



NECA NEWSLETTER

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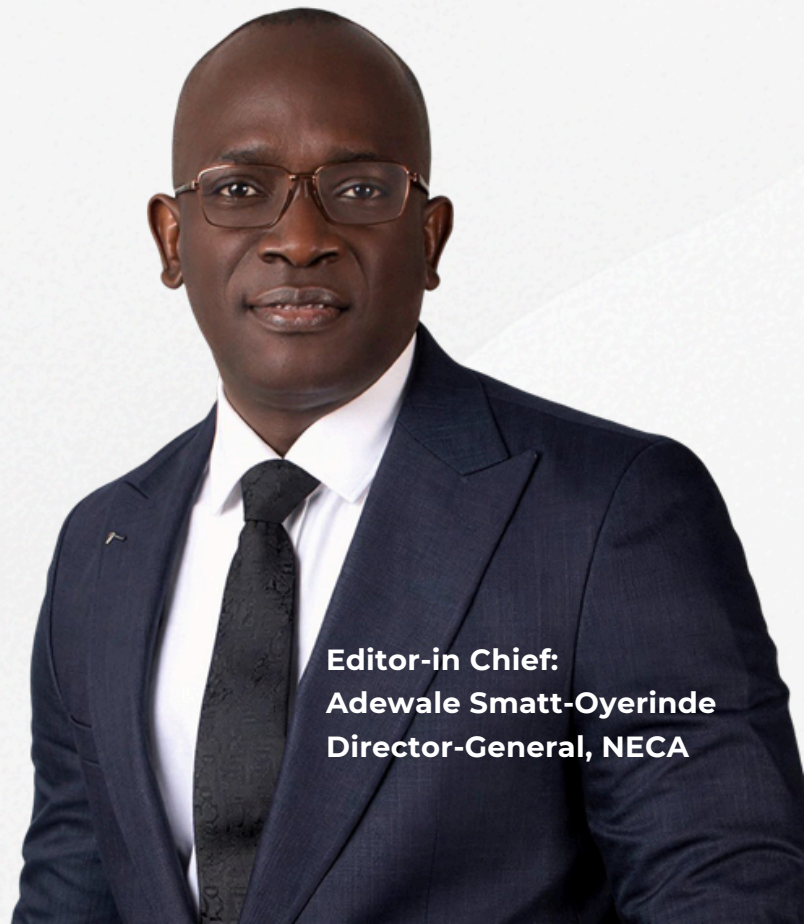
EDITOR-IN-CHIEF REMARKS

The regulatory environment is moving, Nigeria is making deliberate shifts, and so is the rest of the world. This edition of the NECA Newsletter brings those developments into focus, alongside critical conversations on psychosocial safety, ESG compliance, and artificial intelligence.

This edition also takes a closer look at triangular employment, an area where operational practice and legal liability often diverge in ways that catch employers off guard. The NICN has been consistent: contractual labels do not determine employer status; operational reality does. Understanding where your organisation stands is no longer optional.

At NECA, our commitment to your success remains constant, through advocacy, knowledge, and the practical tools to navigate an evolving landscape. We hope this edition equips and challenges you in equal measure.

Thank you for being a valued member of our community.



Editor-in Chief:
Adewale Smatt-Oyerinde
Director-General, NECA



NIGERIA: INDUSTRIAL RELATIONS AND LABOUR LAW DEVELOPMENTS

Introduction

Nigeria's industrial relations environment continues to evolve amid economic pressures, wage reforms, and ongoing engagement among government, employers, and organised labour. Recent developments highlight the importance of balanced labour policies and effective social dialogue in promoting industrial harmony and sustainable business operations.

Minimum Wage Implementation

A key development remains the implementation of the ₦70,000 national minimum wage, introduced in 2024 to replace the ₦30,000 minimum wage enacted in 2019 representing an increase of approximately 133 per cent. While several states and organisations have commenced implementation, compliance remains uneven across the country, particularly at the local government level. Inflation, estimated at over 30 per cent in recent periods, has significantly eroded the purchasing power of workers and intensified calls for improved welfare and compensation structures.

Regulation of the Informal Sector

Nigeria is taking steps to strengthen regulation of employment within the informal economy. The Informal Sector Employment (Regulation) Bill, 2025, passed by the Nigerian Senate, seeks to establish a framework for recognising and regulating informal economic activities and workers. Nigeria's informal sector accounts for approximately 93 per cent of total employment and contributes an estimated 50 to 60 per cent of Gross Domestic Product.

