

NECA NEWSLETTER

FEBRUARY 2026 EDITION

TAX REFORMS • DISABILITY INCLUSION • ARBITRATION & LABOUR LAW • AI & CYBERSECURITY • HR ANALYTICS



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MEANINGFUL YOUTH ENGAGEMENT FOR DECENT WORK:

AN ILO-INFORMED APPROACH

INTRODUCTION

Youth unemployment and underemployment remain persistent global challenges, with young people facing higher risks of informal work, job insecurity, and exclusion from social protection systems. In response, the International Labour Organization (ILO) emphasizes meaningful youth engagement as a critical strategy for advancing decent work outcomes. According to the ILO, engaging young people meaningfully in employment programmes improves relevance, effectiveness, and sustainability of labour market interventions (ILO, 2025).

The ILO's training package on meaningful youth engagement provides practical guidance for governments, employers' organizations, workers' organizations, and development partners on how to involve young people as active stakeholders rather than passive beneficiaries.

CONCEPT OF MEANINGFUL YOUTH ENGAGEMENT

The ILO defines meaningful youth engagement as the active, intentional, and sustained involvement of young people in the design, implementation, monitoring, and evaluation of employment programmes (ILO, 2025). This approach recognizes young people as rights holders and partners with valuable insights into labour market realities.

The training package stresses that engagement must go beyond consultation and token participation. For youth engagement to be meaningful, young people must have:

- Clear roles and responsibilities
- Access to information and capacity-building opportunities
- Real influence over decisions that affect their employment outcomes

LINKING YOUTH ENGAGEMENT TO THE DECENT WORK AGENDA

The ILO situates youth engagement within its Decent Work Agenda, which is built on four pillars: employment creation, rights at work, social protection, and social dialogue. Meaningful youth engagement strengthens these pillars by ensuring that policies and programmes reflect young people's lived experiences (ILO, 2025).

Through structured engagement, young people can:

- Contribute to the design of quality employment and entrepreneurship programmes
- Advocate for safe working conditions and fair remuneration
- Participate in social dialogue processes at enterprise and policy levels
- Support inclusive labour market reforms

The ILO training package highlights that youth engagement enhances policy legitimacy and fosters greater trust between institutions and young workers.

MEANINGFUL YOUTH ENGAGEMENT FOR DECENT WORK:

AN ILO-INFORMED APPROACH

PRINCIPLES FOR MEANINGFUL YOUTH ENGAGEMENT

The ILO outlines key principles that should guide youth engagement in employment programmes (ILO, 2025):

1. **Inclusiveness:** Engagement strategies must reach diverse groups of young people, including marginalized and underrepresented groups.
2. **Transparency:** Institutions should clearly communicate objectives, processes, and decision-making structures.
3. **Capacity Development:** Young people require training in leadership, labour rights, and programme management to engage effectively.
4. **Shared Accountability:** Responsibilities and outcomes should be jointly owned by institutions and youth participants.
5. **Sustainability:** Engagement mechanisms should be institutionalized rather than limited to short-term projects.

These principles help ensure that youth engagement leads to tangible outcomes and systemic change.

OPERATIONALIZING YOUTH ENGAGEMENT IN EMPLOYMENT PROGRAMMES

The ILO training package provides practical guidance on integrating youth engagement across the programme cycle. This includes:

- Involving youth in needs assessments and programme design
- Establishing youth advisory structures
- Supporting youth-led monitoring and evaluation activities
- Partnering with youth organizations and networks

By embedding engagement at every stage, employment programmes become more adaptive and responsive to changing labour market conditions (ILO, 2025).

CONCLUSION

Meaningful youth engagement is a strategic necessity for achieving decent work for young people. As emphasized by the ILO, employment programmes that actively involve youth are more effective, inclusive, and sustainable. The 2025 ILO training package provides a practical roadmap for institutions seeking to move from symbolic participation to genuine partnership with young people.

Investing in meaningful youth engagement not only improves employment outcomes but also strengthens social dialogue and democratic governance in the world of work.

WHY EMPLOYEES' TAKE-HOME PAY IS CHANGING:

TAX REFORMS, PAYROLL CALCULATIONS, AND EMPLOYER RESPONSIBILITIES

Across many organisations in Nigeria, employees are increasingly concerned about changes in their take-home pay. In some cases, net pay has declined despite stable gross salaries. These concerns are largely driven by ongoing tax reforms, evolving payroll computation rules, and stricter enforcement of statutory deductions.

