

EASTERN ZONE MEETING AT SAPELE

The last Eastern Zone meeting for the year 2023 was held on Saturday, 4th November, 2023, at Life Flour Mills Limited, Sapele, Delta State.



Group photograph of Participants



CWC Members with HRM of the Host Company

NORTHERN ZONE MEETING AT ABUJA

The last Northern Zone meeting for the year took place on Saturday, 11th November, 2023, and was hosted by Seven-Up Bottling Company Plc Abuja Plant.



A group picture of the Participants.



Comrade Jimoh Oyibo received an award of honour.

During the meeting, the National President, Comrade Jimoh Oyibo, was presented with two awards - one by the Trade Union Congress of Nigeria (TUC), Women Commission, FCT Council, and another one by the host Company. This feat was an honour to our able National President.

WESTERN ZONE MEETING AT OTTA

WAY Foods and Beverages Nigeria Company Limited, Ota, Ogun State hosted the last Western Zone meeting of the year on Saturday, 18th November, 2023. During the meeting, an Award Ceremony was held to honour some deserving individuals chosen from among the top Management Staff and FOBTOB National Officers, with outstanding performances. We congratulate the Awardees on this feat.

Also at the Western Zonal meeting, the Executive Secretary, Comrade Solomon Adebosin presented an

expose on the amendments at the Extra-Ordinary Delegates Conference of the Association which held in August 2023, to the Association's Constitution and Rules. The essence of the presentation was to enlighten the members in attendance about the import of the amendments.



Award presentation session



Comrade Solomon Adebosin during the Constitution exposition session.



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INTERNATIONAL MEN'S DAY CELEBRATION

Every year on 19th November, International Men's Day is celebrated to raise awareness about the issues faced by men and promote positive expressions of masculinity. The theme for the 2023 celebration was "ZERO MALE SUICIDE" highlighting the importance of addressing this critical issue. FOBTOB Women, in recognizing the impact of FOBTOB Men, celebrated this remarkable day with a cake-cutting event. The Women Leader, Comrade Bunmi Adesayo, mentioned that the celebration was a great opportunity for men to be recognised, and celebrated for their contributions to the society. She encouraged the male counterparts to lead by example and teach boys about societal values, character, and responsibilities of being a man. She then quoted Mahatma Gandhi, who says "We must become the change we seek," by setting an example that depicts a fair and safe society that allows everyone to prosper.



Comrades celebrating the International Mens day.

CONFERMENT

At the 55th International Conference and Exhibition (ICE) of the Chartered Institute of Personnel Management of Nigeria (CIPM) held in Abuja on Thursday, 16th November, 2023, Mr Bamigboye Joshua Olusola, the Industrial Relations Manager of Guinness Nigeria Plc, Dr. Edore Peter Edore, the Head of Human Resources of Intercontinental Distillers, and Mr. Omo-Lamai Grace Okie, Human Resources Director of Nigerian Breweries Plc, were all conferred with the "Fellow of Chartered Institute of Personnel Management" (FCIPM).

16 DAYS OF ACTIVISM AGAINST GENDER-BASED VIOLENCE 2023



During the Annual United Nations campaign, the 16 Days of Activism for No Violence against Women and Children, which took place from 25th November to 10th December, several significant days were observed, including the International Day for Persons with Disabilities, World AIDS Day, and the International Day for No Violence Against Women.

At the Western Zonal meeting held on 18th November, 2023, at CWAY Foods and Beverages Nigeria Company Limited, Ota, Ogun State, the Women in the Food, Beverage, and Tobacco Senior Staff Association (FOBTOB) commemorated the campaign by highlighting the discriminatory practice of sublimating Maternity Leave with Annual Leave.

This practice reduces the total amount of time a woman can take off work for maternity-related reasons, which can have particularly dire consequences in cases of complicated pregnancies or childbirths that require extended time to recover.

FOBTOB emphasised that Maternity Leave and Annual Leave are two distinct rights that should not be conflated.

Maternity Leave is specifically designed to ensure that women receive the necessary time off work to recover from childbirth and bond with their newborns. On the other hand, Annual Leave is a worker's right to take time off work to rest and recharge, and it should not be used to sublimate Maternity Leave.

The discriminatory practice of sublimating Maternity Leave with Annual Leave was noted as an issue that needs to be addressed. Discrimination against women in the workplace is common, and it is time to take action to ensure that all employees are treated fairly and equally.

FOBTOB is leading the way in advocating for the elimination of this unjust practice and upholding Maternity Leave and Annual Leave as separate workers' rights. Comrade Bunmi Adesayo, the



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National Women Leader, urged everyone to join FOBTOB Women in solidarity and campaign for the rights of all employees, regardless of gender.

Slogans for the campaign:

1. Distinct, yet equal time for every phase of life - Annual Leave and Maternity Leave both matter! Stop all forms of discrimination against women!
2. Rights intact: Maternity leave and annual leave stay separate! We say no to sublimation!
3. Respect motherhood! Maternity leave and annual leave are not the same, so both should be mutually exclusive.
4. Sublimating Maternity Leave with Annual Leave is discriminatory and can have significant negative consequences for Women.
5. Eliminate discrimination against women in the workplace - Uphold maternity leave and Annual leave as separate workers' rights.
6. Merging Maternity leave and Annual Leave is discriminatory against women
7. Maternity leave and Annual leave are two distinct rights that serve different purposes in the context of employment!

S. 18 Labour Act CAP L1 LFN 2004
ILO Discrimination (Employment and Occupation) Convention No. 111 ILO Violence and Harassment Convention, (C190)

Hashtags for the campaign

- #StopShortchangingWomen
- #MaternityLeaveIsDistinctFromAnnualLeave
- #MaternalHealthIsAUnionRight
- #PromoteMutualExclusivity

