The most significant implication of AI is the growing importance of skills development. The focus is shifting from static job descriptions to adaptable skill sets.

Key areas of workforce development include:

- Digital literacy across all levels of staff
- Data interpretation and analytical thinking
- Ethical judgment and compliance awareness
- Creativity, communication, and leadership skills
- Ability to work alongside automated systems

ARTIFICIAL INTELLIGENCE

HOW AI IS SHAPING THE WORKPLACE AND WORKFORCE DEVELOPMENT

Employers who invest in continuous learning will retain relevance and resilience. Those who do not risk skills obsolescence within their workforce.

When properly deployed, AI strengthens competitiveness and allows businesses to scale without proportional increases in headcount. However, productivity gains must be matched with responsible governance. AI outputs depend on data quality, transparency, and human oversight.

AI ADOPTION IN THE WORKPLACE. EFFECTS ON JOBS, SKILLS, AND PRODUCTIVITY

When AI is used to automate tasks, it doesn't necessarily lead to redundancies, as the technology can also complement human labour when certain tasks are automated. Whether technological adoption leads to automation (job loss) or augmentation (job complementarity) depends on the centrality of the automated task to the occupation, how the technology is integrated into work processes and management's desire to retain humans to perform or oversee some of the tasks, despite automation's potential. As AI transforms occupations, a workforce equipped with necessary skills in machine learning, data science, and AI ethics is crucial for harnessing its potential.

In addition to the potential effects on workers, AI's integration into the workplace can also have consequences for organizational performance, including productivity, with spillover effects on economic performance. For this reason, unequal access to the technology stemming from infrastructure bottlenecks, skill deficiencies or simply the cost of the technology can widen existing productivity divides between large and small or micro enterprises.

TAKEAWAYS FOR EMPLOYERS

Employers must approach AI adoption strategically. This includes:

- Assessing which roles will be augmented rather than replaced
- Communicating transparently with employees about change
- Reskilling and upskilling existing staff where possible
- Updating HR policies to address AI use, data protection, and accountability
- Ensuring compliance with labour laws and fair work principles

AI should enhance human dignity at work, not undermine it.

CONCLUSION

AI is reshaping the workplace, but people remain central to enterprise success. The future of work will belong to organisations that combine technology with strong human capital development.

For Nigerian employers, the task is clear. Embrace innovation, invest in people, and adopt AI in a way that strengthens both business performance and workforce sustainability.

NECA remains committed to supporting employers as they navigate this evolving landscape through advocacy, policy engagement, and capacity building.

LABOUR LAWS AND INDUSTRIAL RELATIONS

FREEDOM OF ASSOCIATION IN THE WORKPLACE: WHAT EMPLOYERS SHOULD KNOW

INTRODUCTION

Freedom of association is a fundamental labor right that allows workers to form, join, or participate in trade unions without fear of discrimination or retaliation. This right is enshrined in both national and international legal frameworks and plays a crucial role in shaping employer-employee relations.

For Nigerian employers, understanding the legal obligations and implications of freedom of association is essential for fostering industrial harmony and ensuring compliance with labor laws.

LEGAL FRAMEWORK

National Laws

- 1999 Constitution of Nigeria (as amended): Section 40 guarantees every Nigerian the right to freely associate, including joining trade unions.
- Trade Unions Act: Governs the formation, registration, and activities of trade unions in Nigeria, outlining both employer and employee rights.
- Labour Act: Provides additional protections and obligations related to trade unions and collective bargaining.

LEGAL FRAMEWORK

- ILO Conventions 87 & 98: Recognize and protect the right to freedom of association and collective bargaining, emphasizing non-interference by employers.

CASE STUDY

Tuyil Nigeria Ltd vs. National Union of Chemical, Footwear, Rubber, Leather, and Non-Metallic Product Employees (unreported suit no: NIC/9/2003)

The case between Tuyil Nigeria Ltd and the National Union of Chemical, Footwear, Rubber, Leather, and Non-Metallic Product Employees (NUCFRLPE) at the National Industrial Court (NICN) centered on the employer's refusal to recognize and allow unionization within its workforce.