For employers, understanding these changes and explaining them clearly to employees is critical for compliance, transparency, and sustaining industrial harmony.

NIGERIA'S TAX REFORMS AND WHAT IS CHANGING

Nigeria is currently implementing wide-ranging tax reforms aimed at simplifying personal income taxation, expanding the tax base, and easing the burden on low-income earners. Under the new tax reform framework (subject to full implementation by relevant authorities), notable changes affecting PAYE include:

- Removal of the Consolidated Relief Allowance (CRA) structure previously used under PITA.
- Introduction of a tax-free income threshold, under which low-income earners pay little or no PAYE.
- Introduction of specific reliefs, such as rent-related reliefs (subject to documentation and caps).
- Revised progressive tax bands, with lower effective tax rates for many employees.
- Increased emphasis on accurate payroll reporting and compliance.

These reforms are designed to make the system fairer, but they also change how payroll departments compute employee net pay.

KEY COMPONENTS OF EMPLOYEE NET PAY (UNDER THE NEW FRAMEWORK)

Employee net pay is determined by deducting applicable statutory contributions and taxes from gross earnings:

1. Gross Income
 - Basic salary
 - Allowances and benefits (unless expressly exempt)
2. Allowable Deductions
 - Pension contributions (minimum 8% employee contribution)
 - Approved reliefs (e.g., rent relief, where applicable)
3. PAYE (Personal Income Tax)
 - Calculated using revised tax bands after exemptions and reliefs
4. Net Pay
 - Final amount payable to the employee

WHY EMPLOYEES' TAKE-HOME PAY IS CHANGING:

TAX REFORMS, PAYROLL CALCULATIONS, AND EMPLOYER RESPONSIBILITIES

ILLUSTRATIVE PAYROLL CALCULATION (UNDER THE NEW TAX REFORM FRAMEWORK)

This example is for illustration only and assumes full implementation of the new tax reforms.

Assumptions (Annual):

- Gross annual income: ₦4,000,000
- Employee pension contribution: 8%
- Annual rent paid: ₦1,000,000
- Rent relief: 20% of rent (₦200,000), subject to cap
- Tax-free income threshold: ₦800,000 per annum

Step 1: Pension Deduction

8% of ₦4,000,000 = ₦320,000

Step 2: Reliefs and Exemptions

- Rent relief: ₦200,000
- Tax-free threshold: ₦800,000

Step 3: Taxable Income

₦4,000,000
– ₦320,000 (pension)
– ₦200,000 (rent relief)
= ₦3,480,000

Less tax-free threshold:

₦3,480,000 – ₦800,000 = ₦2,680,000

Step 4: PAYE Calculation (Illustrative Bands)

Income Band	Rate	Tax
First ₦800,000	0%	₦0
Next ₦1,880,000	15%	₦282,000
Remaining ₦0	18% (Not applicable)	

Total Annual PAYE:

₦282,000

Monthly PAYE:

₦282,000 ÷ 12 ≈ ₦23,500

Step 5: Net Monthly Pay

- Monthly gross: ₦333,333
- Pension: ₦26,667
- PAYE: ₦23,500

Estimated Net Pay:

₦333,333 – ₦26,667 – ₦23,500 = ₦283,166 per month

WHY EMPLOYEES' TAKE-HOME PAY IS CHANGING:

TAX REFORMS, PAYROLL CALCULATIONS, AND EMPLOYER RESPONSIBILITIES

WHY EMPLOYEES ARE FEELING THE IMPACT

Employees may experience changes in take-home pay due to:

- Removal of broad reliefs like CRA.
- Tighter caps on allowable reliefs.
- Improved payroll accuracy and enforcement.
- Correction of historical under-deductions.
- Greater transparency in PAYE computation.