The proposed legislation aims to improve documentation of workers and enterprises, expand labour protections, and encourage gradual formalisation of informal economic activities.

Outlook for Industrial Relations

Going forward, Nigeria's labour environment will likely continue to be influenced by economic conditions, wage policies, and regulatory reforms. Strengthening dialogue among government, employers, and workers will remain essential in promoting stable industrial relations and inclusive economic growth.

Source: Industrial Relations and Labour Law Newsletter, April 2026 (IOE)

TRIANGULAR EMPLOYMENT AND CO-EMPLOYER LIABILITY: WHAT EMPLOYERS NEED TO KNOW

Tomiloba Babarinde - Senior Executive, Legal, Regulatory and Taxation, NECA

Introduction

The proliferation of outsourcing arrangements across Nigeria's formal economy has created a persistent misconception among employers: that the interposition of a staffing agency between themselves and the workers they direct is sufficient to insulate them from employment liability.

Nigerian courts, and the National Industrial Court in particular, have developed a robust body of jurisprudence that looks past contractual labels to the operational reality of working arrangements. Where an employer exercises day-to-day control over outsourced workers, integrates them into its core operations, and conducts itself in a manner consistent with an employment relationship, the court will find one regardless of what the contract of employment says.

This article examines the legal framework governing triangular employment in Nigeria, the circumstances under which employers attract co-employer liability, and the practical steps organisations can take to manage their exposure.

What is Triangular Employment?

The ILO defines a triangular employment relationship as one in which a worker is employed by a private employment agency but performs work under the direction and supervision of a third party. In practice, this means the staffing agency holds the formal contract while the deploying company exercises the authority that ordinarily defines the employer role. Nigerian courts have held that where those two functions are split, liability need not follow the contract alone.

The statutory foundation for the concept in Nigeria is section 91(1) of the Labour Act, which defines an employer to include a person who has entered into a contract to employ another person "for the service of any other person. This formulation, though contained in a provision designed primarily for the bilateral employment context, was held by the NICN in *PENGASSAN v Mobil Producing Nigeria Unlimited* to provide a sufficient statutory basis for recognising labour outsourcing as a lawful arrangement.

The Unicem Case - Co-Employer Liability In Practice

In *Anthony Agum v. United Cement Company of Nigeria Limited (UNICEM) & Anor*, UNICEM entered into a service contract with Michael Stevens Consulting for the supply of drivers, cooks, and stewards. Michael Stevens Consulting formally employed Mr. Agum and deployed him to UNICEM's premises. His salary was paid by the consulting firm, and no contract of employment existed between him and UNICEM.

When disputes arose over unpaid salaries, allowances, and the wrongful termination of his employment, Mr. Agum instituted an action against both entities. UNICEM raised the doctrine of privity of contract in its defence, contending that the absence of any contractual relationship between itself and the claimant was fatal to the claim.

The NICN rejected that defence. Relying on *PENGASSAN v. Mobil Producing Nigeria Unlimited and Onumalobi v. NNPC & Warri Refining and Petrochemical Company*, the court held that the parties' relationship disclosed a triangular employment arrangement, and that the doctrine of privity could not be deployed to defeat the claimant's right to proceed against both entities as co-employers. The court's inquiry was directed not at the contractual documentation but at the operational reality of the relationship. That inquiry determined the outcome.

Circumstances Under Which Co-Employer Liability Arises

Co-employer liability does not always arise from deliberate conduct. In many cases, it is the cumulative effect of ordinary operational decisions that creates the legal exposure. The following conduct has been identified by Nigerian courts as indicative of an employment relationship between a user company and an outsourced worker:

1. Issuing correspondence to outsourced staff on the company's letterhead
2. Conducting performance appraisals of outsourced staff
3. Issuing disciplinary queries directly to outsourced staff
4. Making salary payments directly to outsourced staff rather than through the agency
5. Issuing company identity cards, email addresses, or subjecting outsourced staff to internal policies and staff handbooks

Each of these, individually or collectively, can create what the courts describe as the "impression of employment." In *Ebede v. Exxon Mobil Corporation*, the NICN found co-employer status on the basis that the claimant had at all material times been given the impression that he was employed by both the staffing agency and Exxon Mobil and was under their joint control. The court's central inquiry was directed at the impression the defendants had created.