Key Issues:

1. Employer's Objection to Unionization: Tuyil Nigeria Ltd refused to recognize the union, arguing that its employees were not automatic members and could not be compelled to join.
2. Threats Against Unionizing Employees: The union alleged that workers interested in joining were threatened and discouraged from participating in union activities.
3. Legal Interpretation of Trade Union Membership: The employer contended that employees must voluntarily sign up as union members before the company could recognize the union. The union, however, relied on Sections 5(7) and 24(1) of the Trade Unions Act, which mandate automatic recognition of industry-based unions.
4. Jurisdiction and Trade Dispute Status: Tuyil argued that the matter was not a trade dispute under the Trade Disputes Act, but the court disagreed, affirming that an employer's refusal to recognize a union constitutes a valid trade dispute.

LABOUR LAWS AND INDUSTRIAL RELATIONS

FREEDOM OF ASSOCIATION IN THE WORKPLACE: WHAT EMPLOYERS SHOULD KNOW

COURT'S DECISION:

- The National Industrial Court of Nigeria (NICN) upheld the Industrial Arbitration Panel's (IAP) decision, which ruled that Tuyil Nigeria Ltd must recognize the union and allow it to inaugurate a branch within the company.
- The court emphasized that trade union recognition is automatic once employees fall within the union's jurisdictional scope, as per the Trade Unions Act.
- The employer cannot refuse union recognition on the ground that employees have not explicitly registered, as they are deemed eligible by law.
- Any retaliation against employees for union activities is unlawful.

RELEVANCE TO EMPLOYERS AND FREEDOM OF ASSOCIATION:

- This case reinforces the legal principle that employers cannot prevent workers from unionizing if they belong to a designated industry union. Employers must:
- Comply with automatic recognition provisions under the Trade Unions Act.
- Avoid interfering in union formation or discouraging workers from joining.
- Engage constructively with unions rather than adopting adversarial approaches.

This judgement serves as a precedent for employers in Nigeria, highlighting the legal risks of resisting trade union recognition and underscoring workers' right to freedom of association.

NECA EVENTS & UPDATES

• NSITF-NECA SAFE WORKPLACE INTERVENTION PROJECT (SWIP) AWARDS.

NECA, in partnership with the **Federal Ministry of Labour and Employment** and the **Nigeria Social Insurance Trust Fund**, is implementing the Safe Workplace Intervention Project to promote safe and healthy work environments in line with the Employees' Compensation Act, 2010. The project seeks to reduce occupational hazards, limit risks to the Employees' Compensation Fund, and improve employer compliance.

The initiative began with an Occupational Safety and Health audit across the six geopolitical zones, with the final report presented on 4 November 2025 at NECA House. Interactive sessions and national award ceremonies are scheduled for Lagos on 20 January 2026, Enugu on 22 January 2026, and Abuja on 27 January 2026.

FEDERAL MINISTRY OF LABOUR AND EMPLOYMENT

NSITF
NIGERIA SOCIAL INSURANCE TRUST FUND

NECA
...the voice of business since 1957

SWIP'25
Enhancing Workplace Safety,
Strengthening Compliance,
Celebrating Excellence

Safe Workplace Intervention Project (SWIP) Annual Interactive Enlightenment Fora and Awards Presentation Ceremonies

The Federal Ministry of Labour and Employment (FML&E), The Nigeria Social Insurance Trust Fund (NSITF), and the Nigeria Employers' Consultative Association (NECA), invite stakeholders to the 2025 NSITF - NECA Safe Workplace Intervention Project (SWIP) Annual Interactive Enlightenment Fora and OSH Awards

Forum & Award Ceremony Highlights

- National dialogue on OSH compliance
- Review and repositioning of the ECA Scheme
- Feedback session with contributing companies
- OSH Compliance Awards to recognize safety excellence and encourage continuous improvement

1 LAGOS
JAN 20, 2026
9AM
NECA AUDITORIUM,
NECA HOUSE, HAKEEM
BALOGUN STREET,
ALAUJA, IKEJA

2 ENUGU
JAN 22, 2026
9AM
THE AMADED
EVENT PLACE,
ENUGU

3 ABUJA
JAN 27, 2026
9AM
ABUJA CONTINENTAL
HOTEL, ZONE 4,
LADI KWALI STREET,
WUSE, ABUJA

Together, We Create Safer Workplaces

Join employers, safety experts, and government agencies in building a culture of safety, compliance, and collaboration.