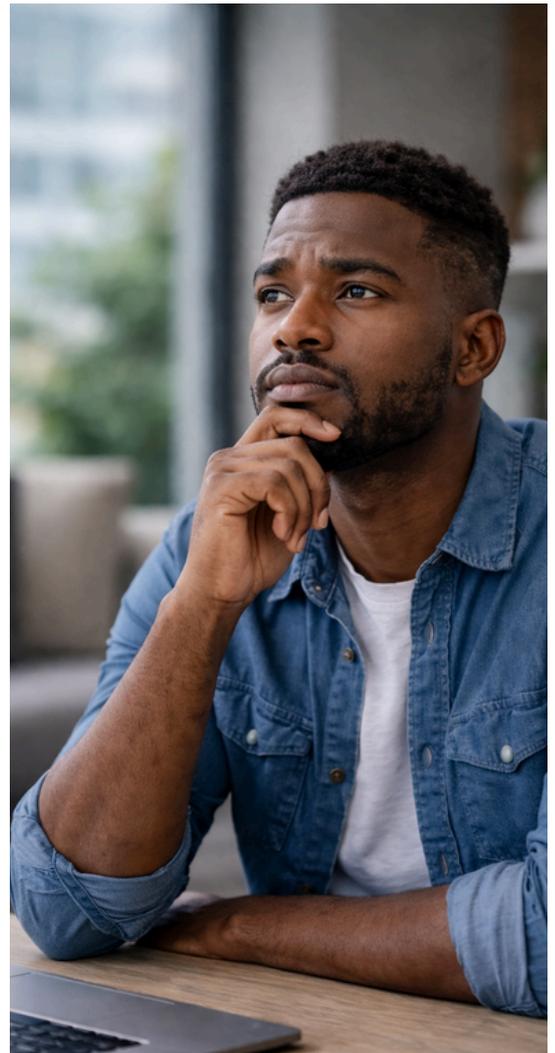
Without proper explanation, these changes may be perceived as employer-driven rather than policy-driven.

EMPLOYER RESPONSIBILITIES UNDER THE NEW REGIME

Employers have a critical role in ensuring smooth adaptation to tax reforms by:

- Updating payroll systems to reflect new rules.
- Ensuring accurate PAYE computation and remittance.
- Communicating clearly with employees about tax changes.
- Reviewing remuneration structures for sustainability and compliance.

Failure to comply exposes organisations to penalties, disputes, and reputational risk.



CONCLUSION

Changes in employee take-home pay are increasingly shaped by Nigeria's tax reform agenda and enhanced compliance requirements. While the reforms aim to protect low-income earners and improve fairness, they also demand greater payroll diligence from employers.

By understanding the new framework, applying accurate calculations, and engaging employees transparently, employers can reduce conflict, maintain trust, and support industrial harmony; a core objective of NECA.

Article by: Jejeloye Damilola, Social Labour Affairs & Industrial Relations Officer

UNFAIR LABOUR PRACTICES:

WHAT EMPLOYERS SHOULD KNOW

DEFINITION

Although there is no statutory definition of the concept of unfair labour practice in Nigeria, but in *Mix & Blake v. NUFBTE* (2004) 1 NLLR (Pt. 2) 247, the NICN in its attempt to define what might constitute an unfair labour practice held that: “***...To be unfair, it must be established that the practice does not conform with best practice in labour circles, as may be enjoined by local and international experience.***”

The recognition of unfair labour practices in Section 254C(1)(f) of the 1999 Constitution reflects the Constitution’s commitment to eliminating practices that are unfair in the workplace.

The concept of unfair labour practices primarily pertains to actions taken by employers that negatively impact employees. However, this does not mean that employees cannot also engage in unfair practices within the workplace. For instance, engaging in unlawful industrial actions could be considered unfair and may be challenged under the principle of unfair labour practice.

For the purpose of this Article, the focus will be on unfair labour practices committed by employers.

WHAT CONSTITUTES UNFAIR LABOUR PRACTICES?

Section 254C(1)(f) of the 1999 Constitution grants the NICN jurisdiction over matters related to unfair labour practices. In numerous cases, the NICN has identified the following as unfair labour practices:

1. In *Mr Olabode Oguntale & 64 ors v. Globacom* [2013] 30 NLLR (Pt. 85) 49 NIC.

The Court held as unjust, exploitative and unfair labour practice(s) the following:

- The respondent’s failure to issue the claimants with written particulars of the terms of their contract of employment.