The distinction between a properly structured outsourcing arrangement and an actionable employment relationship is narrower than most organisations appreciate. The NICN has demonstrated, consistently, that it will look past contractual documentation to the substance of the working arrangement, and where that substance discloses an employment relationship, it will hold the parties to it accountable accordingly.

Practical Guidance for Employers

Outsourcing is a lawful and commercially sound arrangement. The legal risk it carries is, however, entirely manageable where the arrangement is properly structured. Employers are advised to take the following steps:

- Ensure that all correspondence to outsourced staff is issued under the outsourcing company's name and not the company's letterhead
- Delegate the conduct of performance appraisals, disciplinary processes, and salary administration exclusively to the outsourcing firm
- Channel all operational instructions to outsourced staff through the agency rather than directly
- Review and audit employment contracts regularly to ensure that the boundaries between the company's operational relationship and the agency's employer obligations are clearly defined

GLOBAL TRENDS: ESG, LABOUR LAW REFORMS AND ARTIFICIAL INTELLIGENCE



Jejeloye Damilola - Social Labour Affairs & Industrial Relations Officer, NECA

Introduction

Across the globe, governments and organisations are introducing new policies and technologies that are reshaping the future of work. From sustainability reporting to labour law reforms and the rapid growth of artificial intelligence, these changes are influencing how companies operate and how employees work.

ESG Regulations Expanding Across Countries

Many countries are strengthening Environmental, Social and Governance regulations to ensure companies operate responsibly. In the European Union, the Corporate Sustainability Reporting Directive now requires approximately 50,000 companies to disclose detailed information on their environmental impact, social responsibility, and governance practices, significantly expanding sustainability reporting requirements compared to previous EU rules.

In Norway, the government's sovereign wealth fund, valued at approximately \$2.2 trillion and invested in roughly 7,200 companies globally, has begun using AI tools to detect ESG risks such as corruption, environmental violations,

and labour abuse before making investment decisions. These developments demonstrate how sustainability is increasingly becoming a core business obligation rather than a voluntary corporate initiative.

Labour Law Reforms and Workplace Transparency

Labour policies are also evolving to promote fairness and transparency. Across several European countries including France, Germany, Spain, Italy, and the United Kingdom, the EU Pay Transparency Directive will require employers to disclose salary ranges in job advertisements and report gender pay gaps starting from 2026. Studies show that only 24 per cent of employers say they are fully prepared to comply with these new pay transparency rules, highlighting the significant adjustments many organisations still need to make.



Artificial Intelligence Transforming the Global Workplace

Artificial intelligence is rapidly transforming industries, productivity, and labour markets. In the United States, private investment in AI reached approximately \$109.1 billion in 2024, making it the largest AI investment market in the world. By comparison, China recorded approximately \$9.3 billion and the United Kingdom approximately \$4.5 billion in private AI investment over the same period.

Research shows that workers with AI-related skills can earn a 56 per cent wage premium compared with similar roles that do not require AI expertise. Meanwhile, China installed 295,000 industrial robots in 2024, the highest number globally as part of efforts to modernise factories and boost productivity.

For organisations and HR professionals, staying informed about ESG, labour law reforms, and artificial intelligence is essential to ensure compliance, maintain competitiveness, and build sustainable and responsible workplaces.

BEYOND COMPLIANCE: ASSISTIVE TECHNOLOGY AND BUSINESS GROWTH



*Adenike Oyetunde-Lawal, General Manager,
Lagos State Office for Disability Affairs (LASODA)*

How Assistive Technology Drives Productivity and Business Growth

In today's business environment, inclusion is no longer just a social responsibility, it is a business advantage. The question for forward-thinking CEOs and HR leaders is no longer whether to build inclusive workplaces, but how to do so in a way that drives measurable productivity and performance.

Many organisations still view disability inclusion as a compliance requirement or a CSR activity, missing a critical strategic point: inclusion is not charity, it is a strategic investment. Assistive technology changes the narrative. When employees with disabilities have the right tools, they can perform at the same level, or higher. Inclusion becomes a driver of efficiency, innovation, and employee engagement.

For organisations ready to take action, the journey toward inclusion can begin with practical steps: ramps, rails, disability-friendly restrooms, assistive technology devices, clear signage, and dedicated tools for persons with disabilities. LASODA can provide guidance on assistive devices, workplace accessibility, and other support, helping make inclusion initiatives practical and effective.

