



FOBTOB Bulletin

Monthly Newsletter

December 2023 • Issue No. 18

FOBTOB SIGNS NJIC AGREEMENT BEFORE THE EXPIRATION OF THE SUBSISTING AGREEMENT



On Wednesday 20th December, 2023 history was made when, in an unprecedented manner, FOBTOB and AFBTE using the instrument of the National Joint Industrial Council (NJIC)

reached an agreement, after exhaustive deliberations, on improvements on the existing Salaries and Fringe Benefits for senior staff in the industry.

The Agreement provides, amongst other things, a general increase of 12% on Basic Salary as the first tranche, with an additional 2% increase in the first year on Basic Salary as palliative to address the effect of removal of fuel subsidy on the living standards of workers in the industry.

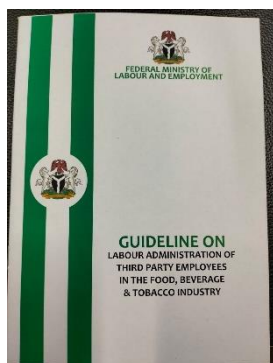
Another 10% increase on Basic Salary was provided for as the 2nd tranche with effect from December 20, 2024.

Other details include the separation of Maternity Leave from Annual Leave for women in the industry. This is significant because it has been a struggle that the Association embarked upon long time ago to create a better living for our womenfolk.

Also instructive is the provision in the agreement for the commencement of the discussion on the stoppage of gratuity in the industry.

Guideline on Labour Administration of Third Party Employees in the Food, Beverage and Tobacco Industry Goes Live

On 18th December 2023, the Guideline on Labour Administration of Third Party Employees in the Food, Beverage and Tobacco Industry jointly endorsed by the Federal Ministry of Labour, AFBTE, FOBTOB, and NUFBTE, was presented to the three (3) parties in the industry, at the Conference Room of the Honourable Minister in Abuja.



The Guideline is a product of more than three (3) years' work.

It aimed at:

- a. Streamlining the relationship between the companies in the Food, Beverage and Tobacco Industry, third-party agencies, and employees of these agencies.
- b. Setting out in clear terms how the relationship between the parties is to be managed to ensure peace and tranquillity.
- c. Defining the limit of the parties with respect to third-party agencies and the management of their employees.
- d. Laying down relevant industrial relations principles in addition to drawing attention to the basic terms and conditions to be observed by the parties.

The Guideline addresses the following critical areas connected to the industry:

- 1. Definition and Occupation of Core Jobs.
- 2. Consideration for Permanent Employment.
- 3. Unionisation.
- 4. Collective Bargaining.
- 5. Dispute Resolution.
- 6. Capacity Building for Third-party Employees.
- 7. Possession of Recruiters License.
- 8. Compliance with Extant Labour Laws, ILO Conventions and Standards.
- 9. Complaint Against Non-Compliance with Extant Labour and Other Relevant Laws.
- 10. Interim Operation of the Guideline.
- 11. Registration and Recognition of Third-party Agencies Body.
- 12. Termination of Relationship between a Company and a Third-party Agency.

The Honourable Minister of Labour appended his signature to the document, giving it the backing of the law.



The Director, TUSIR, and the Stakeholders in the Food, Beverage & Tobacco Industry, at the presentation



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FES YOUNG WORKERS TRAINING CLASS OF 2023



Com. Omoniyi Ilesanmi

Comrade Omoniyi Ilesanmi, a member of our Association from AAVA Brands Manufacturing Limited, recently concluded a nine-month Training organised by Friedrich Ebert Stiftung for the Cohorts of Young Workers.

Twenty-eight (28) union representatives from various movements in Nigeria, including the Socialist movement, TUC, NLC, and FOBTOB participated in the programme. The training program covered a wide range of topics related to labour institutions and instruments. Barrister Femi Aborisade's module on Labor Institutions and Instruments provided valuable insights into the legal framework for industrial relations in Nigeria. Additionally, Comrade Owei Lakemfa module on the Origins of Nationalities in Nigeria was particularly noteworthy as it highlighted how tribalism has been used by politicians to destabilise the importance of equality in the economy.