UNFAIR LABOUR PRACTICES:

WHAT EMPLOYERS SHOULD KNOW

- The respondent having to stop the issuing of pay-slips to the claimants.
- The respondent's failure to allow the claimants go on annual leave, pay leave allowance and overtime allowance.
- The respondent compelling the claimants to bank with a specified bank chosen by the employer, Equatorial Trust Bank, a Bank that the respondent has an interest in, by paying the claimants' salaries into accounts they were compelled to operate with the Bank since the claimants were not left with any option as to the choice of a Bank.

2. In Leonard Oyinbo v. Guinness Nig. Plc (Unreported Suit No. NICN/LA/639/2012) dismissal on false allegation was held to be an unfair labour practice. The claimant employee was accused of the crime of stealing, his salary seized, and while the investigation was on going he was suspended and later dismissed, but it was later found that he was innocent, yet not recalled or paid his seized salaries.

3. In Aghata N. Onuorah v. Access Bank Plc [2015] 55 NLLR (Pt. 186) 17 the court held that it is unfair labour practice for an employer dictating to an employee where to invest his/her computed gratuity benefit.

4. In Mrs. Abdulrahman Yetunde Mariam v. University of Ilorin Teaching Hospital Management Board & Anor, [2013] 35 NLLR (Pt. 103) 40 NIC the NICN ruled that suspending an employee or denying them promotion as a form of retaliation amounts to an unfair labour practice.

5. In Adesanya Adeyemi Joachim v. Union Registrars Limited, (Unreported Suit No. NICN/LA/139/2014) the NICN ruled that terminating an employee solely for engaging in trade union activities is an unfair labour practice and a violation of labour rights.

6. In Ineh Monday Mgbeti v. Unity Bank Plc, (Unreported Suit No. NICN/LA/98/2014) the court held that clauses in employment contracts allowing employers to reject an employee's resignation simply because they are under investigation for an infraction constitute an unfair labour practice.

7. In Ekeoma Ajah v. Fidelity Bank, (Unreported Suit No. NICN/LA/588/2017) the court held that subjecting an employee to a retroactive policy to deprive them of earned benefits is an unfair labour practice.

8. In Obembe Kikelomo v. First Royal Oil Nig. Limited (Unreported Suit No: NICN/LA/110/2020), the court held that the employer's refusal to issue a written employment contract to the employee was an unfair labour practice.

UNFAIR LABOUR PRACTICES: WHAT EMPLOYERS SHOULD KNOW

9. In *Sulyman Kolawole Bello v. Vixen Enterprises Limited & Anor.* (Unreported Suit No: NICN/LA/305/2021), the NICN ruled that the employer's failure to provide reasons for the termination of the employee's employment constituted an unfair labour practice, contrary to international best practices.

10. In *Johnson v. Law Union and Rock Insurance* (Unreported Suit No. NICN/ABJ/45/2016), the employer's refusal to grant annual leave and related benefits was considered an unfair labour practice.

11. In *Mr. Adebayo v Superior Pharmaceutical Ltd* (Unreported Suit No. NICN/AK/62/2018) an Employer holding employees' certificates as security and refusing to release them until the employees service was no longer required was deemed an unfair labour practice.

It is important to recognize that the scope of unfair labor practices is limitless. As the Jurisprudence evolve, additional actions by both employers and employees may be classified as unfair labour practices.

Article by: Tomiloba Babarinde

Ag. Senior Executive, Legal, Regulatory and Taxation, NECA

BEYOND COMPLIANCE:

NAVIGATING NIGERIA'S LEGAL LANDSCAPE FOR DISABILITY INCLUSION IN THE WORKPLACE



When Babajide Ashiwaju, a talented software developer who uses a wheelchair, secured a job offer from a prominent fintech startup in Lagos, it felt like a career breakthrough. However, his first day revealed a stark reality. The office was inaccessible, with no ramp, an elevator out of order, and a workstation he couldn't use. Despite his qualifications, Babajide faced barriers not of his own making, but of design and awareness. His story, echoed by many of Nigeria's estimated 35 million persons with disabilities, underscores a critical national conversation; the intersection of legal rights, employer obligations and genuine inclusion.

For decades, the legal protection for persons with disabilities in Nigeria was fragmented, relying on vague constitutional provisions and a handful of non-discriminatory clauses in other laws. This changed with a landmark moment. The signing into law of the Discrimination Against Persons with Disabilities (Prohibition) Act, 2018. This Act, following years of advocacy, forms the bedrock of a new legal framework, imposing clear duties on both public and private entities.