FOR FURTHER DETAILS AND ENQUIRIES PLEASE, CONTACT:
Adenike: 08023449145, Isabella: 08065954707, Femi: 09060008293, Tomiloba: 09036555962

NECA EVENTS & UPDATES

- **NECA PORT HARCOURT JOB FAIR**

NECA in partnership with **Rivers State Government** through the Ministry of Employment Generation and Economic Empowerment is organizing a job fair dated for 22nd January, 2026 with the theme “**Addressing Youth Employability for Prosperity**”. Expected job seekers/participants is 1,500 persons. It is a platform that will bring together employers and job seekers.



- **NECA INTERNATIONAL LABOUR ARBITRATION AND ADJUDICATION FORUM (I-LAAF), FEBRUARY 12, 2026**

Members were informed that the 4th International Labour Arbitration and Adjudication Forum (I-LAAF) is scheduled to hold on 12th February 2026 at the National Institute for Legislative and Democratic Studies (NILDS), Abuja. The forum would bring together employers, labour leaders, policymakers, legal experts, and international partners to strengthen labour dispute-resolution systems.

The Forum would focus on emerging labour challenges, explore innovations in dispute resolution, and foster collaboration among national and international stakeholders committed to workplace justice and sustainable industrial relations.



NECA INTERNATIONAL LABOUR ARBITRATION AND ADJUDICATION FORUM (I-LAAF), FEBRUARY 12, 2026



4th International Labour Arbitration and Adjudication Forum

KEYNOTE SPEAKERS

12TH FEB. 2026

8:00AM PROMPT

National Institute for Legislative and Democratic Studies (NILDS), Abuja

JUSTICE LELIO BENTES CORRÊA
President, Superior Labour Court (Brazil)



JACQUELINE MUGO
President, International Organization of Employers (IOE)



THEME:

Access to Labour Justice in a Rapidly Changing World of Work (Access to labour justice for workers, for employers, for Government and the Society at large)



SOME EXPECTED DISTINGUISHED SPECIAL GUESTS AND GUESTS OF HONOUR



HON. JUSTICE MONICA BOLMA'AN DONGBAN-MENSEM
President, Court of Appeal of Nigeria



HON. JUSTICE B. B. BAKWAGH KANYIP, PHD, (FMAALS), OFR
President, National Industrial Court of Nigeria



SENATOR DIKET PLANG,
Chairman, Senate Committee on Labour and Employment



LATEEF FAGBEMI (SAN)
Minister of Justice & Attorney General of the Federation



DR. MUHAMMAD MAIGARI DINGYADI
Hon. Minister, Federal Ministry of Labour and Employment



HON. NKEIRUKA ONYEJOCHA
Hon. Minister of State, Federal Ministry of Labour and Employment



COMRADE JOE AJAERO
President, Nigeria Labour Congress, (NLC)



PROF. ABUBAKAR SULAIMAN
Director-General, NILDS



DR. UCHE ATTOH
Head of Department Human Resource Management, Lagos Business School, Pan-African University.



CHIEF HOST AND HOST



DR. IFEANYI ERIC OKOYE, MNI, OFR
President, NECA



MR. ADEWALE-SMATT OYERINDE
Director-General, NECA and Member, ILO Governing Body

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POWERED BY:



PARTNERS:



ENVIRONMENTAL, SOCIAL AND GOVERNANCE AND JUST TRANSITION

UPDATE ON ESG IN NIGERIA AND GLOBALLY

Environmental, Social, and Governance (ESG) considerations are increasingly shaping how businesses operate, manage risks, and access finance. Globally, ESG is no longer optional, companies are expected to demonstrate credible environmental practices, fair labour standards, and transparent governance. For instance, exporters to Europe and North America must provide detailed ESG disclosures to maintain contracts, and investors increasingly tie financing and partnerships to measurable ESG performance.

In Nigeria, ESG adoption is steadily gaining momentum. Employers in sectors such as finance, manufacturing, energy, and infrastructure are embedding ESG practices into operations, workforce management, and community engagement. Companies that invest in workplace safety, employee welfare, skills development, and stakeholder engagement are seeing tangible benefits, including higher productivity, reduced staff turnover, and stronger reputations. Governance is also gaining prominence, as transparency, ethical leadership, and board effectiveness increasingly influence investor confidence and regulatory compliance.

