2019 NLC NATIONAL LEADERSHIP RETREAT

Date: 20th - 25th October, 2019
Venue: Nike Lake Resort Hotel, Enugu
NATIONAL ANTHEM
ARISE, O Compatriots, Nigeria’s call obey
To serve our Fatherland
With love and strength and faith
The labours of our heroes past
Shall never be in vain
To serve with heart and might
One nation bound in freedom,
Peace and Unity.

O God of creation,
Direct our noble cause
Guide our leaders right,
Help our youth the truth to know
In love and honesty to grow
And living just and true
Great lofty heights attain
To build a nation where peace and justice shall reign.

THE PLEDGE
I pledge to Nigeria my country
To be faithful, loyal and honest
To serve Nigeria with all my strength
To defend her unity
And uphold her honour and glory
So help me God.

SOLIDARITY FOREVER
When the union's inspiration through the workers blood shall run
There can be no power greater anywhere beneath the sun,
Yet what force on earth is weaker than the feeble strength of one?

Chorus:
Solidarity Forever!
Solidarity Forever!
Solidarity Forever!
For the union makes us strong

They have taken untold millions that they never toiled to earn.
But without our brain and muscle not a single wheel could turn.
We can break their haughty power, gain our freedom
when we learn that the union makes us strong.
In our hands is placed a power greater than their hoarded gold.
Greater than the might of armies magnified a thousand fold.
We can bring to birth a new world from the ashes of the old,
for the union makes us strong.
HIS EXCELLENCY
RT. HON IFEANYI UGWUANYI
Executive Governor of Enugu State
CONCEPT NOTE

Introduction
Following the 12th National Delegates Conference of the Nigeria Labour (NLC) held on 5-6 February, 2019 and the subsequent States Delegates Conferences of 25th April 2019, a new set of leaders emerged at the level of the National Administrative Council (NAC) and the National Executive Council (NEC). It is significant that in the 12th NDC, Congress reflected on the core values of the Labour Movement, current realities and projected on what the future holds.

Therefore, the emergence of a new set of leaders at the level of NAC and NEC necessarily entails the need for orientation, familiarization, capacity building and agenda setting for the new leadership against the background of the experiences of yesteryears and contemporary happenings. In other words, the new set of leaders would join the already existing leadership corpus in the Central Working Committee (CWC). Consequently, there is the need to blend the experience of the old with the budding vigour of the new and thus chart a stronger course for Congress in the next four years. Moreover, the current financial situation is very low and thus a critical matter in implementing trade union engagements. While the membership is falling, there is an increase in trade union activities and some unions affiliated to the Congress cannot independently finance an activity alone. This is the basis for the strategic leadership retreat being proposed in this Concept Note.

Strategic Leadership Retreats have evolved over the years as one of the cornerstone traditions of Congress. In the over forty years of its existence, Congress has held a number of leadership retreats chiefly geared towards focusing her leadership on the challenges of the times. In recent times, Congress held leadership retreats in Calabar in 2011 and 2015 and in Sokoto in November 2016. The currently proposed strategic leadership retreat has a unique feature that it will involve all tiers of the leadership structures of Congress. Thus, unlike the previous exercises, this proposed Retreat will bring together both the State Councils and the national leadership corps in one forum, under the same roof and participate in the same programme.

In line with its agenda-setting role, the proposed 2019 combined strategic leadership retreat is expected to extensively examine, discuss and propose solutions to domestic issues, global trends and relate to the industrial nuances shaping the world of work vis-à-vis their implications for organizing and advocacy and improvement of working conditions. These concerns are already gaining traction as underlined by the theme of the 12th NLC National Delegates Conference, Towards a decade of activism promotion of Labour unity, national rebirth and development, which also shaped the discourse at the last State Delegates Conferences.
Proposed Goal
At the end of the Retreat, it is expected that the participants will familiarize themselves with and master the key challenges on the future of work, being shaped by two powerful forces. Given that the majority of the national and state council leaders are new and with new changes in work, the leadership retreat will afford the opportunity for re-organization, re-designing and re-strategizing for the future, at least in the next four years of engagements with political leaders, the implementation of the new minimum wage and re-building a strong financial base for Congress.

The broad goal of the Retreat is to bring the leadership structures of Congress at NAC, CWC and NEC together to discuss, proffer ideas and set the agenda to guide her in the next four years taking into account the dynamics in the world of work.

Proposed Objectives
1. To consider the motions and decisions of recent organ meetings particularly those of the 12th National Delegates Conference of the NLC and therefrom develop an agenda and tasks for the coming years especially for the life of the current leadership of Congress.