By adopting these approaches, organisations not only create equitable workplaces, they gain a competitive edge. Inclusive companies attract diverse talent, foster innovation, build stronger reputations, and create environments where every employee can contribute meaningfully.

10

*The question for today's business leaders is not whether inclusion is possible
— it is whether you are ready to lead the way.*

The Lagos State Office for Disability Affairs (LASODA) recently equipped civil servants with adaptive technologies tailored to individual needs. Equipment distributed includes screen-reading software for visually impaired employees, hearing devices and communication aids for employees with hearing impairments, and mobility aids.

The results are measurable: reduced downtime, improved output, and higher employee confidence. A visually impaired analyst can process reports efficiently; an employee with a physical disability works more productively with the right ergonomic tools; a staff member with hearing impairment can fully participate in meetings.



BRIDGING SKILLS SUPPLY AND LABOUR MARKET DEMAND IN NIGERIA

Mrs. Adenike Adebayo-Ajala, Director, Social Labour Affairs & Projects, NECA

Nigeria stands at a pivotal juncture, defined by a rapidly expanding youth population and growing opportunities across manufacturing, ICT, agriculture, and services. However, the country's core labour market challenge is not a shortage of graduates, but a deficit of job-ready skills. This persistent mismatch between the capabilities of job seekers and the competencies required by employers continues to constrain productivity and inclusive economic growth.

Recent data from the National Bureau of Statistics indicates that the unemployment rate declined from 5.3 per cent in Q1 2024 to 4.3 per cent in Q2 2024. Yet approximately 93 per cent of jobs remain concentrated in the informal sector. Youth unemployment (ages 15 to 24) stands at 6.5 per cent, while individuals with secondary education recorded an unemployment rate of 7.6 per cent. This apparent paradox, an oversupply of graduates alongside a shortage of employable, job-ready skills, points to a deeper structural disconnect between the outputs of the education system and the evolving needs of industry.

Understanding the Root Causes

- The persistence of the skills gap in Nigeria is driven by several systemic challenges, including:
- Weak collaboration between industry and educational institutions.
- Outdated, theory-heavy curricula with limited practical application.
- Inadequate work-based learning opportunities such as internships and apprenticeships.
- Limited access to reliable labour market intelligence.
- Deficiencies in soft skills such as communication and problem-solving.
- Rapid technological advancements outpacing curriculum updates.
- Continued underinvestment in and low societal perception of Technical and Vocational Education and Training
- Fragmented policy coordination and limited private sector engagement
- Funding and infrastructure constraints within training institutions..

Addressing these issues requires a shift from qualification-based education to a competence-driven system aligned with industry needs.

Global Insights and Best Practices

Drawing from international experiences across Europe and North America, key success factors in effective skills development systems include:

- Strong collaboration between government, industry, and academia.
- Integration of classroom learning with real workplace experience.
- Emphasis on lifelong learning and continuous upskilling.
- Strategic investment in Science, Technology, Engineering, and Mathematics education.
- Active industry participation in curriculum development.
- Robust career guidance systems from early education stages.

NECA's Leadership in Driving Employability

As the leading voice of employers in Nigeria's organised private sector, NECA continues to champion initiatives aimed at enhancing workforce readiness and enterprise competitiveness. Key interventions include:

- ITF-NECA Technical Skills Development Project (TSDP): A flagship programme established in 2009 to address critical technical skills shortages.
- NECA Job Creation and Employability Fair: Connecting job seekers with employers across industries.
- NECA Talent Network: A dynamic platform linking employers with qualified candidates.
- NECA ICT Academies (Lagos and Abuja): Equipping youths with in-demand digital skills.
- AI Xcelerate Programme: A collaboration with the IOE and Microsoft to train 100,000 youths and professionals in Artificial Intelligence.

The TSDP Success Story

Since inception, the ITF-NECA Technical Skills Development Project has trained over 90,000 youths in more than 30 technical trades, achieved an estimated 90 per cent employability rate among graduates, upgraded technical colleges and training facilities nationwide, expanded partnerships from six to over 55 participating organisations, and supported graduates with entrepreneurship grants and advanced training opportunities. The TSDP demonstrates that structured collaboration between government and the private sector can yield tangible results in closing the skills gap.