NECA's Ongoing Engagement and Leadership on ESG

NECA is actively supporting Nigerian employers to navigate the evolving ESG landscape through targeted initiatives:

1. ESG State of Play Report: On 5 December 2025, NECA, with support from the International Labour Organization (ILO), launched the ESG State of Play Report, the first comprehensive assessment of ESG awareness, readiness, and adoption among Nigerian employers. The report shows that while ESG awareness is growing, adoption is uneven across sectors, particularly among MSMEs. Challenges include limited ESG data, regulatory overlaps, and misconceptions that ESG is purely philanthropic rather than a strategic value-driver.

Implications for businesses:

- Firms integrating ESG into operations are better positioned to access international markets, financing, and supply chains.
- ESG practices help mitigate regulatory, environmental, and social risks.
- MSMEs can leverage ESG adoption to enhance credibility and participate in larger value chains.
- There is a growing need for training, technical guidance, and employer-friendly ESG frameworks.

2. NECA ESG Board: To provide leadership and drive coordinated ESG action, NECA has constituted an ESG Board comprising key stakeholders from the private sector, government, and development partners. The Board will guide national ESG dialogue, advise on frameworks, and support practical adoption by employers. The inauguration of the Board is coming up soon, marking a significant milestone for structured ESG engagement in Nigeria.

LOOKING AHEAD

As ESG expectations continue to evolve globally and locally, NECA remains committed to supporting employers with advocacy, capacity building, and dialogue with policymakers, investors, and standard-setters. By turning ESG aspirations into tangible business practices, Nigerian companies can strengthen resilience, unlock new opportunities, and contribute to inclusive economic growth.

KNOWLEDGE SHARING

NIGERIA'S NEW TAX REFORMS. RECENT DEVELOPMENTS AND IMPLICATIONS FOR EMPLOYERS

INTRODUCTION

Nigeria's tax reform agenda has gained renewed momentum following recent assurances by the Federal Government and the Presidential Fiscal Policy and Tax Reforms Committee on the rollout of the new tax regime. Technically driven by the Committee chaired by Mr. Taiwo Oyedele, the reforms represent one of the most significant fiscal interventions in recent years.

For employers and the organised private sector, whom NECA represents, the reforms present important opportunities alongside practical implementation considerations.

Key Features of the Tax Reforms

The reforms are designed to modernise Nigeria's tax system with a strong focus on business efficiency and economic growth. Core objectives include:

- Reducing multiple taxation and overlapping regulatory mandates
- Simplifying tax compliance and administration for businesses

- Broadening the tax base without increasing tax rates
- Enhancing transparency and predictability in tax administration
- Improving the ease of doing business and investment confidence

The Federal Government has repeatedly emphasised that the reforms are growth driven rather than revenue focused.

POSITION OF THE FEDERAL GOVERNMENT

Recent engagements indicate that the Federal Government remains committed to implementing the reforms as scheduled. Key assurances relevant to employers include:

- No increase in tax rates
- Protection for small businesses and low income earners
- Revenue growth driven by efficiency and improved compliance
- Phased implementation supported by stakeholder engagement

The Government has stressed that policy certainty is critical for business planning and investor confidence.

POSITION OF THE PRESIDENTIAL TAX REFORM COMMITTEE

The Committee has continued to engage stakeholders to clarify the intent and scope of the reforms. According to the Committee:

- The tax burden on workers will reduce, with many employees paying lower or zero PAYE
- Businesses are expected to benefit from lower pressure on Corporate Income Tax over time
- Compliance will be simplified through higher thresholds and streamlined processes
- Predictability and implementation certainty are central to the reform strategy

The reforms are positioned as pro business and pro growth, with room for adjustments during implementation.

NECA'S PERSPECTIVE

NECA considers the reforms a necessary response to longstanding structural challenges in Nigeria's tax system. The focus on simplification, harmonisation, and reduction of multiple taxation aligns with NECA's sustained advocacy for a more enabling business environment.

KNOWLEDGE SHARING

NIGERIA'S NEW TAX REFORMS. RECENT DEVELOPMENTS AND IMPLICATIONS FOR EMPLOYERS

SUPPORT WITH IMPLEMENTATION SAFEGUARDS

While supporting the commencement of the reforms, NECA emphasises the need for clear regulations, transitional guidelines, and uniform interpretation across tax authorities to prevent uncertainty for employers.

SUSTAINED STAKEHOLDER ENGAGEMENT

NECA underscores that continuous engagement with the organised private sector is essential to address implementation gaps and align policy outcomes with business realities.