BEYOND COMPLIANCE:

NAVIGATING NIGERIA'S LEGAL LANDSCAPE FOR DISABILITY INCLUSION IN THE WORKPLACE

The Act is unequivocal in its intent. It prohibits all forms of discrimination on the basis of disability and seeks to ensure the full integration of persons with disabilities into the community. Key provisions directly impact the employment sphere:

- **Non-Discrimination in Employment (Section 28 of the Act):** Employers are mandated not to discriminate against persons with disabilities in all matters of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement, safe and healthy working conditions. Section 28 further mandates employers of labour to ensure that reasonable accommodation is provided to PWDs in the workplace.
- **Under Section 3 and 4 of the Act,** Employers are required to make modifications and adjustments where needed, to ensure persons with disabilities can perform, advance, and enjoy equal benefits. This could include adaptive technology, flexible work arrangements, or physical adjustments to the workspace.
- **Under section 3, 4 and 7 of the Act,** Public buildings (including offices) must be accessible. New constructions and existing structures must comply with approved accessibility codes, while the five-year window for existing structures has elapsed in the year 2024.
- **Under section 29,** Public institutions are required to have at least 5% of their workforce be persons with disabilities. This quota directly binds both private and government agencies, it sets a powerful benchmark for both private and public sector.

Merely avoiding discrimination is no longer sufficient. Proactive inclusion is the new standard. Employers have a legal and ethical duty to:

1. Review HR policies—from hiring to retirement to eliminate discriminatory language and barriers. Implement clear procedures for requesting accommodations.

2. Conduct an accessibility audit of the workplace. Install ramps, accessible restrooms, and signage. Crucially, ensure company websites, job portals, and internal software are compatible with screen readers and other assistive technologies.

3. Compliance is structural, but inclusion is cultural. Mandatory training for all staff, especially leadership and HR, on disability etiquette, unconscious bias, and the value of a diverse workforce is essential.

BEYOND COMPLIANCE:

NAVIGATING NIGERIA'S LEGAL LANDSCAPE FOR DISABILITY INCLUSION IN THE WORKPLACE

4. When an employee requests an accommodation, engage in a confidential dialogue to find an effective, practical solution. The law requires reasonableness, judged on factors like cost, resources and disruption.

5. For private-sector employers, the 5% quota is legally binding, it serves as a meaningful target. Talent is everywhere. Inclusive hiring expands the talent pool, drives innovation, and reflects the true diversity of the consumer market.

The National Commission for Persons with Disabilities (NCPWD), established by the Act, is tasked with enforcement, advocacy, and monitoring. While it has begun issuing compliance notices, its reach is still expanding. Legal precedents are also slowly being set through litigation.

Yet, momentum is building. Forward-thinking Nigerian companies are recognizing that inclusion is not just a legal checkbox but a competitive advantage. “diverse team, including persons with disabilities, can be instrumental in designing products that will serve a wider market,” says Adenike Oyetunde-Lawal, General Manager of Lagos State Office for Disability Affairs. “The law provided the push, but the business case made it a priority.”

For employers, the message is clear. The era of ambiguity is over. The legal framework exists. The obligations are defined. The challenge now moves from understanding the law to implementing its spirit—transforming workplaces from sites of potential barriers to platforms of unparalleled potential. As Nigeria strives for economic growth, harnessing the full talents of all its citizens, including persons with disabilities, isn't just good law; it's smart business.

Article By: Babatunde K. Safiu, LLB, LLM, B.L: Assistant Director State Counsel (ADSC)
Head, Legal Services Department, Lagos State Office for Disability Affairs.

NECA UPDATES/ACTIVITIES: ESG ADVISORY BOARD

The Nigeria Employers' Consultative Association (NECA) has officially inaugurated its Environmental, Social, and Governance (ESG) Advisory Board, a strategic initiative aimed at promoting sustainable business practices and good corporate governance across Nigeria's private sector.

The Advisory Board brings together seasoned professionals and industry leaders from major organisations including Access Bank Plc, Nigeria Bottling Company Plc, SMEDAN, Nestlé Nigeria, Sterling One Foundation, Dangote Industries Limited, Bank of Industry, Unilever Plc, IHS (Nigeria), Andersen in Nigeria, OLAM Agri, Seven Up Bottling Company and Bureau Veritas.