The International Youth Day lectures on Inter-generational Solidarity delivered by Comrade Solomon Adebosin (FOBTOB's Executive Secretary) and Professor Adelaja Odukoya were highly informative and insightful. Overall, the training program was an exceptional opportunity for all the participants to build their capacity, engage with critical issues related to labour institutions and instruments, and foster inter-generational solidarity. The Friedrich Ebert Stiftung is a German political foundation that promotes democracy, social justice, and political education globally. It is commendable that they have taken the initiative to organise such a program in Nigeria, and the success of the program is a testament to the commitment of both the participants and the organisers to promote equitable and just working conditions for all Nigerians. The nine-month training program was a huge success, with all participants benefiting significantly from the programme.



A Group Photograph of the participants.

NESTLE NIGERIA PLC & 7UP BOTTLING LTD BRANCH ELECTIONS

The Branch election of Nestle Nigeria Plc, held in Agbara Ogun State, on Friday, 8th December 2023.

Earlier, 7Up Bottling Company Ltd. Branch conducted her elections on Saturday, 25th November, 2023.

We wish both Branch Executives successful tenures.



Nestle Nigeria Plc Branch Executives members while taking the Oath of Office.



7Up Bottling Company Ltd. newly elected Branch Executives



Head of People & Culture, 7Up Bottling Company Ltd. received an Award at the event

COURTESY VISITS TO THE NATIONAL SECRETARIAT

Representatives of the Management of International Breweries Plc, as well as British American Tobacco Company, and CWAY Food and Beverages Nigeria Company Limited paid courtesy visits to the FOBTOB National Secretariat on three separate occasions: Wednesday, December 13th, 2023; Friday, December 15th, 2023; and Tuesday, December 19th, 2023, respectively. The objective of the visits was to strengthen the relationship between FOBTOB and the individual management teams. The National President was on hand to receive the



The HRD of International Breweries Plc flanked by the National President and Executive Secretary



The CWC Members, British American Tobacco Management, and the Branch Members.



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Management representatives. He lauded the initiative of the companies and noted that the visits demonstrated the importance of partnership between FOBTOB National and the respective Companies.



The Cway Management and Members at the National Secretariat.

TUC WOMEN COMMISSION 2023 ANNUAL WOMEN SEMINAR

The Trade Union Congress of Nigeria recently organized a successful four-day annual seminar for women in Uyo, Akwa Ibom. The seminar, held from November 29th to December 2nd, 2023, had a clear objective of "Projecting ways to eliminate gender-based violence and harassment from the world of work, implement and enforce ILO C-190 R 206."

The event was attended by the National Women Leader, Comrade Bunmi Adesayo, Comrade Jumoke Oladimeji (Deputy Executive Secretary), Comrade Esther Olanike Olaniyi (National Welfare Officer, TUC Women Commission), and several members of the FOBTOB Women's wing. The seminar aimed to empower Nigerian women and provide them with the necessary tools to eliminate gender-based violence and harassment in the workplace.

The seminar had interactive sessions and discussions around the theme, where participants shared their experiences, challenges, and strategies for implementing and enforcing the International Labor Organization's Convention C-190 R 206. The Convention addresses violence and harassment in the world of work, and its adoption by Nigeria is a significant step towards achieving gender equality in the country.

The Chairperson, TUC Women Comrade Hafsat Shuaibu, expressed her appreciation to TUC Affiliates for their support in organising the event, which provided a platform for empowering women and eliminating gender-based violence in the workplace. She reiterated that Nigerian women are strong, capable, and resilient, and urged them to take advantage of such events to continue pushing for gender equality and empowerment.

In conclusion, the annual seminar was a significant achievement towards eliminating gender-based

violence and harassment in the workplace in Nigeria. It is hoped that more such events will be organized to empower women to further emancipate for the elimination of gender-based violence and harassment in the workplace.



Some of the Participants at the Seminar

APPRECIATION FROM THE NATIONAL SECRETARIAT

Fellow Comrades, as we wrap up the Year 2023, we acknowledge your amazing cooperation and solidarity throughout the year. Together, we have accomplished great things in our industry and contributed to the improvement of the lives of millions of citizens across the country.

Permit us, therefore, to use this opportunity to express our sincere appreciation and gratitude for your exceptional collaboration and support throughout 2023. The progress we have made towards achieving our shared goals of improving the food, beverage, and tobacco industry and bettering the lives of every member, cannot be underrated.

We therefore say "Thank You". Let us do even more in 2024.