The Way Forward

There is a need for a coordinated, multi-stakeholder approach anchored on the triple helix model, bringing together Government, Industry, and Academia. Key priorities include co-creation of industry-relevant curricula, expansion of work-based learning, strengthening feedback mechanisms between employers and training institutions, increased investment in technical education and infrastructure, and enhanced policy coordination and data-driven planning.

Bridging the gap between skills supply and labour market demand is not just an education sector challenge; it is a national economic priority. It is central to reducing unemployment, boosting productivity, and positioning Nigeria as a globally competitive economy.

ILO INSIGHTS: PREVENTING VIOLENCE AND HARASSMENT AT WORK



Preventing and Addressing Violence and Harassment in the World of Work

Violence and harassment remain widespread challenges in workplaces across the world. According to recent estimates from the International Labour Organization, more than one in five workers experience violence or harassment during their working lives. Workplace violence and harassment extends beyond traditional work settings such as offices or factories — it may occur during commuting, work-related travel, social events, digital communications, and in home-based work environments.

The consequences are severe. Workers may experience physical and psychological harm, reduced wellbeing, and loss of livelihood. Enterprises suffer through reduced productivity, increased absenteeism, higher staff turnover, reputational damage, and financial losses. Several emerging trends in the world of work may further intensify these risks, including new forms of employment contracts, digital monitoring and surveillance, excessive workloads, and poor work-life balance.

In recognition of the seriousness of this issue, the international community adopted the ILO Violence and Harassment Convention, 2019 (No. 190) and its accompanying Recommendation No. 206, affirming the right of every individual to a world of work free from violence and harassment. In 2022, the ILO Declaration on Fundamental Principles and Rights at Work was amended to include a safe and healthy working environment as a fundamental right at work.

OSH as a Strategic Framework

Convention No. 190 emphasises the need for an inclusive, integrated, and gender-responsive approach to preventing and eliminating violence and harassment. One of the most effective entry points is through Occupational Safety and Health frameworks, which focus on improving the working environment and addressing psychosocial risks such as excessive workload, poor work organisation, job insecurity, and lack of managerial support.

OSH frameworks are particularly effective because they address root causes, provide systematic and preventive solutions, promote shared responsibilities between employers and workers, and encourage social dialogue and collective commitment to safe workplaces. Studies show that two-thirds of legal provisions relating to workplace violence and harassment in 25 countries are contained in labour and OSH legislation.

The Role of Collective Bargaining Agreements

Collective bargaining agreements play a key role in translating national legislation into practical workplace measures. A review of agreements in 20 countries identified 252 clauses addressing violence and harassment across 95 collective bargaining agreements, most frequently in manufacturing, the public sector, agriculture, forestry and fishing, and transport, logistics, and communications. These clauses commonly include prohibition of violence and harassment, principles of mutual respect and dignity at work, procedures for responding to incidents, and disciplinary measures for violations.

Towards a Comprehensive and Preventive Approach

Addressing violence and harassment effectively requires a comprehensive and preventive strategy involving governments, employers, workers, and civil society. While many legal systems focus primarily on remedial measures such as sanctions or compensation, prevention is equally important. Preventive approaches address structural factors in the workplace, including working conditions, organisational culture, job security, and workloads.

There is no universal solution to workplace violence and harassment. Effective policies must consider national and sector-specific contexts, and legal frameworks must be regularly reviewed and updated to address new psychosocial risks and emerging workplace realities.

Source: ILO — Preventing and Addressing Violence and Harassment in the World of Work Through OSH Measures (2024)

Building Enterprises That Outlive Seasons, Cycles and Crisis

The NECA Executive Retreat 2026 brought together senior business leaders, HR practitioners, and industry experts for two days of deep reflection, bold conversations, and renewed commitment to building enterprises built to last. Anchored on the theme “The Resilient Enterprise — People and Systems: Building and Managing Businesses that Outlive Seasons, Cycles and Crisis,” the retreat set a powerful tone from the very first session.

The retreat opened with a legacy journey to the Olusegun Obasanjo Presidential Library and Museum, grounding participants in Nigeria’s political and leadership history before the conversations began.

Mrs. Bolarin Okunowo, Managing Director of CAP Plc, delivered the keynote, drawing on decades of institutional leadership to challenge executives to “build for the long haul, not just the next quarter” — a message that reverberated throughout the retreat.