PROTECTING BUSINESS SUSTAINABILITY

NECA cautions against administrative practices, levies, or enforcement actions that may undermine the objectives of simplification or increase the cost of doing business. Such issues should be promptly addressed.

IMPLICATIONS FOR EMPLOYERS

If effectively implemented, the reforms can:

- Lower compliance costs and administrative burdens
- Improve cash flow and business competitiveness
- Support formalisation and job creation
- Strengthen confidence in Nigeria's fiscal framework

However, consistent application and capacity building among tax authorities will be critical, particularly for SMEs.

CONCLUSION

Nigeria's new tax reforms represent an important step towards a more efficient and growth-oriented tax system. NECA supports the reform direction and remains committed to constructive engagement with government to ensure that implementation delivers tangible benefits for employers, workers, and the broader economy.

As the voice of employers, NECA will continue to advocate policies that promote enterprise sustainability, competitiveness, and inclusive economic growth.

DECENT WORK AND OCCUPATIONAL SAFETY IN AFRICA

Decent work and occupational safety remain central to Africa's labour and development agenda. As economies across the continent expand and diversify, ensuring that growth translates into safe, fair, and dignified work is increasingly critical. The International Labour Organization (ILO) defines decent work as productive employment that guarantees fair income, security in the workplace, social protection, and respect for workers' rights. For Africa, where informal employment dominates and occupational risks remain high, this agenda is especially significant.

Occupational safety and health (OSH) is a foundational element of decent work. Many African workers continue to operate in environments exposed to physical, chemical, and psychosocial hazards, often with limited protection. The ILO consistently emphasizes that safe and healthy working conditions are fundamental rights at work and essential to productivity and sustainable development. Improving OSH systems helps reduce workplace injuries, protects livelihoods, and strengthens national economies.

From an employers' perspective, the International Organisation of Employers (IOE) reinforces that decent work and occupational safety are not merely compliance obligations but strategic investments. Enterprises that prioritise worker safety, skills development, and well-being benefit from increased efficiency, reduced operational risks, and stronger workforce commitment. Across Africa, such practices support enterprise sustainability and enhance participation in regional and global value chains.

In practical terms, decent work in Africa is achieved through actions such as the adoption of workplace safety standards aligned with national laws and ILO conventions, continuous training on risk prevention, and effective social dialogue between employers and workers.

Formalisation of work arrangements and strengthened labour inspection systems also play key roles in extending protections to vulnerable and informal workers.

Advocacy and research institution like African Regional Labour Administration Centre (ARLAC) contribute to this effort by amplifying labour issues through evidence-based research and engagement. By focusing on accountability, inclusion, and safe working environments, ARLAC bridges policy commitments and workplace realities, ensuring that decent work principles are felt at the enterprise and worker level.

As Africa continues to respond to economic change, demographic growth, and evolving work patterns, advancing decent work and occupational safety requires collective action. Guided by the ILO's global standards, supported by employer leadership through the IOE, and reinforced by advocacy platforms such as ARLAC, safe and decent work can serve as a cornerstone for inclusive and sustainable development across the continent.

INCLUSION FOR ALL (PEOPLE WITH DISABILITIES)

BEYOND CHARITY: THE STRATEGIC IMPERATIVE OF DISABILITY INCLUSION



Across the globe and within Nigeria, Persons with Disabilities (PWDs) are consistently proving that disability does not define capability. From thriving entrepreneurs to high-level public servants, their achievements demonstrate a simple truth: when barriers are removed, PWDs do not just participate, they excel and compete at the highest levels.

The recent International Day of Persons with Disabilities, hosted by the Lagos State Office for Disability Affairs (LASODA), served as a powerful reminder of this talent pool. We celebrated individuals like Mr. Opeolu Akinola of Accesstech, a totally blind professional whose work in innovation and dedication exemplifies professional success. Such excellence is not an exception; it is the result of what happens when skill is prioritised over physical or sensory limitations.

For the modern employer, inclusion is no longer merely a matter of Corporate Social Responsibility (CSR). It is a strategic investment in human capital. PWDs bring:

- Unique Perspectives: Diverse lived experiences foster creative problem-solving.
- Resilience: Overcoming daily societal barriers often translates into high levels of persistence and adaptability in the workplace.
- Organisational Growth: Inclusive practices improve employee morale, foster a culture of respect, and align brands with global best practices in equity and human rights.