The Board is chaired by Mr. Femi Jaiyeola, Chief Risk Officer of Access Bank Plc, with Dr. Soromidayo George, Director of Corporate Affairs & Sustainability at Nigeria Bottling Company, serving as first Vice Chairman and Mrs Lovelyn Okoye, Head of Sustainability, Seven-Up Bottling Company as the second Vice Chairman.

The inauguration underscores NECA's commitment to embedding ESG principles in corporate operations, enhancing long-term value creation, and offering strategic guidance and thought leadership on key ESG issues impacting businesses in Nigeria.

NECA
NIGERIA EMPLOYERS' CONSULTATIVE ASSOCIATION



MEET OUR ESG ADVISORY BOARD



MR. FEMI JAIYEOLA
CHIEF RISK OFFICER,
ACCESS BANK PLC



DR. SOROMIDAYO GEORGE
DIRECTOR, CORPORATE AFFAIRS
& SUSTAINABILITY, NIGERIA
BOTTLING COMPANY PLC



MR. CHARLES ODI
DIRECTOR GENERAL, SMALL
& MEDIUM ENTERPRISES
DEVELOPMENT AGENCY OF
NIGERIA (SMEDAN)



MRS. VICTORIA UWADOKA
CORPORATE COMMUNICATIONS,
PUBLIC AFFAIRS MANAGER,
NESTLE NIGERIA PLC



MRS. OLAPEJU IBEKWE
CEO, STERLING ONE
FOUNDATION



MR. DAPU OTUNLA
SUPPORT CORPORATE
SERVICES OFFICER,
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MRS. JENNIFER AYENI
GROUP HEAD SUSTAINABLE
FINANCE & TRANSITION,
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DR. JAMES ADENUGA
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OFFICER, DANGOTE INDUSTRIES
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MS. ZAINAB OGUN
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SUSTAINABILITY MANAGER,
UNILEVER PLC



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ASSOCIATE DIRECTOR & LEAD,
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CHANGE COORDINATOR, ANDERSEN
IN NIGERIA



MRS. DAMILOLA ADENIYI
HEAD OF LEGAL, OLAM AGRI



DR. EUGENE ITUA
CEO, NATURAL ECO CAPITAL



MRS. LOVELYN OKOYE
HEAD OF SUSTAINABILITY,
SEVEN UP BOTTLING COMPANY



MR. DAVID CHUKWU
NIGERIA CHIEF & TD
MANAGER, BUREAU VERITAS



NECA UPDATES/ACTIVITIES: INTERNATIONAL LABOUR ARBITRATION & ADJUDICATION FORUM

The 4th International Labour Arbitration and Adjudication Forum (I-LAAF) was held on 12 February 2026 at the National Institute for Legislative and Democratic Studies (NILDS), Abuja.

The forum convened key stakeholders from government, the judiciary, employers and labour to discuss issues around access to labour justice in a rapidly changing world of work.

Keynote addresses were delivered by Justice Lelio Bentes Correa of Brazil and Ms. Jacqueline Mugo, President of the International Organisation of Employers (IOE). The event underscored the importance of effective labour arbitration and adjudication in promoting industrial harmony.

Below are some of the pictures from the event:



NECA UPDATES/ACTIVITIES:

5TH ANNUAL NIGERIA EMPLOYERS'
SUMMIT, JUNE 2026, ABUJA

NECA will convene the 5th Annual Nigeria Employers' Summit from Monday, 29th to Tuesday, 30th June, 2026, under the theme "Leveraging Reforms and ESG For Enterprise Competitiveness and Inclusive National Growth."

The summit provides a strategic forum for thought leadership, robust dialogue, and the articulation of practical policy recommendations aimed at strengthening enterprise competitiveness and accelerating national development

This edition comes at a critical juncture as Nigerian businesses navigate far-reaching fiscal, regulatory, and institutional reforms being implemented by the Federal Government across key areas such as taxation, investment policy, ease of doing business, and infrastructure development, alongside increasing global and domestic expectations around Environmental, Social, and Governance (ESG) standards.