Across plenary sessions, fireside chats, and panel discussions, speakers covered macroeconomic strategy, cognitive resilience, risk management, the gig economy, and talent development, all through the lens of enterprise sustainability.

Dr. Ogho Okiti of ThinkBusiness Africa challenged participants to treat financial strategy as a living document in an unstable economic environment. Dr. Ayobami Kuyoro of Iwosan Lagoon Hospitals made a compelling case that leadership resilience begins in the mind. Engr. Yinka Osunbade drew attention to invisible operational risks that silently threaten business continuity. Mr. Shakiru Lawal of Nestlé Nigeria closed the retreat with a call to move beyond headcount to genuine capability-building.

The retreat also featured a Dinner and Gala Night, a creative sip-and-paint session, and complimentary health checks provided by Iwosan Lagoon Hospitals, reinforcing that executive wellbeing is inseparable from enterprise performance.

“Resilient enterprises are not built in crisis. They are built before it.”

RETREAT HIGHLIGHTS







HIGH LEVEL BREAKFAST MEETING ON ETHICS FIRST

April 2026 | ABUJA, LAGOS & VIRTUAL

Over the past few weeks, NECA, in collaboration with the Center for International Private Enterprise (CIPE), delivered a series of capacity-building sessions on Ethics First and Good Governance, and the response from Nigeria's private sector was nothing short of encouraging.

We held 6 sessions across Lagos, Abuja, and virtually, reaching over 300 participants which comprised business leaders, and key stakeholders from across the organised private sector.

Facilitated by CIPE's consultant, Mrs. Ugochi Obi LDS, CKM, TM, MITAD, SPHRI™, MCIPM (Head, X-Academy Nigerian Exchange Group (NGX Group)), the sessions introduced the Ethics First framework: a structured, tiered model that helps organisations embed integrity and accountability into their operations and position themselves as credible, investment-ready partners.

What does that mean in practice? It means helping organisations:

- Build credible, structured internal integrity systems
- Strengthen corporate compliance and governance
- Position themselves as low-risk, investment-ready partners.

This is just the beginning. NECA and CIPE will be taking this initiative nationwide with a workshop series across Nigeria's six geopolitical zones between May and July 2026. If your organization hasn't started thinking about this, now is a good time.

To our participants, thank you for showing up and engaging fully. To the CIPE team, thank you for a productive collaboration.

HIGHLIGHTS







NECA LEARNING & DEVELOPMENT HIGHLIGHTS

APRIL – MAY EDITION

In today's evolving regulatory landscape, organisations must stay informed to remain compliant and competitive. This highly practical programme is designed to empower managers and organisational leaders with comprehensive knowledge of Nigerian Labour, Employment, and Social Laws.

Participants will explore critical legal provisions and gain clarity on contemporary labour relations issues affecting workplaces today. The training focuses on practical application — helping organisations reduce legal risks, improve compliance, and build stronger employer–employee relationships.

Why You Should Attend

- Understand key Nigerian labour and employment law provisions
- Identify potential workplace risks before they escalate
- Strengthen compliance and organisational governance
- Stay informed on emerging labour relations trends
- Make confident, legally sound workplace decisions

Make April the month you strengthen your legal knowledge and safeguard your organisation.

May Feature Programmes

May brings two highly impactful programmes designed to support responsible business leadership and long-term personal planning.

Environmental, Social and Governance (ESG) Leadership Essentials for Businesses

Date	May 6th –7th, 2026
Venue	NECA House
Duration	2 Days
Member Fee	₦180,000
Non-Member Fee	₦195,000

ESG is rapidly becoming a defining factor for business success, influencing investment decisions, stakeholder trust, and long-term sustainability. This programme provides practical tools to help organisations understand ESG risks, engage stakeholders effectively, and integrate sustainability into their business strategies.

Participants will learn how to conduct materiality assessments, strengthen governance frameworks, and develop sustainability initiatives that drive innovation and responsible growth.

Why You Should Attend

- Understand key Nigerian labour and employment law provisions
- Identify potential workplace risks before they escalate
- Strengthen compliance and organisational governance
- Stay informed on emerging labour relations trends
- Make confident, legally sound workplace decisions

Step into the future of responsible business leadership with confidence.