2. To sensitize, orientate and re-orientate about 200 NLC leaders on trade union activities, the ideology, traditions, ethics and values of the labour movement;

3. To review the activities of Congress in the recent past and especially to consider the recently developed SWOT Analysis Report of Congress and affiliate unions vis-à-vis emerging challenges in the world of work;

4. To strengthen the human and institutional capacity of Congress and affiliate industrial unions to execute, monitor and ensure feedback on the progress being made on the agenda set from the leadership retreat;

5. To propose ideas for a stronger financial base for Congress; and

6. To learn, in a workshop format, new management skills.

Proposed Theme:

Proposed Issues of Interest
1. Political/Psychological skills of organisations in transition including response to new forms of work, Just Transition and so on.

2. Ideological Identity, Ethics, Principles and Values of the Labour Movement.

3. Building Workers Power through Organizational and Developing Workers Capacity Building through Education and Organizing. This involves the re-evaluation of Education Programmes, Setting up an Organizing Academy and so on.
4. Internal and External Processes of Reward and Sanction System
5. Labour Investment and Projects
6. Reporting, Monitoring, Evaluation and Feedback Standards
7. Financial Standards

Proposed Activities
1. Opening ceremony
2. Plenary Lectures
3. Interactive Sessions
4. Break out/Group Sessions
5. Policy Discourse Sessions

In summary, the activities of the retreat include learning in relevant areas of trade union ethics and morals, Trade Union Finance and the Future of Work. Also, there would be frank discussions on diversion of membership dues and penalties; review and adoption of some policy documents and generally, a workshop to re-orientate Congress leaders.

Proposed Participants
NAC/CWC/NEC members and selected Secretariat Staff.

Faculty/Proposed Resource Persons
Resource Persons to be selected would be from the Academia, Labour Veterans, Government and Organized Private Sector.

There would also be providers of verbatim reports for the facilitation of rapid transcription of the outcomes of the Retreat and for the production of full Report later.

Retreat Structure:
- The Leadership Retreat would be a four-day programme. The first day would be dedicated to the National Administrative Council while the remaining three days would be dedicated to leaders at the level of the Central Working Committee and those from the State Councils.

- Relevant topics would be assigned to Lead Presenters, and two or three discussants under the oversight of Session Chairpersons.

The Retreat will cover the following core issues:
1. Trade Unions and emerging challenges in the world of work.
3. **Report of the 12th National Delegates Conference (NDC): Strategies for Implementation (Roles and Responsibilities of Officers of Congress) and Presentation of the actionable points in the SWOT Analysis of Nigerian trade unions sponsored by FES.**

4. **Organizing and Trade Union Education (Ideology, Ethics, Discipline, Principles, Trade Union Values, Merger & Restructuring, and Just Transition/New Forms of Jobs).**

5. **State Council Leadership and Management (Fiscal probity – corruption/embezzlement, Transparency & Accountability, reward & sanction mechanism, internal and external sanction instruments, Relationship with State Governors, Involvement in partisan politics, Implementation of the new National Minimum Wage, gender mainstreaming).**

6. **Gender and Youth Mainstreaming (Effective participation and affirmative action).**

7. **Trade Unions, Politics and Governance (Recovery and repositioning of the Labour Party, Mobilization and Organizing of Party Structures at State and Local Councils).**

8. **Engaging government at State Council level – Memo/ Letter Writing, Lobbying, Identifying issues, Budget Tracking, Projects Delivery/Project Monitoring etc.**

9. **Retirement and Pension: Challenges and Prospects.**

10. **Workers, Workplace Environment and Compensation.**

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A. **Proposed Resource Persons:**

1. **Trade Unions and Emerging Challenges in the World of Work**
   - Lead Presenter: Professor Dafe Otobo.
   - Discussants: Dr. Dennis Zulu and Dr. Niran Oyekale
   - Session Chair: Comrade Ayuba Wabba, mni.