 29TH-30TH JUNE 2026
 Abuja Continental Hotel



Theme:

**LEVERAGING REFORMS AND ESG
FOR ENTERPRISE COMPETITIVENESS
AND INCLUSIVE NATIONAL GROWTH**



REGISTRATION LINK:
[HTTPS://BIT.LY/EMPLOYERSUMMIT2026](https://bit.ly/employersummit2026)

*Save
the Date*

FOR SPONSORSHIP, PARTICIPATION AND
EXHIBITION ENQUIRIES, PLEASE CALL:

 Adenike: 08023449145, Isabella: 08065954707,
Femi: 09060008293, Oluwaseun: 08160600305

POWERED BY:

 **NIGERIA EMPLOYERS'
CONSULTATIVE ASSOCIATION**
...the voice of business since 1977

NECA UPDATES/ACTIVITIES:

FREE INTRODUCTION TO ARTIFICIAL INTELLIGENCE (AI)

Artificial Intelligence is no longer a future concept, it is already transforming how we work, make decisions, and compete. To help demystify AI and make it accessible, NECA ICT Academy Abuja is offering a FREE Introduction to Artificial Intelligence course.

This practical and beginner-friendly programme provides participants with a clear understanding of:

What AI is and how it works:

- Real-world applications of AI across industries
- The growing relevance of AI in the workplace
- How AI can improve productivity and decision-making

The course is ideal for students, young professionals, job seekers, business owners, and public or private sector employees who want to build future-ready skills without prior technical knowledge.

Programme Duration: 2nd February – 31st March 2026

Venue: NECA ICT Academy, Abuja

Early registration is strongly advised due to limited slots.



FREE INTRODUCTION TO ARTIFICIAL INTELLIGENCE COURSE

The NECA ICT Academy Abuja is pleased to announce the return of its Free Introduction to Artificial Intelligence (AI) course. This session will provide participants with a practical, easy-to-understand overview of AI, its real-world applications, and its growing relevance across industries and the workplace.

Register Here

<https://forms.gle/WjzFQ9vdgzctua9Q6>



**2ND FEB - 31ST
MAR, 2026**

NECA ICT ACADEMY ABUJA
8th floor, Unity bank, plot 785, CBD Abuja

For Further details ☎ 07032760322 ✉ Jennifer@neca.org.ng 🌐 www.necaictacademy.org/

UPCOMING TRAINING FROM NECA

LEARNING AND DEVELOPMENT:

DATA PRIVACY & CYBERSECURITY IN A DIGITAL WORLD

In today's data-driven landscape, one breach can lead to devastating consequences—not only affecting revenue but also eroding trust. As cyber threats, data breaches, and AI-driven manipulations continue to rise, it's essential for businesses to stay ahead of the risks.

Join NECA for a 2-day intensive virtual training on Data Privacy & Cybersecurity!

Dates: February 24th–25th, 2026

This training is designed for business leaders and professionals to:

- Understand the implications of data privacy and cybersecurity
- Navigate compliance with the Nigeria Data Protection Act (NDPA)
- Strengthen governance, manage cyber risks, and protect business reputation

Secure your spot today! Scan the QR code or register via the link below:

<https://forms.gle/JVuAnjEknmp8qCxDA>

Don't miss this opportunity to enhance your knowledge and strategies in data privacy and cybersecurity!



Data Privacy and Cybersecurity in a Digital World: Implications for Businesses

Data drives business, but it also attracts unprecedented risks. Cyber threats, data breaches, and AI-driven manipulations like deepfakes can cripple operations and damage reputation. With the Nigeria Data Protection Act (NDPA) in force, this training equips businesses to identify, mitigate, and respond to cyber threats, strengthen governance, and ensure compliance with local and global data privacy standards.



SCAN ME



REGISTRATION LINK:
<https://bit.ly/DataprivacyFeb2026>



**24th-25th
FEBRUARY**

Member Fee: N120,000

Non-Member Fee: N135,000

Venue: Virtual Duration: 2 Days



yemisi@neca.org.ng
neca@neca.org.ng



08131191568

UPCOMING TRAINING FROM NECA

LEARNING AND DEVELOPMENT:

HUMAN RESOURCES & PEOPLE ANALYTICS TRAINING

The role of HR has evolved from administrative support to strategic business partnership. Today's HR professionals are expected to make data-driven decisions that directly impact organisational performance.