In Lagos State, inclusion is a pillar of governance. Under the leadership of Governor Babajide Olusola Sanwo-Olu, the THEMES Plus Agenda prioritises social inclusion to ensure no resident is left behind.



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To give this vision legal teeth, the Lagos State Special People's Law mandates that all public and private organisations employing more than 25 people must ensure that at least 1% of their workforce comprises Persons with Disabilities. Whereas, at the Federal level, Discrimination Against Persons With Disabilities (PROHIBITION) Act, 2018, Section 29 provides that: 'All employers of labour in public organizations shall, as much as possible, have persons with disabilities constituting at least 5% of their employment'. This is not a request for charity; it is a legal recognition of the right to equal opportunity and a challenge to employers to look closer at their recruitment pipelines.

At LASODA, we act as a bridge between the talent pool of PWDs and the private sector. Through advocacy, stakeholder engagement, and capacity building, we assist employers in creating accessible environments and adopting inclusive hiring practices.

We believe that employment should always be based on merit. When a Person with a Disability meets the professional requirements for a role, they deserve a seat at the table. True inclusion is achieved only when ability is recognised, barriers are dismantled, and the playing field is leveled.

As you reflect on your organisation's growth and diversity strategies for the year 2026 and even beyond, I urge you to ask one critical question: How many Persons with Disabilities are currently empowered to contribute within your workplace?

Are you meeting the Federal Government's 5% mandate? Beyond compliance, are you harnessing the untapped potential that persons with disabilities (PWDs) offer? Let us work together to build a Lagos where talent knows no boundaries.

ARTICLE BY: Adenike Oyetunde-Lawal -General Manager,
Lagos State Office for Disability Affairs (LASODA).

CAPACITY BUILDING



LEARNING AND DEVELOPMENT

NECA's Learning and Development Department delivers practical, high impact training through virtual and physical trainings to support organisations in building effective and future ready workforces. We thank our members and partners for their continued trust and engagement and look forward to another productive year of collaboration.

Organisations can engage through NECA's open programmes listed in the annual training calendar or through tailored in plant training designed to meet specific organisational needs. Our training covers key areas including industrial relations, regulatory compliance, data privacy, sales effectiveness, retirement preparedness, and workplace professionalism. In February, our programmes will focus on regulatory awareness and digital resilience.

THE NEW LEGAL FRAMEWORK FOR TAX ADMINISTRATION AND THE TAX SYSTEM IN NIGERIA

NECA's Learning and Development Department delivers practical, high impact training through virtual and physical trainings to support organisations in building effective and future ready workforces. We thank our members and partners for their continued trust and engagement and look forward to another productive year of collaboration.

DATA PRIVACY AND CYBERSECURITY IN A DIGITAL WORLD

This programme addresses data privacy obligations, common cyber risks, and practical steps for strengthening organisational data protection.

For More Information, please contact Yemisi Oke at yemisi@neca.org.ng, or visit: www.neca.org.ng/training.

Our February programs are carefully curated to support HR and L&D professionals as strategic partners, equipped to manage risk, support compliance, and contribute confidently to organizational success.

We look forward to another year of collaboration, learning, and growth with you.

MEMBER NOTICE BOARD



CALL FOR **MEMBER UPDATES**

Member companies are kindly invited to share relevant updates, announcements, achievements, or upcoming activities for inclusion in NECA's Monthly Newsletter.

Please submit all entries before the 9th of February to enable timely publication.

Please send all necessary information to:

 damiilola.j@neca.org.ng

 09059466718

www.neca.org.ng

REFERENCES

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Artificial Intelligence and the World of Work – <https://www.ilo.org/artificial-intelligence>

- Rethinking AI's Impact on the Future of Work – <https://www.ilo.org/resource/article/rethinking-ai%E2%80%99s-impact-future-work>
- AI, Digitalisation and Occupational Safety and Health – <https://www.ilo.org/resource/news/ensuring-workplace-safety-digital-age-call-action>
- Understanding AI in Human Resource Management – <https://www.ilo.org/resource/news/ilo-study-highlights-need-human-resource-managers-better-understand-ai>
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- International Labour Organization AI portal - <https://www.ilo.org/topics-and-sectors/artificial-intelligence#keyresources>
- <https://www.ioe-emp.org/>
- <https://www.arlac.co.zw/>