Planning for a Qualitative Future After Work Life (Pre-Retirement Training)

Date	May 19th –21st, 2026
Venue	NECA House
Duration	3 Days
Member Fee	₦220,000
Non-Member Fee	₦235,000

Retirement is not the end of productivity, it is the beginning of a new phase of opportunity. This programme prepares participants to transition into post-work life with clarity, confidence, and purpose.

The training covers essential areas such as financial planning, pensions, entrepreneurship opportunities, investment strategies, estate planning, and overall wellbeing. Participants leave with a personalised roadmap designed to support a fulfilling and sustainable post-career lifestyle.

Why You Should Attend

- Plan your financial future with confidence
- Understand pension and investment strategies
- Explore entrepreneurship opportunities after retirement
- Learn estate planning essentials
- Improve physical and mental wellbeing for long-term success

Prepare today for a secure and rewarding tomorrow.

Invest in Growth. Invest in the Future.

These programmes are strategic opportunities to enhance capability, strengthen organisational performance, and empower individuals for long-term success. Secure your place early and be part of these impactful learning experiences or contact us for your Company's Bespoke trainings.

MEMBER SPOTLIGHT: SUSTAINABILITY IN ACTION

Seven-Up Bottling Company has officially released its Sustainability Report, marking an important milestone in its commitment to responsible business practices and sustainable development.

The report highlights the company's efforts in promoting Environmental, Social, and Governance (ESG) standards, transparency, and long-term value creation for stakeholders. This achievement reflects a growing commitment within the private sector to integrate sustainability into core business operations.

Nigeria Employers' Consultative Association congratulates Seven-Up Bottling Company for this commendable step and recognizes its leadership in advancing sustainability practices within Nigeria's business community.

To learn more about the company's sustainability initiatives and access the full report, please click the link attached: Seven-Up Bottling Company Ltd <https://share.google/m5hz1Wslg8IoleGUi>

We encourage members to explore the report and draw insights on how organizations can strengthen their sustainability and ESG commitments.





BUILDING SUSTAINABLE BUSINESSES:

Practical Steps for MSMEs to Achieve ESG Compliance with the NECA-ILO Guide

 **8TH MAY, 2026**
 **NECA HOUSE**



Micro, Small, and Medium Enterprises (MSMEs) are increasingly expected to align with Environmental, Social, and Governance (ESG) standards, not just to meet regulatory and stakeholder expectations, but to remain competitive, resilient, and investment-ready in a rapidly evolving business landscape. However, many MSMEs face challenges in translating ESG principles into practical, actionable steps.

NECA in collaboration with ILO has designed this training to bridge that gap by providing a clear, hands-on approach to ESG compliance. Leveraging the NECA-ILO ESG Implementation Guide, participants will gain practical insights, tools, and step-by-step guidance to integrate sustainability into their operations, manage risks, and unlock new opportunities for growth.

Training is free but registration is compulsory
REGISTRATION LINK: <https://bit.ly/ESGforMSMEs2026>

FREE

Only 60 Slots Available



bukky@neca.org.ng, jennifer@neca.org.ng
yemisi@neca.org.ng; neca@neca.org.ng



08131191568

DISABILITY IN THE WORKPLACE & ASSOCIATED LEGAL RISKS

WHAT EMPLOYERS SHOULD KNOW



 **TUESDAY**
26TH MAY 2026

 **10:00 AM**
PROMPT

 **VIRTUAL**
LIVE ON ZOOM

FREE

SPEAKERS



Dr. Ayuba Burki Gufwan
Executive Secretary
National Commission for
Persons with Disabilities
(NCPWD)



Mr. Bimbo Atilola
Managing Partner
Hybrid Solicitors



Mr. Adewale-Smatt Oyerinde
Director-General/Chief
Executive, NECA

HOST

SCAN TO REGISTER



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



JOB & EMPLOYABILITY FAIR 2026

13TH-VIRTUAL
14TH-PHYSICAL
MAY, 2026

NECA HOUSE, PLOT A2
HAKHEM BALOGUN STREET,
ALAKSA, IKEJA LAGOS

9.00 AM



THEME: EMPOWERING TALENTS, BUILDING SKILLS AND DRIVING INCLUSIVE GROWTH

KEYNOTE SPEAKER



MS. EDALYN HADJULA-LEGARDE
Director, Cluster Human Resources
FrieslandCampina WAMCO Nigeria Plc