Our Human Resources and People Analytics programme equips HR leaders and practitioners with the tools to:

- Analyse workforce data for better insights
- Measure and improve HR performance
- Build dashboards and reports using Excel
- Link people analytics to business strategy and outcomes

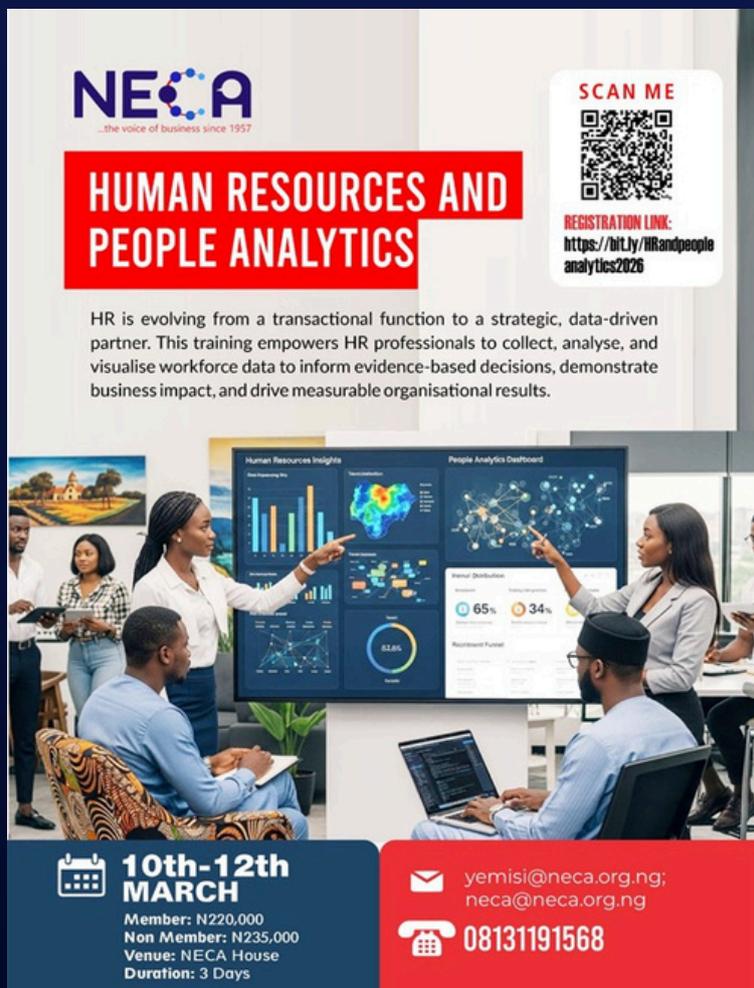
The Target Audience:

This programme is designed for HR managers, HR business partners, talent and workforce planning professionals, and executives seeking to strengthen their strategic contribution through evidence-based decision-making.

Registration is now open, with limited seats available to ensure an interactive and hands-on learning experience.

Date: Mar. 10th-12th 2026

For Enquiry call: 08131191568 or send email to: yemisi@neca.org.ng or neca@neca.org.ng.



The poster features the NECA logo at the top left, with the tagline "...the voice of business since 1957". A prominent red banner in the center contains the text "HUMAN RESOURCES AND PEOPLE ANALYTICS". To the right, a "SCAN ME" QR code is provided, with the registration link: <https://bit.ly/HRandpeopleanalytics2026>. Below the banner, a paragraph describes the training's focus on data-driven HR. The bottom section shows a group of professionals in a meeting room, with one woman pointing at a large digital display showing various HR analytics dashboards. The bottom of the poster is split into two colored sections: a dark blue section on the left with event details and a red section on the right with contact information.

NECA
...the voice of business since 1957

HUMAN RESOURCES AND PEOPLE ANALYTICS

SCAN ME

REGISTRATION LINK:
<https://bit.ly/HRandpeopleanalytics2026>

HR is evolving from a transactional function to a strategic, data-driven partner. This training empowers HR professionals to collect, analyse, and visualise workforce data to inform evidence-based decisions, demonstrate business impact, and drive measurable organisational results.

10th-12th MARCH
Member: N220,000
Non Member: N235,000
Venue: NECA House
Duration: 3 Days

yemisi@neca.org.ng
neca@neca.org.ng
08131191568

MEMBERS UPDATES/ACTIVITIES



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 March to enable timely publication.

Please send all necessary information to:

 damiilola.j@neca.org.ng

 09059466718

www.neca.org.ng

REFERENCE

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