2. **Trade Union Finance and Investment**
   - Lead Presenter: Mr Bolaji Balogun of Chapel Hill
   - Discussants: Abduwahed Omar; Mrs Nwanyieze Mbogu; Ibrahim Khaleel
   - Session Chair: Ayuba Wabba, mni

3. **State Council Leadership, Financial Management and Accountability**
   - Lead Presenter: Kiri Mohammed Shuaibu
   - Discussants: Dr Idris Nasir; Comrade Zanna Shettima
   - Session Chair: Comrade Salisu Mohammed

Facilitator: Dr. Peter Ozo-Eson
SWOT Analysis Presentation: Dr. Onoh omhen Ebhohhimhen

5. Organizing and Trade Union Education
Lead Presenter: Kwesi Amankwah (ITUC-Africa)
Discussant: Comrade S.O.Z. Ejiofoh
Session Chair: Comrade Hassan Sunmonu

6. Gender and Youth Mainstreaming
Lead Presenter: Comrade Ladi Iliya
Discussants: ———— and Ms. Ene Obi (ActionAid)
Session Chair: Comrade Mercy Okezie

7. Trade Unions, Politics and Governance
Lead Presenter: HE Jens-Petter Kjemprud (Norwegian Ambassador)
Discussants: Hon. Joseph Akinlaja, Hon. Aminu Suleiman; Comrade Issa Aremu;
Hon. Ebiuwuo Koko-Obiyai
Session Chair: Hon. Peter Akpatason

8. Engaging Government at State levels
Lead Presenter: Comrade Ovuozorie Macaulay
Discussants: Comrade Charley Onyeago and Comrade Ade Ajayi
Session Chair: Comrade Aliyu Dangiwa

9. Retirement and Pension: Challenges and Prospects
Lead Presenter: MD PENCOM
Discussants: Helen De Souza (MD Trustfund), Ivor Takor
Session Chair: Dr. Peter Ozo-Eson

10. Workers, Workplace Environment and Compensation
Lead Presenter: MD NSITF
Discussants: DG NECA, Dr. John Olanrewaju
Chair of Session: Frank Oramolu

11. Keynote Speakers
   a. Professor PLO Lumumba - Strategic Leadership and New Challenges in the
      Future of Work (Global Perspective)

12. Logistics
Venue: Nike Lake Hotel, Enugu
Date: October 20 – 25, 2019
### Programme for Congress Collective Leadership Retreat 2019

**Venue:** Nike Lake Resort Hotel, Enugu  
**Date:** 20th - 25th October, 2019

#### Arrival of NAC Members: Sunday, 20th October, 2019

#### DAY ONE: Monday, 21st October, 2019

**Arrival of CWC Members and State Council Chairpersons and Secretaries: Monday, 21st October, 2019**

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<tbody>
<tr>
<td>NAC</td>
<td>NAC Meeting: Session 1</td>
<td>10:00am-1:00pm</td>
<td>Secretariat</td>
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<td>Agenda:</td>
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<td></td>
<td>1. Review of Minutes</td>
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<td>2. Matters Arising</td>
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<td>NAC</td>
<td>Lunch is served</td>
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| NAC     | NAC Meeting: Session 2                            | 2:00pm-5:00pm   | Comrade Emiru Ugboaja - NLC, General Secretary | Comrade Chris Uyct – NLC DGS  
Dr. Onohc’omhen Ebbohiinhen | Chair: Comrade Ayuba Wabba, mni |
| NAC     | Lunch is served                                   | 8:00pm-10:00pm  |              |                                 |                        |

#### Cocktail: Socials

**DAY TWO: Tuesday, 22nd October, 2019: Registration 08.30am-09.30am**

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<tr>
<td>Opening Session</td>
<td>Opening Ceremony</td>
<td>09:00am-11:30am</td>
<td>Secretariat</td>
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<td>Special Guest of Honour: HE Rt. Hon. Ifeanyi Ugwuanyi, Governor of Enugu State</td>
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<td>Tea Break</td>
<td>11:30am-12:00noon</td>
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| Penary Session I | Trade Unions and Emerging Challenges in the World of Work | 12:00am-1:45pm | Secretariat/Team Leaders/Trainers | Prof. Dafe Otobo | Chair: Ayuba Wabba, mni  
Discusants: Mr. Dennis Zulu  
Dr. Niran Oyekale |
|         | Lunch is served                                   | 1:45pm - 2:45pm |              |                                 |                        |
| Penary Session II | Organizing and Trades Union Education              | 2:45pm-4:00pm   | Selected Team/Presenters          | Dr. Kwabena Nyarko Otuo | Chair: Comrade Hassan Sunmoru  
Discusants: Comrade S.O.Z. Ejiofor |
|         | Trade Union Finance and Investment                 | 4:00pm-5:30pm   | Selected Team/Presenters          | Mr. Collins Ogbu (Investment Expert) | Chair: Comrade Ayuba Wabba, mni  
Discusants: Com. Abdulwahed Omar, Mr. Amos Falonji, Comrade Ibrahim Khaelel, mni |
|         | Syndicate/breakout Sessions                        | 5:30pm - 7:00pm | Team Leaders/Trainers             |                        |                        |
### DAY THREE: Wednesday, 23\(^{rd}\) October, 2019