SPEAKERS



DR. AFIZ OLUWATOYIN OGUN
Director General/
Chief Executive
Industrial Training Fund



MRS. SANDRA VERMULJTEN-ALONGE
Head of Programme
GIZ-ZME Nigeria



MRS. NNEKA ENELI
Director
Workforce Group



MR. MICHAEL ALASA
Managing Director
Recruten Consulting



MRS. LARA YEKU
Head Human Resources
Flour Mills of Nigeria PLC

MODERATOR

PANELISTS



MRS. OMOKUNBI ADEOTI
Chief People
Experience Officer
Leadway Assurance PLC



MR. OBINNA IKEMEFUNA
ENDP/British Council
(Diversity & Inclusivity)



MRS. AJUMA ANNETTE ABECHI
Assistant Chief Labour
Officer
Federal Ministry of Labour
and Employment & Migrant
Resource Centre.



MS. FEYISAYO ALAYANDE
Executive Secretary
Lagos State Employment
Trust Fund

HOST



MR. ADEWALE-SMATT OYERINDE
Director-General, NECA

Partners:



JOBSEEKERS
REGISTRATION LINK:
[HTTPS://BIT.LY/NECAJOBFAIR2026-JOBSEEKERS](https://bit.ly/NECAJOBFAIR2026-JOBSEEKERS)



EMPLOYERS
REGISTRATION LINK:
[HTTPS://BIT.LY/NECAJOBFAIR2026-EMPLOYERS](https://bit.ly/NECAJOBFAIR2026-EMPLOYERS)



For participation, kindly contact:
Oluwaseun 08160600305, Yemisi 08131191568
Opeyemi 0803 531 8892





NIGERIA EMPLOYERS' SUMMIT 2026

29TH-30TH JUNE 2026
 Abuja Continental Hotel



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

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



KEYNOTE ADDRESS



HIS EXCELLENCY, SENATOR KASHIM SHETTIMA, GCON
 Vice President, Federal Republic of Nigeria

INVITED DISTINGUISHED SPECIAL GUESTS, SPEAKERS AND DISCUSSANTS



BABAJIDE OJISOLA SANWO-OLU
 Executive Governor, Lagos State



ENGR. ABDULLAHI SULE
 Executive Governor, Nasarawa State



TAIWO OYEDELE
 Honourable Minister of Finance and Coordinating Minister of The Economy



DR. OLUBUNMI TUNJI-OJO
 Honourable Minister of Revenue



DR. JIMOKÉ ODUWOLE
 Honourable Member, Federal Ministry of Industry, Trade and Investment



DR. DORIS UZOKA-ANITE
 Honourable Minister of State, Federal Ministry of Budget and Economic Planning



SEN. JOHN OWAN ENOH
 Honourable Minister of State for Industry, Federal Ministry of Industry, Trade and Investment



OLAYEMI CARDOSO
 Governor, Central Bank of Nigeria (CBN)



PRINCESS ZAHRAH MUSTAPHA ABDU
 Director General, Presidential Enabling Business Environment Council (PEBEC)



DR. ZACH ADEGBE
 Executive Chairman, Nigeria Revenue Service (NRS)



IGP TUNJI RIDWAN DISU
 Inspector General of Police, Nigeria Police Force (NPF)



BASHIR ADEWALE A. (MFD)
 Comptroller General, Nigeria Customs Service (NCS)



KEMI N. NANDAP, PCC, MMIS, FSMS, FSPSP
 Comptroller General, Nigeria Immigration Service (NIS)



DR. RABI OLOWO
 Executive Secretary/ CEO, National Marketing Council of Nigeria (NMCN)



FOLARIN SHADE AMBROSE
 Honourable Commissioner for Commerce, Cooperatives, Trade And Investment, Lagos State



DR. TAYO ADULDUJ
 Chief Executive Officer, The Nigerian Economic Summit Group (NESG)



VICTORIA UWADOKA
 Corporate Communications, Public Affairs & Sustainability Lead, Nestlé



FEMI JAIYEOLA
 Chief Risk Officer, Access Bank Plc & NECA ESG Advisory Board Chairman

PARTNERS:



FOR SPONSORSHIP, PARTICIPATION AND EXHIBITION ENQUIRIES, PLEASE CALL:

Adenike: 08023449145, Isabella: 08065954707, Femi: 07089116429, Oluwaseun: 08160600305

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