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<tr>
<td>Plenary Session III</td>
<td>Trade Unions, Politics and Governance</td>
<td>9.00–10.30am</td>
<td>Secretariat</td>
<td>Dr. Emeka Oronnamadu (REC, INEC Enugu)</td>
<td>Chair: Hon. Peter Akpatason; Discussants: Hon. Joseph Aknnala; Hon. Aminu Suleiman; Hon. Ebiuwu Oke-Koju, Comrade Issa Amenu</td>
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<td>Tee Break</td>
<td>10.30am-11.00am</td>
<td>Secretariat</td>
<td>Comrade Opuorahorie Macaulay (Former SSG, Delta State)</td>
<td>Chair: Comrade Aliyu Dangwla; Discussants: Com. Charles Onyeagba, Comrade Ade Akiyi</td>
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<td>Engaging Government at State levels</td>
<td>12.00pm – 1:00pm</td>
<td>Secretariat</td>
<td>Comrade Ladi Ilia</td>
<td>Chair: Comrade Mercy Okezie; Discussants: Comrade Ene Ozi, Mr. Danielson Akpan</td>
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<td>Lunch is served</td>
<td>1.00pm – 2.00pm</td>
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<td>Plenary Session V</td>
<td>Gender &amp; Youth Mainstreaming</td>
<td>2.00pm – 3.30pm</td>
<td>Secretariat</td>
<td>Comrade Ladi Ilia</td>
<td>Chair: Comrade Mercy Okezie; Discussants: Comrade Ene Ozi, Mr. Danielson Akpan</td>
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<td>Syndicate/Breakout Session</td>
<td>3.00pm – 4.30pm</td>
<td>Team Leaders</td>
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<td>Sight seeing</td>
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### DAY FOUR: Thursday, 24\(^{th}\) October, 2019

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<tr>
<td>Plenary VI</td>
<td>State Council Leadership, Management &amp; Accountability</td>
<td>9.00am – 10.30am</td>
<td>Secretariat</td>
<td>Comrade Kiri Mohammed Saniibu</td>
<td>Chair: Comrade Saisu Mohammed; Discussants: Dr. Idrees Naisr, Comrade Zarra Shettima</td>
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<td>Syndicate/Breakout Session / Tea Break</td>
<td>10.30am – 11.30am</td>
<td>Team Leaders/Trainers</td>
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<td>Workers, Workplace Environment and Compensation</td>
<td>11.30am – 1:00pm</td>
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<td>MD, NSITF</td>
<td>Chair: Chief Frank Oramulu; Discussants: DG NECA, Dr. John Olarerwaaju</td>
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<td>Plenary VII</td>
<td>Lunch is served</td>
<td>1.00pm – 2.00pm</td>
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<td>Chair: Dr Peter Dzin-Eson; Discussants: Ms. Helen Da-Soura, Comrade Ibor Takor, A retired state worker (female)</td>
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<td>Retirement and Pension Challenges</td>
<td>2.00pm-3.00pm</td>
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<td>MD, PENCOM</td>
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<td>Plenary Session VIII</td>
<td>Syndicate/Breakout Sessions</td>
<td>3.00pm-4.00pm</td>
<td>Secretariat</td>
<td>Team Leaders/Trainers</td>
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<tr>
<td>Plenary Session IX</td>
<td>Group Reports</td>
<td>4.00pm-5.30pm</td>
<td>Group Leaders</td>
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<td>Plenary Session X</td>
<td>Closing Session</td>
<td>5.30pm-6.00pm</td>
<td>Secretariat</td>
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<td>Chair: Comrace Ayuba Wabba, mni</td>
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**DAY FIVE: Friday, 25th October, 2019: DEPARTURE**

Godspeed All Day
APPRECIATION

The Nigeria Labour Congress wishes to appreciate the Resource Persons and Labour Leaders from all our Affiliate Unions and 36 State Councils including the FCT for their invaluable contributions to making the 2019 NLC National Leadership Retreat a success.

We appreciate the National Pension Commission (PENCOM), the Nigeria Social Insurance Trust Fund (NSITE) and the Federal Mortgage Bank of Nigeria (FMBN) for their financial support to the 2019 NLC National Leadership Retreat.

Furthermore, we most profoundly appreciate the worker-friendly disposition of the Enugu State Government for its excellent hosting of the 2019 NLC National Leadership Retreat.

We pray you all a hitch-free journey to your stations.